

	SCOPE OF WORK (SoW)	Document Identifier	240-11	Rev	11
		Effective Date	18 March 2022		
		Review Date	March 2027		

The Employer requires the services of a labour force for the supply of labour to perform site, property, conservation and risk management services and activities on the Grootvallei Conservation Area (GCA) south of Medupi Power Station in Lephalale. These services consist of general land and conservation management and maintenance tasks but are not limited to these:

- Supplies staff,
- Supplies, maintains and repairs premises and equipment for maintenance purposes,
- Supplies spares for premises and maintenance equipment,
- Supplies all materials related to the provision of the service as outlined

The provision of **one (1) General worker** with the following minimum training and experience:


- Must have a minimum of 1 year work experience at a relevant site.
- Must be semi-skilled, literate and physically fit.
- Veld firefighting training experience.
- Valid first aid training (Level 2).
- SHE Rep experience.

The provision of **four (4) Utilityman** with the following minimum training and experience:

- Must have a minimum of 1 year work experience at a relevant site.
- Must be skilled, literate and physically fit.
- Must have a valid Tractor Drivers Licence.
- Must have basic technical skills i.e. repair leaks, repair and maintain fencing, mechanical equipment operation and daily maintenance.
- Must have tractor with implements, lawnmower, chainsaw, brushcutter and knapsack sprayer training and experience.
- Must have hazardous chemical substances training.
- Must have invader plant control experience.
- Veld firefighting training experience.
- Valid first aid training (Level 2).
- SHE Rep experience.

The provision of **two (2) Senior Utilityman** with the following minimum training and experience:

- Must have a minimum of 1 year work experience at a relevant site.
- Must be skilled, literate and physically fit.
- Must have basic supervisory skills and experience working in teams.
- Must have a valid Code C1, Tractor Driver's Licence, and Professional Driver's Permit.

	SCOPE OF WORK (SoW)	Document Identifier	240-11	Rev	11
		Effective Date	18 March 2022		
		Review Date	March 2027		


- Must have basic technical skills i.e. repair leaks, repair and maintain fencing, mechanical equipment operation and daily maintenance.
- Must have tractor with implements, lawnmower, chainsaw, brushcutter and knapsack sprayer training and experience.
- Must have hazardous chemical substances training.
- Must have invader plant control experience.
- Veld firefighting training experience.
- Snake Identification and snake handling training and experience
- Valid first aid training (Level 2).

The provision of **one (1) Assistant Conservation Officer (Supervisor)** with the following training and experience:

- Minimum 3 years valid nature reserve management experience.
- National Diploma in Nature Conservation or equivalent.
- Must have a valid Code **EC1** or C1 driver's licence and Professional Drivers Permit.
- Must have experience in staff management and supervision.
- Must have technical skills i.e. basic repair and maintenance of pumps, irrigation, plumbing, fencing, mechanical equipment, etc.
- Full knowledge of the ISO 14000 environmental management system and operational requirements including risk management.
- Must have invader plant control experience.
- Report writing and office administration skills.
- Must know how to use GPS and maps.
- Snake Identification and snake handling training and experience
- Safety rep experience and must be fully conversant with the OHS Act.

The provision of **one (1) SHEQ Officer** with the following training and experience:

- Minimum 2 years valid ISO 18001 system experience.
- National Diploma in Safety Management or equivalent.
- Must have a valid Code **EB** driver's licence and Professional Drivers Permit.
- Must have experience in staff management and supervision.
- Full knowledge of the ISO 18001 safety file system and operational requirements including risk management.
- Incident and accident investigation, risk assessment and hazard identification, Supervisory SHE, SHERQMAT, SHEQ internal auditor training and experience.
- Report writing and office administration skills.
- Must be fully conversant with the OHS Act and SHEQ systems including ISO 18001 OH&SM.

	SCOPE OF WORK (SoW)	Document Identifier	240-11	Rev	11
		Effective Date	18 March 2022		
		Review Date	March 2027		

The provision of **one (1) Conservation Site Manager** with the following training and experience:

- Minimum 5 years valid nature reserve management experience.
- Degree in Nature Conservation or equivalent.
- Must have a valid Code **EB** driver's licence.
- Manage the implementation and maintenance of the ISO 9001 Quality Management, ISO 18001 Occupational Health and Safety Management and ISO 14001 Environmental Management systems.
- Must have experience in staff management and supervision.
- Must have managerial skills i.e. planning, leading, organising and controlling, etc.
- Must have experience in managing Invasive Alien Plants and must be in possession of a valid Pest Control Operator's (PCO) licence.
- Report writing skills.
- Must know how to use GPS and maps.

The *Supplier* will provide the *Employer* with a replacement if any of the General Workers go on leave for longer than 1 (one) continuous week.

The Contractor will issue each staff member with the following PPE as necessary:

- 2 pairs of overalls (pants and jacket) per annum,
- 1 raincoat once off,
- 1 pair of steel tip safety shoes per annum,
- 1 pair gumboot once off,
- 1 wide-brimmed hat for sun protection per annum,
- 1 cap once off,
- Safety glasses UV protected as required,
- 1 pair of gloves as and when required,
- 1 set of hearing protection as required,
- 1 pair of herbicide application overalls per annum to applicator/s,
- 1 Chainsaw pants, gloves and headgear per annum to operator/s.