

	SHE SPECIFICATION Supply and Hire of Various Mobile Crane Services	Template Identifier	240-73416879	Rev	3	
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1. Introduction

Eskom's responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental and Quality Policy, along with legislative obligations.

This SHE specification is Eskom minimum requirements which are required to be met for the specific Tender and for the duration of the project services period by Principal contractor.

The contractor is expected to develop a SHE plan which meets these requirements as well as all the relevant applicable legislation they conform to.

Eskom in no way assumes the contractor's legal responsibilities. The contractor is and remains accountable for the quality and the execution of his/her health and safety programme for his/her employees and appointed contractor employees.

This SHE specification reflects minimum requirements and should not be construed as all encompassing.

Where requirements listed are already in place, then the organisational requirements must be taken cognisance of and listed in the respective SHE plans. If there are any additional Eskom and or legislative requirements listed in the SHE specification, then these must be addressed.

2. Supporting Clauses

2.1 Scope

This SHE specification lists the legislative and Eskom requirements and where applicable, any requirements pertaining to Local Authorities / Municipal by-laws / Environmental legislation that must be met by the Principal contractor.

2.1.1 Purpose

This document will provide a standardised approach to the implementation of SHE specifications throughout the Supply and Hire of Various Mobile Crane Services


2.1.2 Applicability

This SHE specification is applicable to the Supply and Hire of Various Mobile Crane Services

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2.2 Normative/Informative References

Parties using this document shall apply the most recent edition of the documents listed in the following paragraphs.

2.2.1 Normative

- [1] Basic Conditions of Employment Act No 75 of 1997.
- [2] Occupational Health and Safety Act and Regulations No 85 of 1993.
- [3] National Environmental Management Act 107 of 1998.
- [4] National Road Traffic Act 93 of 1996.
- [5] 32-37 Eskom Substance Abuse Procedure.
- [6] 32-136 Contractor Health and Safety Requirements
- [7] 240-62196227 Life- saving Rules
- [8] 32-95 Environmental, Occupational Health and Safety Incident Management Procedure
- [9] 32-727 SHEQ Policy
- [10] 32- 418 Working at Heights Procedure
- [11] 240-62946386 Vehicle and Driver Safety Management Procedure
- [12] 32-520 Risk Assessment procedure
- [13] Plant Safety Regulations.


2.2.2 Informative

- [1] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)
- [2] SANS 1186 Symbolic Safety Signs
- [3] Constitution of the Republic of South Africa No 108 of 1996

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Definition	Explanation
Appointed contractor	Means a contractor appointed by the principal contractor
Baseline risk assessment	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business
Business unit (BU)	(32-296) means any defined unit within the Eskom environment, operating as a business under a particular cost-centre number. In the context of this document and in terms of health and safety, any reference to a BU includes a defined unit within any Eskom division and its subsidiaries
Client	(OHS Act) Eskom representative (Internal – Asset Owner), also referred to as the contract administrator/custodian or agent or project manager (as defined in the contract). He/she is the person responsible for ensuring that the works or services are executed in terms of the contract, as well as adherence to legislation pertaining to the contract.
Competent person	(OHS Act) means any person having the knowledge, training, experience, and qualifications, specific to the work or task being performed, provided that, where appropriate, qualifications and training are registered in terms of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
Contractor	(OHS Act) means an employer as defined in section 1 of the Act who performs contracted work and includes principal contractors
Consultant	means a person providing professional advice
Controlled disclosure	controlled disclosure to external parties (either enforced by law or discretionary)
Critical Lifts	There are five categories for which a lift can be defined as a Critical Lift; (1) any lift weighing in excess of 20 tons, (2) any lift involving a crane suspended work platform (man cage), (3) any lift over critical operating and/or process equipment and (4) any lift that exceeds 85 % of the crane's load chart (5) any lift that utilises more than one lifting device (Tandem Lift).(6) Load transfers.(7) night lifting.
Duty of care to the environment	(32-136) anybody who causes or has caused or may cause significant pollution or degradation of the environment must take reasonable measures to prevent such pollution or degradation from occurring, continuing, or recurring. If such harm to the environment is authorised by law or cannot reasonably be avoided or stopped, such person must minimise and rectify such pollution or degradation of the environment
Employee	(OHS Act) means, subject to the provisions of subsection (2), any person who is employed by or works for an employer and who receives or is entitled to receive any remuneration or who works under the direction or supervision of an employer or any other person

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Definition	Explanation					
Employer	(OHS Act) means, subject to the provisions of subsection (2), any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him/her, but excludes a TES (ex labour broker) as defined in section 1(1) of the Labour Relations Act 1956 (Act No. 28 of 1956)					
Environment	(32-94) means: a. the land, water, and atmosphere of the earth; b. micro-organisms and plant and animal life; and c. any part or combination of (a) and (b) and the interrelationships among and between them, and the physical, chemical, aesthetic, and cultural properties and conditions of the foregoing that influence human health and well-being					
Environmental Management plan	A detailed plan of action prepared to ensure that recommendations for enhancing or ensuring positive impacts and limiting or preventing negative environmental impacts are implemented during the life-cycle of a project. This Environmental Management Plan should preferably form part of Eskom's Environmental Management System					
Eskom requirements	Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals					
Fall protection plan	(OHS Act) means a documented plan of all risks relating to working from an elevated position, considering the nature of work undertaken, and setting out the procedures and methods to be applied in order to eliminate the risk					
Hazard	(OHS Act) means a source of, or exposure to, danger					
Hazard identification	(OHS Act) means the identification and documenting of existing or expected hazards to the health and safety of persons, which are normally associated with the type of construction work being executed or to be executed					
Health and safety file	(OHS Act) means a file or other record in permanent form, containing the information required in relation to the contract.					
Health and safety plan	(OHS Act) means a document plan that addresses hazards identified and includes safe work procedures to mitigate, reduce, or control hazards identified					
Health and safety specification	(OHS Act) means a document specification of all health and safety requirements pertaining to associated to a contract, so as to ensure the health and safety of persons.					
Health and safety requirements	means comprehensive health and safety requirements for a contract, project, site, and scope of work. This specification is intended to ensure the health and safety of persons, both workers and the public, and the duty of care to the environment. The health and safety requirements must be specific to each contract, project, site, and scope of work					
Lifesaving Rules	(240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people					

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Definition	Explanation					
Medical Certificate of fitness	(OHS Act) means a certificate valid for one year, issued by an occupational health practitioner, issued in terms of the regulations, whom shall be registered with the Health Professions Council of South Africa					
Medical surveillance	(OHS Act) means a planned programme or periodic examination (which may include clinical examinations, biological monitoring, or medical tests) of employees by an occupational health practitioner or, in prescribed cases, by an occupational medicine practitioner					
Method statement	(OHS Act) means a written document detailing the key activities to be performed in order to reduce, as reasonably as practicable, the hazards identified in any risk assessment					
Organisation	may be defined as a group of individuals (large of small) that is cooperating under the direction of executive leadership in accomplishment of certain common objects					
Pre-job meetings	(34-227) means a meeting that is held prior to the commencement of the day's work and that is attended by all the relevant employees associated with the work task					
Principal contractor	(In the text of this document) Means an employer, as defined in section 1 of the OHS Act, who intends to tender for or has signed a contract with Eskom for services rendered.					
Provincial director	(OHS Act) means the provincial director as defined in Regulation 1 of the General Administrative Regulations under the Act					
Responsible Manager	Is a Manager of a department, section or operating/business unit who has been appointed as part of the Eskom delegation of authority process with the aim to assist the applicable 16(2) assigned person in executing his/her duties in terms of the Occupational Health and Safety Act					
Risk assessment	(OHS Act) means a programme to determine any risk associated with any hazard at a construction site in order to identify the steps needed to be taken to remove, reduce, or control such hazard.					
Site	(34-228) means an Eskom department, unit, complex, building, specific project, work site, or the site where agents, clients, principal contractors, contractors, suppliers, vendors, and service providers provide a service to Eskom, directly or indirectly					
Service provider	any private person or legal entity that provides any service(s) to Eskom for compensation					
Subsidiary	(32-94) an enterprise controlled by another (called the parent) through the ownership of greater than 50% of its voting stock					
Supplier	(32-1034) means a natural or legal person who renders a service and may include the following current or potential supplier vendor, contractor, consultant					
Task	(34-227) a segment of work that requires a set of specific and distinct actions for its completion					

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Definition	Explanation
Toolbox talks	(34-227) where the team leader, after conducting pre-task planning, shares all the tasks at hand and discusses task allocation, the identified risks, and the control measures with all his/her team members on site before commencing a specific task and documenting the agreed strategy. (This shall be done to ensure common understanding of the tasks, risks, and control measures required.)
The Act	(OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto
Visitor	any person visiting a workplace with the knowledge of, or under the supervision of, an employer.


2.4 Abbreviations

Abbreviation	Description
AIA	Approved Inspection Authority
BU	Business Unit
CE	Chief Executive
CNC	(Eskom) Customer Network Centre
CR	Construction Regulations of the OHS Act
COID Act	Compensation for Occupational Injuries and Diseases Act
DMR	Driven Machinery Regulations
DEL	Department of Labour (Inspection and Enforcement services – Provincial office)
EAP	Employee Assistance Program
EP	Emergency Preparedness
ERfW	Environmental Regulations for Workplaces
GAR	General Administrative Regulations
GSR	General Safety Regulations
HCS	Hazardous Chemical Substances
LDV	Light ivery Vehicle
LoG	(COID) Letter of Good Standing
MSDS	Material Safety Data Sheets
NEMA	National Environmental Management Act
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
SACPCMP	South African Council for the Project & Construction Management Professions

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Abbreviation	Description
AIA	Approved Inspection Authority
BU	Business Unit
CE	Chief Executive
SABS	South African Bureau Standard
SANS	South African National Standard

2.5 Roles and Responsibilities

2.5.1 Commitment

Visible commitment is essential to providing a safe work environment. Managers, supervisors and employees at all levels must demonstrate their commitment by being proactively involved in the day-to-day operations, in particular the Occupational Health and Safety aspects of any project. Legislation requires that each employee must take reasonable care of themselves and their fellow workers, from management level down to the lowest employee level.

2.5.2 Principal contractor


Shall:

1. Carry out all duties as listed in section 8, 9 and 10, the various other regulations that form part of the OHS Act and Regulation 7 of the Construction Regulations.
2. Carry accountability and responsibility for the safety and health of their employees and their appointed contractors within their working area, as contemplated by section 37(2) of the OHS Act;
3. Shall keep a record of all employees including the appointed contractor employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Eskom Project Manager.
4. Ensure that all their appointees are made aware of their accountabilities and responsibilities in terms of their appointment and that they advise and assist these appointees in the execution of their duties.

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5. Ensure that the minimum legislative, regulatory and Eskom SHE requirements are complied with on all work sites.
6. Give the Eskom project managers and line managers / responsible managers their full participation and cooperation.
7. Compile a SHE (health and safety) file where all relevant health and safety records must be kept for each work site.
8. The principal contractor must hand over a consolidated (to include any appointed contractors files) health and safety file to the Eskom project manager on completion of the project. This is to include all drawings, designs, lists of materials used and other applicable information about the completed project, as well as the list of appointed contractors, the agreement, and the type of work completed.
9. The principal contractor must provide the project manager with a certified copy of his/her Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the project for record-keeping purposes.
10. Appoint competent staff to perform the project work and ensure that all employees are trained in the health and safety aspects relating to such work and that the employees understand the hazards associated with all other work being carried out on the project.
11. Ensure that all employees are conversant with all relevant work procedures and that they adhere to such procedures. Co-ordinate the activities of all the appointed contractors in the interests of safety and health;
12. Stop his /her employees and any appointed contractors if project work is not in accordance with the health and safety plan or if such work poses a threat to the health and safety of persons or a risk of degradation to the environment.
13. Appoint full-time competent employees in writing to supervise the performance of all specified work throughout the contract period.
14. Ensure that the supervisor or manager do not supervise work on any site other than the site for which such supervisor has been appointed for.

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15. Appoint a full or part time safety officer or construction safety officer (registered with SACPCMP) in writing and also submit His/ Her validation registration certificate.
16. Not victimise or dismiss employees, by virtue of the employee's divulging health and safety information or suspecting such information has been divulged, in the interests of health and safety requirements.
17. Follow a process of disciplinary action if any of their employees or their appointed contractor employees has transgressed any of the requirements of the health and safety specification, safety and health plans, site rules or any other requirements.
18. Ensure that all appropriate precautions are taken to protect persons (visitors, members of the public, and other contractors) present at work or in the vicinity of a construction site against all risks that may arise from such site.
19. Before the commencement of any work, conduct risk assessments which shall include public safety. This should be done by a competent person appointed in writing with a view to identify hazardous and potentially hazardous work operations.
20. Ensure that pre-task risk assessments are conducted and documented daily and prior to the starting of any new task, irrespective of whether it is a repetitive task or not.
21. Take prime responsibility for all aspects of environmental management associated with the project activity for which they are responsible.
22. Prior to having pre-employment and periodic medicals fitness examinations conducted, person/man job specifications must be compiled and handed to the occupational health practitioner.
23. Ensure that pre-employment, periodic and exit medicals are carried out on their employees. Medical assessments must be conducted by a registered Occupational Health Practitioner. During the pre-employment medical, where employees will be required to work at heights, they will also be required to undergo the required employee physical and psychological fitness examinations.
24. Ensure, prior to the commencement work, that all persons involved in the project work, as well as the appointed contractors, have received a health and

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safety induction training session. Similarly, ensure that all visitors to site undergo the site's induction training.

25. Ensure, prior to the commencement of contracted work, that all their employees involved in the project work, as well as the appointed contractors, have received task-specific training.
26. Issue risk-based personal protective equipment (PPE) as a measure of last resort to their employees, inspect such equipment regularly and ensure recipients of PPE are trained in the proper use, care and where necessary, the maintenance of PPE;.
27. Where performing work with the environment, ensure that minimal damage is done and that where an Environment Management Plan is in place, then adhere to the plan.
28. Must have a substance abuse program which must be in line with the requirements of the OHS Act.
29. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on the work sites.
30. Ensure that all equipment and tools used comply with OHS Act requirements with respect to condition, use, care, storage, maintenance, and the management of these;
31. Ensure that all incidents are reported and investigated timeously by competent incident investigators.
32. Establish health and safety committees, hold such committee meetings on all sites, and ensure that appointed contractors participate in their health and safety meetings.
33. Chair their own health and safety committee meetings and record such meet

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2.5.3 Contractor site supervisor or Contract Supervisor


Must:

1. Be competent to perform the required supervisory tasks;
2. Ensure their employees and all appointed contractors comply with the required statutory and Eskom project requirements;
3. Inspect all work done to ensure adherence to Eskom's standards and specifications
4. Conduct follow-up inspections to ensure findings are closed out and preventative action is in place.
5. Discuss all SHE related problems with the relevant contractor management timeously in the first instance and thereafter the Eskom project manager in the second instance relating to procedure requirements, non-conformance's identified, corrective actions, audits and inspection schedules.
6. Ensuring that quality records are maintained in accordance with legislative and Eskom requirements;
7. Continual liaison between the principal contractor, and employees.
8. Ensures that employees are aware of latest standards, procedures, work instructions and safety regulations issued by Eskom:
9. Conduct site Inspections for compliance to SHE requirements and compiles the relevant inspection reports.
10. Submit the observation reports to the relevant management.
11. Have meaningful participation in the project statutory health and safety committee meetings.
12. Participate in incident investigations.
13. Participate in the principal contractors emergency preparedness planning.
14. Ensure that own employees and are competent to perform the tasks assigned.
15. Assist the principal contractor with the handing over process, in particular the SHE file and relevant documentation.

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2.5.4 Employees


Must:

1. Be responsible for their own safety and health and that of their co-workers;
2. Co-operate with their employer to meet all of the employer's as well as legislative and Eskom requirements;
3. Familiarise themselves with their responsibilities during induction and awareness training sessions, some of which are:
 - a. familiarising themselves with their workplaces and safety and health procedures;
 - b. working in a manner that does not endanger them or cause harm to others;
 - c. ensuring that the work area is kept tidy;
 - d. reporting all incidents and near misses;
 - e. protecting fellow workers against injury by performing job observations;
 - f. reporting unsafe acts and unsafe conditions;
 - g. reporting any situation that may become dangerous; and
 - h. carrying out lawful orders and obeying safety and health rules;
4. Who become aware of any person disregarding a safety notice, instruction, or regulation, immediately report this to the person concerned. If the person persists, stop that person from working, and report the matter to contractor management and/or Eskom's project manager or supervisor immediately.
5. Not damage alters, remove, render ineffective, or interfere with anything that has been provided for the protection of the site or for the health and safety of persons this includes any guarding of machinery or equipment.
6. Obey any safety signs and adhere to any site demarcation at all times.
7. When entering or leaving the site, do so via the official designated access/departure routes. Where reflective jackets/bibs are required to be worn, wear them.
8. Be subjected to any disciplinary action, if having transgressed any of the requirements of the health and safety site rules, Eskom requirements, company requirements, or legislative requirements.
9. Avoid any act that may endanger their own health and safety or that of fellow employees, members of the public, or visitors who may be affected by their acts and/or omissions at work.
10. Have the right to obtain proper information from their employer regarding health and safety risks and measures related to the work processes.
11. Use facilities placed at their disposal and not misuse anything provided for their own protection or that of others.
12. Have the right to remove themselves from danger when they have good reason to believe that there is an imminent and serious danger to their health and safety and have the duty to inform their supervisor immediately of such danger.

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13. Report to their supervisor (in the first instance), the principal contractor (in the second instance), and/or the Eskom project manager, any substandard acts and/or conditions that have come to their attention and that have not been rectified or acted on by their contractor management timeously.
14. Have the right and the duty at any workplace to participate in ensuring healthy and safe working conditions, to the extent of their control, over the equipment and methods of work adopted.
15. Maintain the surrounding area of the work site in a neat and tidy condition.
16. Have meaningful participation in regular health and safety meetings.
17. Have the right to refuse to perform or continue to perform any task/job on the grounds of health, safety, and environmental concerns.
18. When given instructions, understand the instructions and be permitted to clarify those instructions.


2.5.5 Contractor Health and Safety officer

1. Promote a SHE culture within the organisations involved in the project / contract.
2. The contractor's safety and health officer shall assist in the control of all health and safety-related matters on the sites.
3. Be involved in the developing the project SHE plan and SHE policy.
4. Be in constant liaison and cooperate with Eskom's SHE professionals responsible for providing them with a health and safety service.
5. Ensure that this SHE specification is adhered to by his/her principal contractor.
6. Conduct audits and inspections of all work sites for the duration of the project.
7. Be involved in the organisations incident investigations when required.
8. Participate in the organisation's statutory and non-statutory health and safety committees meetings.
9. Conduct organisational, site and visitor induction training.
10. Stop any employee from performing construction work which is not in accordance with the principal contractor's health and safety plan which poses a threat to the health and safety of persons.
11. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on, the premises / work sites and that no employee remains on site if he/she is under the influence. Furthermore, report such instances to contract management.
12. Make themselves available and ensure co-operation of employees under their control to undergo breathalyser and drug testing while entering and/or being on any Eskom work site by Eskom.
13. Carry out frequent behaviour observations of employees under their control at least monthly.

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3. Specification

3.1 Tender Scope of work

Hire of mobile cranes with competent operators ranging from 20 ton to 420 ton to conduct work at sites as and when required. Mobile cranes with operators will be required to work on sites for the following:

- During outages or maintenance work on transformers at sub stations
- Loading and offloading of transformers, rotors and cradles
- Breakdown work as and when required
- Hire of mobile cranes to conduct operations at various Limlanga sites

A copy of the scope of works must be retained by the contractor.

3.2 Legal Compliance

3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between Eskom project manager and the principal contractor at the time of awarding the contract.

The original copy of the section 37(2) Agreements must be retained by the contractor and a copy retained by the responsible project manager.

A copy of all the agreements must form part of the respective contractor's SHE files.


3.2.2 OHS Act

The principal contractor shall have an up to date copy of the OHS Act and regulations which will be available to all employees.

3.2.3 Legislative compliance

The principal contractor and all appointed contractors will comply with all the legislation pertaining to this project being:

- The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
- Occupational Health and Safety Act 1993 (Act 85 of 1993) and its Regulations.
- National Environmental Management Act 1998 (Act 107 of 1998).
- Environment Conservation Act 1989 (Act 73 of 1989).
- National Water Act 1998 (Act 36 of 1998).
- Civil and Building Work Act.

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- National Road Traffic Act 93 of 1996.
- Compensation for Occupational Injuries and Diseases Act.
- SANS Standards –Contractor shall use the relative standards applicable to the project.

3.3 Eskom Requirements

The principal contractor shall, before commencement of the project ensure that all their employees are familiar with the relevant Eskom SHE documentation that is applicable to tender

3.4 Construction Professional Registration

The principal contractor shall be registered in their respective levels as professionals in terms of the requirements of the SACPCMP.

- SHE professionals (Construction Safety Officer/ Construction Safety Management) must be registered as CHSO professionals with the SACPCMP and the valid certified copy of registration shall be submitted with the SHE Returnables..

3.5 SHE Policy

SHE policy is a statement of intent and a commitment by the organisation’s CE and senior management in relation to the relevant SHE roles and responsibilities, the achievement of their strategic objectives, values of integrity, customer satisfaction, excellence, and innovation.


The principal contractor, if already not in place, will be required to compile an organisational SHE policy in line with their SHE responsibilities. The policy shall incorporate COVID 19 statement of company top management commitment. The policy must be signed by the organisation’s CE or the appointed assistant to the CE OHS Act Section 16(2) and with dates and next review dates. The policy must be displayed in a prominent place within the workplace. A copy of the policy must be filed in the contractor SHE files and attached as an annexure in the SHE Plan.

3.6 COID

The principal contractor shall be registered with an appropriate employment compensation commissioner and have available a valid letter of good standing (LoG) from such commissioner with the relevant nature of business for the scope of services. The obligation lies with the contractors to ensure that the LoG remain valid throughout the contract period. A copy of the LoG must be filed in the contractor SHE files.

3.7 Costing for SHE within the Project

The costing for SHE must be itemised based on the overall scope of the project (i.e.) Training, provision of PPE, safety equipment purchases etc.

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3.8 Statutory Appointments

For the duration of the project, the principal contractor shall appoint competent employees who will meet the requirements of the OHS Act. Where appointments are made, contractors shall ensure that the appointees have been suitably trained and or informed of their responsibilities before getting them to accept such appointment by signing the appointment letters.

3.8.1 Section 16(2) Appointee

The appointment is made in terms of Section 16 of the Occupational Health and Safety Act 85 of 1993. A 16(2) Appointment does not alleviate the 16(1) from his/her responsibilities with regards to Occupational Health and Safety issues but allows a 16(2) to assist the 16(1) in his/her responsibilities. The appointee shall have a legal liability training certificate to support the appointment. .

3.8.2 Construction Supervisor

The appointed shall have: Three years applicable experience in crane operating with

- General health and safety course and
- Rigging competency training (red sealed rigger) for Supervisors that will be supervising rigging activities

3.8.3. Safety, Health and Environmental (SHE) Officer

The appointed person shall have a National Diploma in Occupational Health and Safety Management, Environmental Health or equivalent. The appointee shall have at least five (03) years' experience in the Mechanical Engineering industry.

3.8.4 Risk Assessor The contractor shall appoint a competent person to conduct risk assessments. The appointed person shall have a Hazard Identification and Risk Assessment competency training certificate to support the appointment.

3.8.5 Competent Person for Fire Fighting

The contractor shall ensure that each driver allocated to the contract is trained on fire fighting. The appointed person shall have a valid firefighting competency certificate to support the appointment.

3.8.6 Competent Person for First Aid

The contractor shall ensure that each driver allocated to the contract is trained on first aid level 2. The appointed person shall have a valid first aid competency certificate to support the appointment.

3.8.7 Incident Investigator GAR 9(2)

This appointment shall be made in terms of General Administrative Regulation 9. The appointed person shall have a Root Cause Analysis (RCAT) or Incident Investigation competency training certificate to support the appointment.

3.8.8 Competent Person for Crane Inspections and Operations (DMR 18)


- The contractor shall ensure that the crane operator is competent to operate and
- The Operator is in possession of a valid medical surveillance for crane operations and inspections.
- The Operator is trained as per the general machinery regulation.
- Daily inspections of the crane is conducted prior to use.

3.8.9 Appointment of SHE Representatives and Responsibilities Section 17

SHE representatives shall be nominated, elected and appointed as per Section 17 and 18 of the Occupational Health and Safety Act No 85 of 1993,

3.8.10 Lifting tackle inspector shall be appointed in terms of **DMR 18(10)(e)**

3.8.11 Goods Hoist inspector shall be appointed in terms of **DMR17(2)**

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3.9 Eskom Life-saving Rules

1. Eskom views health and safety in high esteem and encourages that any organization who performs work for Eskom in Eskom adopt the same view.
2. Five Life-saving rules have been developed that will apply to all Eskom Employees, agents, consultants, and **contractors**. Failure to adhere to these rules by any Eskom employee or employee of a Principal Contractor will be considered a serious transgression. These rules are being implemented to prevent serious injury or death of any employee.
3. If any contractual work will be performed on any Eskom premises (including every of any product), then the rules **shall be obeyed** by any contractor and their employees.


The rules are:

RULE	DESCRIPTION OF RULE
Rule 1	OPEN, ISOLATE, TEST, EARTH, BOND, AND/OR INSULATE BEFORE TOUCH (That is plant, any plant operating above 1000 V)
Rule 2	HOOK UP AT HEIGHTS Working at height is defined as any work performed above a stable work surface or where a person puts himself/herself in a position where he/she exposes himself/herself to a fall from or into.
Rule 3	BUCKLE UP No person may drive any vehicle on Eskom business and/or on Eskom premises: Unless the driver and all passengers are wearing seat belts.
Rule 4	BE SOBER No person is allowed to be under the influence of intoxicating liquor or drugs while on duty
Rule 5	PERMIT TO WORK Where an authorization limitation exists, no person shall work without the required permit to work.

Eskom will take a stance of zero tolerance on these rules.

Non-compliance to a Life Saving rule will be considered serious misconduct and will lead to serious disciplinary action, which may include dismissal.

This is to ensure that **every person** who works on or visits an Eskom **returns home safely to his or her family**.

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3.10 Substance Abuse

1. Alcohol and substance abuse poses a significant threat to any business, more so in industrial incidents and the driving of vehicles. Eskom is therefore, entitled to take reasonable steps to ensure that intoxicated persons are identified and prevented from entering Eskom.
2. General Safety Regulation 2A is clear on the legal stance regarding intoxication.
3. The alcohol and drug permissible level is 0%.
4. Principal contractor shall comply with Eskom’s procedure 32-37 (“Substance Abuse Procedure”), taking in to account that this is an Eskom Life-saving Rule number 4: BE SOBER”, this means anyone entering the Eskom will be subjected to ad hoc alcohol testing.
5. Contractors are encouraged to compile their own manual and to carry out regular alcohol testing of their own employees. The legislative alcohol level is deemed to be zero.
6. Test records must be treated as “Confidential” and filed in the employees’ personal file.

3.11 Contractor organizational Structure

Principal Contractor Organogram

The principal contractor must provide an organizational organogram related to this project, depicting all the levels of responsibility from the CE down to the supervisors responsible for the project. List the relevant positions held, names of appointees and legal appointments with legal OHS references.

This organogram must be kept up to date, with company CEO signature and dates and filed in the project SHE files at execution stage.


3.12 Risk assessment (refer to 32-520)

It is a legal requirement in terms of Section 8 (2)(d) of the OHS Act for an employer to carry out risk assessments, to establish which risks and hazards are attached to the health and safety of persons due to any work which is performed, any article or substance which is, handled, stored, transported. A risk assessment is defined as an identification of the hazards present in an organisation and an estimate of the extent of the risks involved, taking into account whatever precautions are already being taken.

It is essentially a three stage process:

- identification of all hazards;
- evaluation of the risks;
- Measures to control the risks.

Risk assessments are required to be maintained. This means that significant changes to a process or activity, or any new process or activity should be subjected to a risk assessment and that if new hazards come to light during the work process, then these should also be subjected to risk assessments. Risk assessments for long term processes should be periodically reviewed and updated. Method statements or written safe work procedures are an effective method as information and record of the way jobs / tasks must be performed.

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Daily or issue based or task specific or on the job risk assessments must be conducted at the place where work is to be performed/ conducted to allow managers and employees to assess any inherent risks that could have been overlooked during the initial risk assessment or any changes that might have occurred in a period of absence. For example if a job / task is extended over a day or halted due to inclement weather.

Guidelines for actual steps involved in a job/task specific risk assessment are:

- Each activity is listed;
- Specific hazards are identified and listed against each activity; for client summary risk assessment, refer Appendix A attached from page 44 of this specifications.
- The magnitude of each risk is rated as Low. Medium or High;
- All known documentary and supervisory controls are listed. For instance: What safe work procedures exist for ladders;
- The relevance, effectiveness and sufficiency of these controls are assessed;
- In the event of insufficient or deficient controls for the particular activity, steps to be taken to rectify this shall be recorded, and safe working procedures drawn up;
- Persons responsible for implementing and supervising the task shall be identified, nominated and duly assigned;
- Persons responsible for monitoring the task and carrying out the planned job observation must be nominated;


3.13 Safe work procedures / method statements

Method statements / written safe work procedure are control measures used to prevent an incident from occurring during the execution of the project. A written safe work procedure/ method statements provide guidance how to execute the task safely.

The contractor shall demonstrate in a documented format the procedure undertaken to perform work safely. The SWP / SOP shall be in line with the requirements of **DMR 18 and GMR**.

The safe working procedure should identify:

- a. The supervisor for the task or job and the employees who will undertake the task;
- b. The tasks that are to be undertaken that pose risks;
- c. The equipment that are used in these tasks;
- d. The control measures that have been built into these tasks;
- e. Any training or qualification needed to undertake the task;
- f. The personal protective equipment to be worn;
- g. Actions to be undertaken to address safety issues that may arise while undertaking the ta

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3.14 Fire Equipment and maintenance


1. All firefighting equipment's that have been provided shall:
 - a. Be clearly labelled
 - b. Conspicuously numbered
 - c. Entered in a register
 - d. Inspected monthly by a competent person
2. Tested and serviced at recommended intervals by an accredited supplier
3. Results entered in the register and signed by competent person.

3.14.1 Refueling at the construction site

With the exception of construction vehicles and mobile equipment, before a machine is refueled, the motor must be stopped. Refueling shall take place at designated safe areas and appropriate warning signs installed. Suitable drip trays must be used to prevent spillage at the filling nozzle.

3.15 First Aid and Equipment

1. The requirements of the OHS Act GSR 3 must be observed.
2. First aid appointments must be made to meet the requirements, this includes construction sites. Appointees must be trained to level 2. It is good practice for all employees to be trained to at least level 1.
3. When appointing employees for work sites, cognisance must be taken into account the type of work performed, the distance teams are working apart and the terrain to be covered if an emergency should arise.
4. A list of emergency numbers must be displayed on the notice boards and made accessible for all employees.
5. Principal Contractor must ensure that his /her employees are familiar with the emergency numbers.
6. Contractors shall have one first aid box for the first 5 persons and thereafter one for every 50 or team of workers on site or part thereof, taking into account the type of work performed and the distance between teams.
7. More first aid boxes shall be provided in accordance with the risk assessment. Boxes must be available and accessible for the immediate treatment of injured persons at the workplace.
8. For offices, signs indicating where the first aid box or boxes are kept as well as the name and contact details of the First Aider of such first aid box or boxes shall be erected.
9. The Principal Contractor and appointed contractor shall ensure that alternative arrangements be made for incidents occurring after working hours.

 3.15.1 Boxes and equipment	SHE SPECIFICATIONS Supply and Hire of Various Mobile Cranes – LimLanga Cluster	Template Identifier	240-73416879	Rev	2	
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The following is a list of minimum contents of a first aid box:

- Item 1: Wound cleaner/antiseptic (100ml).
- Item 2: Swabs for cleaning wounds.
- Item 3: Cotton wool for padding (100 g).
- Item 4: Sterile gauze (minimum quantity 10).
- Item 5: 1 Pair of forceps (for splinters).
- Item 6: 1 Pair of scissors (minimum size 100 mm).
- Item 7: 1 Set of safety pins.
- Item 8: 4 Triangular bandages.
- Item 9: 4 Roller bandages (75 mm X 5 m).
- Item 10: 4 Roller bandages (100 mm X 5 m).
- Item 11: 1 Roll of elastic adhesive (25 mm X 3 m).
- Item 12: 1 Non-allergenic adhesive strip (25 mm X 3 m).
- Item 13: 1 Packet of adhesive dressing strips (minimum quantity, 10 assorted sizes).
- Item 14: 4 First aid dressings (75 mm X 100 mm).
- Item 15: 4 First aid dressings (150 mm x 200 mm).
- Item 16: 2 Straight splints.
- Item 17: 2 Pairs large and 2 pairs medium disposable latex gloves.
- Item 18: 2 CPR mouth pieces or similar devices.

A content check list must be available with all boxes and boxes shall be checked on a regular basis, kept clean and dust free.

3.16 SHE Communication Systems

Principal Contractor/s must develop a communication strategy outlining how they intend to communicate SHE issues to their staff, the mediums they will employ and how they will measure the effectiveness of their SHE communication. Below is a brief on how communication should take place. Where project meetings are conducted on site, SHE shall be included as a standing agenda point and minutes of these meetings shall be available on site at all times. Minutes of meeting must be compiled and filed in the relevant SHE files. All employees shall have access to these minutes. Attendance register shall be kept for all the health and safety meetings.

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3.16.1 Statutory Health and Safety Committees

1. The principal contractor shall establish statutory health and safety committee in terms of Section 19 of the OHS Act, Act.
2. The Committee shall meet to discuss SHE issues concerning the current work being performed, training, upcoming work and SHE requirements, incidents and lessons learned specific SHE problems, safety performance, action plans and other relevant SHE issues. Listed below is a preferred agenda.
3. SHE representatives for a workplace shall be members of the relevant workplace safety committees (Refer to Section 19 (2) (a) of the OHS Act).
4. The number of persons nominated by employer must not be more than the Health and Safety Representatives on that specific statutory health and safety committee. (Refer to Section 19(2)(c) of the OHS Act)
5. A statutory health and safety committee meeting shall be held at least 3 monthly (where medium to high risk work is involved, more frequent if required), and all appointed members of the committee shall attend the meeting.
6. Statutory health and safety committees may make recommendations to the principal contractor and the project manager and the Inspector at DEL.
7. All health and safety committees shall discuss all projects related OHS Act Section 24 and 25 incidents and other notified serious incidents.
8. Health and safety committees shall follow up on incident investigation recommendations and shall keep record of all recommendations made by the committee.
9. Statutory health and safety committees may make recommendations for the revision of current standards, procedures and practices.
10. The principal contractor shall ensure that statutory and non-statutory health and safety committees carry out their duties.
11. The chairperson of the health and safety committees shall be selected and appointed by the contractor. The appointed chairperson must be competent to chair meetings and be able to make informed decisions.

3.16.2 Non-statutory health and safety committees

Where there are large worksites, then non-statutory sub-committee must be established within that worksite to assist with the communication of health and safety related matters between the statutory health and safety committee and the workplace.

The duties and responsibilities of the non- statutory health and safety committees will be the same as the statutory safety committee

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Minutes and action items for all health and safety committee meetings


12. Minutes and record of action items shall be kept of all health and safety committee meetings.
13. Action column with target dates and responsible person shall be clearly visible on the minutes and shall be completed during the meeting.
14. Statutory health and safety committee meeting minutes and record of action items shall be kept for the duration of the project or a minimum period of three years.
15. Non-statutory health and safety committee meeting minutes shall be kept for the duration of the project or a minimum period of 12 months.
16. All other meeting minutes where SHE is on the agenda, shall be kept for a minimum period of 12 months.
17. The original copy of the minutes and record of the action items must be signed by the chairperson.
18. The relevant project manager and principal contractor shall endorse the relevant minutes with his/her recommendations and return the minutes to the relevant contractors chairperson within 14 calendar days of the meeting.

3.15.2 Tool box talks / Daily team talks / pre job meetings

1. A meeting must be held prior to the commencement of the day's work with all relevant personnel associated with the work task in attendance. The job, relevant procedures, associated hazards, safety measures, i.e. the task risk assessments shall be discussed. Each employee who attends the briefing shall sign an attendance list of that pre-job brief form undertaking that they have an understanding of the tasks, risks and control measures required.
2. Where possible, tool box talks can be included in the pre-job brief meetings. If this does not occur, then weekly tool box talks must be conducted. The toolbox talk topics will be based on SHE issues pertaining to the construction site and or the project. The topic contents shall be in writing. Attendance registers with the topic listed shall be kept.

3.16 SHE Training

1. The principal contractor, when making a bid for this project shall provide a breakdown list of the SHE training requirements and the costing of such requirement.
2. The scope of training includes but is not limited to the type of work being performed and the relevant procedures. Additional to the requirements, will be that the principal contractor must have the appropriate qualifications, certificates and employees should always be under competent supervision.
3. Where legislative and Eskom recommended appointments are made, the relevant training shall be given to those appointees prior to the acceptance of those appointments.
4. When there is an amendment to the Acts and/or to the regulations, SHE specification and SHE plan, all affected staff shall undergo the applicable refresher training.
5. Appropriate time must be set aside for training (induction and other) of all employees.
6. Records of all training and qualifications of all contractor employees must be kept on the SHE file

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3.16.1 Induction training

1. The principal contractor shall ensure that all his / her employees have undergone the Eskom Safety Contractor Management induction training prior to commencing work onsite.
2. Attendance registers must be completed of any induction training given, which must indicate that they have received and understood the induction training.
3. Prior to attending the induction training, all employees must undergo a pre- employment medical examination and found fit for duty. A copy of the certificate of fitness must be kept in the SHE file on site for the duration of the project.

3.16.2 Site specific induction training

The principal contractor shall ensure that all his / her employees undergo site specific work induction with regard to the approved project SHE plan, general hazards prevalent on the construction site, construction risk assessment, rules and regulations, and other related aspects.

3.16.3 Visitors to site induction

Visitors to the site shall be required to undergo and comply with the principal contractor's site-specific safety induction prior to being allowed access to site.


All visitors must remain in the care and custody of a person (host) who has been properly inducted. No visitors are permitted to undertake any work onsite, of any nature

3.16.4 General training

The principal contractor will be required to ensure that before an employee commences work on the project, the respective supervisor informs the employee of his scope of authority, the hazards associated with work as well as the control measures to be taken. This will include man-job specifications, the discussion of any task procedures or hazardous operational procedures to be performed by the employee. The Principal Contractor is to ensure that the supervisor has satisfied himself that the employee understands the hazards associated with any work to be performed by conducting task/job observations.

3.17 Construction vehicle safety

1. It is the responsibility of the driver to ensure:
 - a. Their passengers wear seat belts whilst the vehicle is in motion.
 - b. Comply with all traffic road rules, safety, direction and speed signs.
 - c. Ensure that vehicle loads are properly secured prior to moving off.
 - d. Ensure that vehicles are not overloaded.
2. No drivers or operators may text, talk on cell phones or two way radios whilst driving, unless a hands free kit is used.
3. All drivers of construction vehicles are to have valid medical fitness certificates
4. Each Project site that is enclosed by demarcation will have system/ process to manage vehicle

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5. access to site.

6. Contractor must maintain their vehicles in a roadworthy condition and a vehicle license must be valid at all times.
7. Drivers of light vehicles must avoid stopping or parking in the vicinity of machines. At least 30 (thirty) meters must be left clear between such a vehicle and such a machine
8. Contractor vehicles can be subject to inspections by the Client's representative. Vehicles which are not roadworthy will not be permitted to be used on the project.
9. Drivers/operators shall be responsible for the travel-worthiness of all loads conveyed by them. Precautions shall be taken to secure all loads properly. Loads projecting from vehicles shall be securely loaded.


3.17.2 Lifting Machines and Lifting Tackle

3.17.3 (Mobile Cranes, Crawler Cranes, Chain Blocks and Lever Hoists)

1. The Principal Contractor shall ensure that the use of lifting machines and tackles conform to the requirements of the OHS Act, the relevant SANS standards and Eskom Procedure 39-98 (Safe use of Lifting machines and lifting tackle).
2. A risk assessment shall be conducted prior to commencing with the task to identify the risk involved and appropriate mitigation measures must be put in place, and a method statement shall accompany the risk assessment detailing the lifting or rigging procedure.
3. If it is the Principal Contractor's intention to use lifting machines on site, it shall be indicated in the Principal Contractor's SHE Plan as well as the inspections so that the Client representatives can conduct an inspection when equipment is brought onto site. If his/her intention is to use a Contractor, he shall enter the name of the Contractor into the notification letter to the Department of Labour. When equipment is brought onto site it shall be inspected by the Client representatives, PC and Contractor representatives
4. The Principal Contractor shall ensure that every lifting machine as listed in the National Code of Practice is operated by an operator specifically trained for a particular type of lifting machine and the operator shall be in possession of a valid license.
5. The user shall not require or permit any person to operate such a lifting machine unless the operator is in possession of a certificate of training and/or license, issued by a service provider registered by the Department of Labour and Transport Education Training Authority (TETA).
6. The facilitator and the assessor must be registered with the TETA.
7. Whenever making use of an external Contractor to do lifting work the Principal Contractor shall ensure that the operator is competent and if the Principal Contractor is satisfied with the operator's competency after looking at his portfolio he/she shall issue a temporary permit to the operator, and Contractors are required to conduct audits to ensure that the Contractor complies with all safety and legal requirements. The PC shall inform the Client of his intention to use an external Contractor before the Contractor is appointed. The requirements for the external Contractor shall be the same as any of the PC's Contractor, i.e. submission of SHE File, undergoing Induction, submission of Method Statement, RA, rigging study, etc.
8. The Principal Contractor shall verify if all ropes, chains, hooks and other attaching devices, sheaves, brakes and safety devices forming an integral part of lifting machines have been thoroughly examined, as prescribed by the standard to which the lifting machine was manufactured.

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9. This must be carried out by a registered LMI (Lifting Machine Inspector), appointed by a registered Lifting Machine Entity who has knowledge of the erection and maintenance of the type of lifting machine involved at intervals not exceeding six months.
10. the lifting machine and lifting tackle operators shall be in a possession of a medical certificate of fitness.
11. The operator shall inspect any lifting machines and tackle daily before using it, refer to the requirements of the Driven Machinery Regulations 18 of the OHS Act 85 of 1993.
12. All lifting machines shall be examined and subjected to a performance test by an accredited person/company at intervals not exceeding 12 months, in accordance with SANS 19.
13. All lifting tackle shall be examined at intervals not exceeding 3 months by a competent lifting tackle inspector, who shall record and sign of such examination, such lifting tackle shall be stored or protected so as to prevent damage or deterioration when not in use.
14. Refer to the requirements of the Driven Machinery Regulation 18 and Construction Regulation 19 and 22 of the OHS Act, SANS and ISO standards.
15. All lifting tackle shall be recorded on a register, refer to the requirements of the Driven Machinery Regulations 18 of the OHS Act 85 of 1993.
16. All hooks shall be fitted with a safety latch/catch and be in a good operational condition.
17. A lock out system shall be implemented to ensure that only an operator that is competent can draw lifting machines.
18. All lifting tackle shall be conspicuously and clearly marked with identification particulars and the maximum mass load which it is designed for.
19. No person shall be moved or supported by means of a lifting machine unless such a machine is fitted with a cradle approved for that purpose by an inspector of the Department of Labour.
20. A risk assessment, method statement and rigging study shall be completed prior to starting the task. These shall be approved by the PC and accepted by the Client before any work is done.
21. If the task method changes, the MS, RA and rigging study shall be revised to indicate the true reflection of the working method being carried out. The Contractor shall ensure that the approval and acceptance process by the PC and Client is followed with the revised RA, MS and rigging study
22. Lifting machines are erected taking into account a safe distance from any existing excavations, structures and power lines.
- 23. When working in close proximity to power lines, the Contractor must apply for a permit through the Client. Refer to Operating Regulations for High Voltage Systems and Electrical Machinery Regulation 15 of the OHS Act. No work shall be done before application is done.**
24. The PC shall ensure that the employee is adequately and comprehensively informed of the hazards before any work commences.

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25. **Rigging study shall be conducted for all lifts.**
26. Principal Contractors and their employees shall keep out from under suspended loads, including excavators, and between a load and a solid object where they might be crushed should the load swing or fall. They shall not pass or work under the boom or any crane or excavator or barricading.
27. Only solid barricading shall be used by the Contractors for any activity
28. Guide ropes to be used to prevent loads from swinging.
29. The supervisor and appointed rigger shall ensure that there are sufficient rigger assistants before any work commences
30. Only loads of up to 5 ton can be lifted by a person with basic rigging, depending on the complexity of the load.
31. **All lifts above 5 ton are to be conducted by a qualified rigger with a red seal. A critical a critical lift procedure must be completed accompanied by a rigging study and risk assessments.**
32. Hand signals must be displayed and visible on all cranes. All the crane operators, riggers shall be trained according to the SANS 1029.
33. Permits shall be issued by an authorised appointed person when conducting maintenance and inspections.
34. An illumination survey shall be conducted prior to the start of work where lifting is performed at night. All heavy lifting activities must be performed during the day.
35. All truck mounted cranes and stringing machines shall be fitted with Equal Potential Foot plates when working in close proximity of power lines.

Record keeping

36. Record books, copy of driver licenses and test certificates of lifting machined and tackle shall be kept on the safety file on site.
37. A copy of the site and task specific risk assessment and method statement shall be kept on the safety file.
38. The Principal Contractor shall provide maintenance records of all cranes (Mobile, Crawler and Overhead Gantry) to Eskom before the equipment is allowed to operate on the site and these shall be kept in the SHE File.
39. A certificate of approval for man cages and mobile working platforms shall be obtained from the Department of Employment and Labour Inspector.
40. Register of all lifting machines and tackle on site (for inspection purposes) shall be kept in the SHE File.
41. Training certificates and certificates of fitness for operators of the equipment shall be kept in the SHE File.
42. Legal appointments for riggers, supervisors, crane co-ordinators and operators shall be kept.

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3.17.1 Fatigue Management

The contractor shall ensure that an approved fatigue management plan is in place and communicated to all employees. The fatigue management plan shall but not limited to define the terminology fatigue, what are the symptoms of fatigue and how fatigue will be managed.

3.17 Workplace Signage and Colour Coding


1. Symbolic safety signage shall be displayed where it is required by legislation.
2. All symbolic safety signage shall conform to the requirements of SANS standard 1186.
3. Signs shall be positioned to be seen from most positions within the work sites.
4. All signage must be clear at all times and be replaced timeously when worn out.
5. The location of every first aid box; fire extinguisher and emergency exit is to be clearly indicated by means of a sign.
6. Contractors shall provide signage where work is conducted and where unauthorised entry is prohibited and/or where alerting and cautioning passers-by to be aware of potential dangers.
7. The meanings of the appropriate symbolic signage must be discussed during induction training and toolbox talks.

3.18 Housekeeping and Order

1. Principal contractor shall maintain a high standard of housekeeping within their sites and vehicles for the duration of the project.
2. Prompt disposal of waste materials, scrap and rubbish is essential.
3. All packaging material including boxes, pallets, crates, etc. to be removed from the work area immediately.
4. On completion of his / her work, the contractor is responsible for clearing his / her work area of all materials, scrap, temporary buildings and building bases to the satisfaction of the client.
5. In cases where an inadequate standard of housekeeping has developed, compromising safety and cleanliness, anyone has the responsibility to bring it to the attention of the principal contractor in the first instance and the Eskom project/site manager in the second instance.
6. The Eskom Project/Site Manager has the right to instruct the principal contractor to cease work until the area has been tidied up and made safe. Neither additional costs nor extension of time to the contract shall be allowed as a result of such a stoppage
7. .The principal contractor shall carry out regular safety/housekeeping inspections (at least weekly) to ensure maintenance of satisfactory standards. The principal contractor shall document the results of each inspection and shall maintain records for viewing.

3.19 Tools and Equipment

1. Principal Contractor shall ensure that all tools and equipment are listed on an inventory list, be regularly inspected at least monthly or as required by legislation and risk assessments. The equipment should be numbered or tagged so that it can be properly monitored and inspected.

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2. Where applicable, tools and equipment must have the necessary approved test or calibration documentation prior to being brought onto the project and the records shall form part of the SHE file. Maintenance calibration shall be undertaken in terms of the manufacturer's requirements.
3. All fuel driven equipment must be properly maintained in accordance with the manufacturer's recommendations and legal requirements.
4. Eskom reserves the right to inspect tools or items of equipment brought to site by the principal contractors for use on this project.
5. Should Eskom personnel find any item that is inadequate, faulty, and unsafe or in any other way unsuitable for the safe and satisfactory execution of the work for which it is intended, the Eskom personnel shall advise the contractor in writing and the contractor shall forthwith remove the item from site and replace it with a safe and adequate substitute.

3.19.1 Hand tools

1. All hand tools (hammers, Fire beaters, Spades, chisels, spanners, etc.) must be recorded on a register and inspected by the construction supervisor on a monthly basis as well as by users prior to use.
2. Tools with sharp points in tool boxes must be protected with a cover.
3. All files and similar tools must be fitted with handles.
4. No make shift tools are permissible on the project.

3.20 Auditing

3.20.1 Compliance and Approval of principal contractor SHE plan

The Principal Contractor's SHE Plan will be audited against compliance checklist so as to verify compliance to the requirements of the Eskom SHE specifications. Once there is compliance only then will the principal contractors SHE plans be approved by Eskom. The implementation of the SHE Plan shall be assessed / audited by Eskom personnel on a regular basis. This will include physical conditions evaluation.

3.20.2 Eskom SHE audits

Eskom shall evaluate all contractors' SHE performance on an ongoing basis against the legal, Eskom requirements, SHE specification and the contractors SHE plans.


Note: Eskom reserves the right to conduct unannounced audits on contractors.

There will be monthly audits conducted by Eskom on the principal contractor/s. These audits shall be attended by the contractor's site manager or his representative.

If there are any findings / non-compliance identified as serious in these audits, an activity will be stopped for that specific Principal Contractor. Refer to section on "Work Stoppage" in this SHE Specification.

3.20.3 Contractor audits

Principal Contractors are required to conduct internal audits on the implementation of their SHE Plan on a monthly basis or when the scope of work changes. A summary of the findings and the proposed corrective actions shall be submitted to Eskom project manager within one week after completion of the audit.

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3.21 Smoking

The national smoking policy must be observed and smoking is permitted in designated areas only (Eskom Smoking Procedure 32-36).

3.22 Cellular Phones

The national requirements regarding the use of cellular phones must be observed, in particular when driving and or operating mobile equipment and or machinery.

3.23 Occupational Health, Hygiene and Rehabilitation

Principal contractor is required to develop an Occupational Health, Hygiene and Rehabilitation program. The program is intended to ensure that the risks to health are identified and controlled.

3.23.1 Medicals

Note: Eskom will only accept medical surveillances conducted by an Occupational Health Practitioner who holds a qualification in occupational health.

Principal contractors must ensure that their employees have a medical surveillance program whereby their employees under go entry, periodic and exit medical fitness examinations.


In order for the appropriate medical examinations to be conducted, each employee must have a man job specification, which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.

Medical fitness certificates shall be renewed annually for employees who are working on site. This shall be maintained until completion of the project.

The principal contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

3.24 Personal Protective Equipment Requirements

1. The Principal contractor must provide a detailed programme that includes the issuing, maintenance and replacement of PPE for all his employees on site.
2. All contractors shall comply with the requirements of GSR 2 of the OHS Act.
3. The risk based PPE matrix must be compiled detailing the types of PPE that is required to be issued to employees performing the respective tasks.
4. All PPE purchased and used by all contractor employees including visitors must comply with the relevant SANS standards.
5. Where deemed as a requirement, then high visibility vests shall be worn.

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3.25 Incident Management

Principal contractor to report all incidents, to the Eskom project manager within 24 hours using the Eskom flash report

All incidents shall be investigated in terms of OHS Act General Administrative Regulations 8 and 9, using Eskom Procedure 32-95 as a reference, and where injuries as contemplated in sections 24 and 25 have been sustained, be reported to the Department of Labour.

Principal Contractor shall use the standard General Administrative Regulation Annexure 1 “Recording of an Incident” form for all incident investigation reports. The objective of incident investigation, should not only be a legal requirement, but should establish why and how the incident occurred and find out the real root cause of the incident and to decide on precautionary measures that are required to address the root cause to prevent any further recurrences of the same or similar incidents.

3.26 Emergency Management

The art of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as practical. The contractor must familiarise themselves with the Eskom emergency response plan and procedure. Periodic emergency drills must be undertaken to test the effectiveness of the plan. This must be recorded and provided on request.

3.27 Non-Conformance and Compliance


1. Any non-compliance to any health and safety requirement in this SHE specification is subject to discipline in terms of the Eskom Procurement and Supply Management Procedure.
2. The procedure for the issuing and closing off of non-conformance reports shall be strictly adhered to.
3. Contractor project management must monitor the close out non-conformances issued, in not doing so; any recommendations made may not be implemented.
4. Where non-conformances are issued by Eskom then one of the close-out steps of the procedure will be for the offender to be called by the responsible project manager to explain the non-conformance issued and what plan is in place to prevent a recurrence of the non-conformance.
5. Should the contractor fail to provide adequate PPE to their employees for the tasks being performed and/or to visitors; failure to enforce the wearing of such PPE will be viewed as a transgression of the legislative and Eskom requirements.

3.28 Planned job Observations (PJO)

1. Two (02) planned job observations shall be conducted by the contractor on a monthly basis and proof of such observations kept in the SHEQ file for approval.

3.30. Visible Felt Leadership (VFL)

1. The intent of a VFL is for management to be visible in the workplace and for them to recognise and encourage positive behaviours and drive a safety culture.

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3.29 SHE File

1. A SHE file means a file or other record in permanent form, containing the information about the safety and health management system during construction and all information relating to the post-construction phase after handover to the client, so that the client can maintain the works in a healthy and safe way.
2. Principal contractor is required to keep a SHE file on the project site. Contractors may keep additional files at their head office as additional records. The SHE file shall be available on request for audit and inspection purposes.
3. The SHE file shall consist of the requirements in terms of the project's safety specification, the contractor's safety and health plans.
4. The sequence of filing the documentation must be kept in the same sequence as listed in this SHE specification, SHE plan and site specific OU requirements.
5. Each record shall be separated by partitions to afford easy identification and access. Each partition must be labelled.

3.30 Work Stoppage

1. Any person may stop any activity where an unsafe act or unsafe condition that poses or may pose an imminent threat to the safety and health of an individual or create a risk of degradation of the environment. This includes any unauthorised work or service performed by, or legally or contractually non-compliant acts or omissions by, any contractor contracted to work at that site.
2. Work stoppages that are initiated due to SHE concerns, non-compliance, or poor performance related to the contractor's works or services shall not warrant any financial compensation claim lodged against Eskom where the contractor has not met the requirements defined legally or contractually.

3.31 Hours of Work


The requirements of the Basic Conditions of Employment Act, Chapter Two "Regulation of Working Time" must be adhered to. All contractors are required to maintain an accurate record of time worked by each employee.

3.31.1 Normal work

All work conducted on site shall fall within the legal requirements in accordance with the Basic Conditions of Employment Act. Contractors will notify their Eskom project manager of any work that needs to be performed after hours according to the agreed arrangements.

3.31.2 Overtime

When overtime is required to be performed, the appointed principal contractor shall inform the Eskom project manager of such function. Contractors shall be aware of the effects of human fatigue and regulate overtime accordingly. The baseline risk assessment must be reviewed to include the management of overtime work

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3.32 Omissions from Safety and Health Requirements Specification

By drawing up this SHE specification Eskom has endeavoured to address the most critical aspects relating to SHE issues in order to assist the contractor to adequately provide for the health and safety of employees on site.

Should Eskom not have addressed all SHEQ aspects pertaining to the work that is being executed the contractor needs to include it in the SHE plan and inform Eskom of such issues when signing the contract.

3.33. Environmental Management

1. The contractor shall have an Environmental Management Plan (EMP) in place to address environmental aspects / impacts.
2. The contractor shall ensure that an Aspects and Impacts register is submitted based on the scope of work.
3. The contractor shall ensure that Cranes are maintained and serviced; a maintenance plan shall be submitted upon contract award. All Cranes shall have an up-to-date maintenance history as per the requirements of the manufacturer
4. Contractors must be trained on spill management and be provided with spill kits in case of any emergencies.
5. All cranes shall be equipped with fire extinguishers.
6. The contractor shall have an existing and approved contract in place with a competent service provider who is able to assist with emergencies / spill management where internal clean-up is not effective.
7. The contractor shall demonstrate to Logistics Services on the protocols to be followed for an environmental incident.
8. All cranes shall be inspected jointly with the supplier prior to being accepted by Eskom LimLanga Cluster. All cranes shall be cleaned prior to being delivered to Eskom Sites.
9. All cranes shall be free of leakages and excessive smoke.
10. Defective cranes shall be returned to the supplier for fixing and maintenance

3.33 Contract Sign-Off

On completion of the project, the principal contractor shall close out his/her project documentation and SE file and forwards such to the Eskom project manager.

The End.