

Occupational Health and Safety Baseline risk assessment template																		
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Refer to Occupational Health and Safety Risk assessment procedure 32-620																		
List activity	Hazard or	Hazard Identification	Risk to	Associated risk	Risk type	Cause(s) of the risk	OHS opportunities	Exposed group/employees	Risk Owner	Exposure patterns	What are the possible consequences?	Existing Controls		Additional Controls or Tasks Aimed at improving Existing Controls	Legal and Other Requirements	Current Status		
List specific activities to be performed taking into consideration the equipment to be used. The personnel involved in the task.	#	Anything with potential to cause of harm. Note: A hazard can pose more than one risk.	#	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	OHS opportunities that can enhance OHS performance and lead to hazard elimination and risk reduction	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Administrative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring); and - Physical Controls (controls implemented to reduce the immediate impact of the risk occurring) Elimination Substitution Engineering controls Administrative controls Personal protective equipment (PPE)	RCE Risk Control Effectiveness	Include: - Personal Protective Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring); and - Physical Controls (controls implemented to reduce the immediate impact of the risk occurring) Elimination Substitution Engineering controls Administrative controls Personal protective equipment	Where relevant, list the relevant legislative and/or OHS requirements that prescribe the control.	Pending in Progress, Complete		
Coal sampling at terrace conveyors.	1	Noise	1	Noise induced hearing loss	Health	Not using the correct PPE or not using PPE at all.	None	Employees, contractors, Sampler	Manager	2hrs/day	Noise induce hearing loss	Administrative controls and Personal Protective Equipment (PPE)	Mostly effective	Administrative controls	OHS Act, Noise Induced Loss Hearing Regulation	On-going		
	2	Coal Dust	2	Silicosis - lung disease	Health	Not using the correct PPE or not using PPE at all.	None	Employees, contractors, Sampler	Manager	2hrs/day	Irreversible lung damage and ultimately death	Administrative controls and Personal Protective Equipment (PPE)	Mostly effective	Administrative controls	RCE/BSQM CODE OF GOOD PRACTICE/OSHACT	On-going		
Offloading and preparation of bulk chemicals (sulfuric acid, hydrazine, sodium hydroxide, ammonia)	1	Sulfuric Acid	1	Skin burns, inhalation of fumes, environmental pollution during offloading	Health	Incorrect connections Lack of maintenance and inspection of the offloading system. Lack of concentration	None	Employees, contractors	Manager	4hrs/week	Leaks and spillages that can result in burns i.e. burns, suffocation, fractures and fatalities.	awareness, signage, pre-checked, execution of the PFRs, handover Adherence to the offloading procedures, Only trained, competent and authorized personnel are offloading, handling, offloading only during the day, Upgraded	Mostly effective	Enforce current controls, personal protective equipment (PPE) The use of Dechlorination if personnel come into contact with the chemicals	OHS Act, "101600 Offloading of bulk sulphuric acid at the damen plant work instruction	On-going		
			2	Skin burns, inhalation of fumes, trips and falls during regeneration of demineralization tanks	Health	Incorrect selection of valves during regen because of lack of concentration or complacency due repetitive work.	None	Employees, contractors	Manager	2hrs per 24 hrs	Leaks and spillages that can result in burns i.e. burns, suffocation, fractures and fatalities.	Adherence to the offloading procedures, Only trained, competent and authorized personnel are offloading, handling, offloading only during the day, Upgraded	Mostly effective	Enforce current controls, personal protective equipment (PPE) The use of Dechlorination if personnel come into contact with the chemicals	OHS Act, "101600 Manual mixed bed regen work instruction	On-going		
						Incorrect selection of valves during regen because of lack of concentration or complacency due repetitive work.	Initiation of the Acidic caustic bay refurbishment project, maintaining a temporary mobile regen tank.			2hrs per 24 hrs	Leaks and spillages that can result in burns i.e. burns, suffocation, fractures and fatalities.	Adherence to the offloading procedures, Only trained, competent and authorized personnel are offloading, handling, offloading only during the day, Upgraded	Mostly ineffective	Enforce current controls, personal protective equipment (PPE) The use of Dechlorination if personnel come into contact with the chemicals	OHS Act, "101600 Manual mixed bed regen work instruction	On-going		
						Incorrect connections Lack of maintenance and inspection of the offloading system.	None			2hrs per 48 hrs	Spillages that can result in burns i.e. burns, suffocation, fatalities	Adherence to the offloading procedures, Only trained, competent and authorized personnel are offloading, handling, offloading only during the day, Upgraded	Mostly effective	Enforce current controls, personal protective equipment (PPE) The use of Dechlorination if personnel come into contact with the chemicals	OHS Act, "101600 Manual mixed bed regen work instruction	On-going		
	3	Gratings				Openned or damaged gratings that can result in trips and falls.	None			2hrs per 48 hrs	Trips and falls that can result in fractures, skin burn if fall in on the acid area, fatalities.	Loading of defects when gratings integrity is not acceptable.	Mostly effective	Engineering controls	OHS Act	On-going		
						Excessive exposure to the eyes and skin to the liquid hydrazine through spillages and accidental contact with the liquid. Not wearing the correct PPE.	None			hrs/week	Skin and eye irritations and burns. Prolonged exposure may cause cancer.	Wearing of PPE, hydrazine procedure, awareness provided	Mostly effective	Enforce current control	"1016275 Operating instructions for the Auxiliary Hydrazine dosing system work instruction	On-going		
						Incorrect connections Lack of maintenance and inspection of the offloading system. Lack of concentration	Initiation of the Acid and caustic bay refurbishment project, maintaining a temporary mobile regen tank.			4hrs/week	Spillages that can result in trips, falls and slips, vapours i.e. burns, suffocation, fractures and fatalities.	awareness, signage, pre-checked, execution of the PFRs, handover Adherence to the offloading procedures, Only trained, competent and authorized personnel are offloading, handling, offloading only during the day, Upgraded	Mostly effective	Enforce current controls, The use of Dechlorination for burns	OHS Act, "101608 Offloading of bulk caustic hye at the damen plant work instruction.	On-going		
	4	Ammonia	4	Nasal and lung infections that will result in lung disease. Suffocation, trips and falls.	Health	Exposure to excessive vapour of ammonia, Not wearing the correct respiratory equipment. Spillages.	None	Employees	Manager	3hrs/week	Lung infections & diseases. Suffocation that can lead to death.Spillages that can result in trips, falls and slips, vapours.	Wearing of PPE and respiratory equipment while offloading and making up the tank, adherence to procedure for making up ammonia tank. Upgraded safety showers. Only trained, competent and authorized personnel are offloading, handling, offloading only during the day, Upgraded	Mostly effective	Enforce current controls, The use of Dechlorination for burns	OHS Act, "101602 Offloading of ammonia solution at the water treatment plant work instruction.	On-going		
	Offloading and preparation of bulk salts (Rum, Soda ash, TSP)	1	Suspended load	1	Falling of the mega bag that can result in injuries.	Safety	Not using proper lifting equipment and/or using defective equipment. Operational fault/s and crane driver. Inadequate maintenance of the equipment.	None	Employees	Manager	6 hrs/week	Falling mega bag that will result in injury and dust emission	Maintenance of Crane, Visual inspection of bags prior offloading to avoid spillages. Only trained, competent and authorized personnel allowed to handle the bags, Awareness of workers, Non-authorized workers	Fully effective	Enforce current controls	URS Act, "1016020 Handling of and make up of aluminium sulphate tank work instruction.	On-going	
		1	Slips, trips and falls	Safety	Openned or damaged gratings that can result in trips and falls.	None	Employees, contractors	Manager	2weeks/Yearly	Slips and falls that will lead to injuries.		Mostly effective	Enforce current controls	URS Act, "1016020 Handling of and make up of aluminium sulphate tank work instruction.	On-going			
Resin replacement	1	Resin	2	Gratings	Safety	Openned or damaged gratings that can result in trips and falls.	None	Employees, contractors	Manager	2hrs per 48 hrs	Trips and falls that can result in fractures, skin burn if fall in on the acid area, fatalities.	Loading of defects when gratings integrity is not acceptable.	Mostly effective	Engineering controls	OHS Act	On-going		
Sewage plant operation, sampling and analysis	1	microbiological organisms	1	Occupational diseases	Health	Not wearing proper PPE. Exposure to sewage water	None	Employees	Manager	2hr /week	Occupational diseases	Medical surveillance, Vaccinations. Wearing of correct PPE, disinfection of feet off-site	Mostly effective	Enforce current controls,	URS Act, "102071 Determination of Chemical Oxygen in water using DMSO50.	On-going		
	1	Deep waters	1	Drowning	Safety	Slippery or wet surface leading to accidental falling into the water. Not wearing life jacket.	Dedicated safe sampling platforms	Employees	Manager	1000m/day	Drowning, Death	Using of life jacket, 2 Man Rule, Personnel to carry the communication radio.	Mostly effective	Enforce current controls,	URS Act, "1017614 Sampling work instruction "1016281 Sampling of open waters	On-going		
Sampling of effluent dams	2	Overgrown grass	2	Dangerous animals		Strikes bites, exposure to poisonous creatures	Develop a schedule once the long term contract is in place (August 2022)	Employees	Manager	1000m/day	Snake bites, death	To load defects for horticulture, wearing of long water boots	Mostly effective	Enforce current controls,	OHS Act - "1017614 Sampling work instruction "1016281 Sampling of open waters work instruction.	On-going		
	1	Noise	1	Noise Induced Hearing Loss	Health	Not wearing PPE	None	Employees, Contractors	Manager	5-8 hrs /day	Noise induced hearing loss	Wearing of PPE, Medical surveillance	Mostly effective	Enforce current controls,	OHS Act ,	On-going		
Coal preparation and analysis in Laboratory	2	Coal dust	2	Respiratory issues due to exposure to coal dust.	Health	Not wearing PPE or incorrect wearing of PPE	None	Employees, Contractors	Manager	8-8 hrs /day	Occupational respiratory diseases.	Wearing of PPE, Medical surveillance	Mostly effective	Enforce current controls,	OHS Act - "1017614 Sampling work instruction "1016281 Sampling of open waters work instruction.	On-going		
	1	Unfavourable road conditions	1	Vehicle accidents which will result in multiple injuries and/or fatalities as well as property damage.	Safety	Loss of control to the vehicle.	None	Employees and members of public	Manager	4 hrs /day	Vehicle accidents which will result in multiple injuries and/or fatalities as well as property damage.	Awareness during SHEQ meetings/ tool box talks/ lessons learned/ road safety campaigns/ Other risk evaluation/Defensive & advance driving training. Pre-trip inspections	Mostly effective	Maintain and enforce existing controls, Road repairs on site.	Road traffic act, OHS Act, Vehicle Safety 240-6946- LSR	On-going		
	3	Unfavourable weather conditions due to Mon/Fog/Heavy rain	3	Vehicle accidents which will result in multiple injuries and/or fatalities as well as property damage.	Safety	Poor visibility and loss of control to the vehicle	None	Employees and members of public	Manager	Winter 2 hrs /day. For rainy weather time will depend on the extent of rain.	Vehicle accidents which will result in multiple injuries and/or fatalities as well as property damage.	Awareness during SHEQ meetings/ tool box talks/ lessons learned/ road safety campaigns/ Other risk evaluation/Defensive & advance driving training. Pre-trip inspections	Mostly effective	Maintain and enforce existing controls, Road repairs & driving goggles	Road traffic act, OHS Act, Vehicle Safety 240-6946- LSR	On-going		

Driving, Cooring of samples	4	Potholes on the road	4	Vehicle accidents which will result in multiple injuries and/or fatalities as well as property damage.	Safety	Loss of control to the vehicle.	None	Employees and members of public	Manager	2 hrs./ day.	Vehicle accidents which will result in multiple injuries and/or fatalities as well as property damage.	Awareness during SHEQ meetings tool box talks/ lessons learned/ road safety campaigns/ Driver risk evaluation/Defensive & advance driving training. Pre-trip inspections	Mostly effective	Maintain and enforce existing controls. Road repairs & driving progress	Road traffic act, OHS Act, Vehicle Safety 200-69946 LSR	On-going
	5	Left road users, pedestrians and/or stray animals	5	Collision that result in accidents with multiple injuries and/or fatalities.	Safety	Loss of control to the vehicles. Driver is negligent or not trained.	None	Employees and members of public	Manager	2 hrs./day	Collision that result in accidents with multiple injuries and/or fatalities.	Awareness during SHEQ meetings tool box talks/ lessons learned/ road safety campaigns/ Driver risk evaluation/Defensive & advance driving training. Pre-trip inspections	Mostly effective	Maintain and enforce existing controls. Road repairs & driving progress	Road traffic act, OHS Act, Vehicle Safety 200-69946 LSR	On-going
	6	Driving vehicle while tired	6	Fatigue that result in accidents. These may result in injuries and/or fatalities.	Safety	Loss of control to the vehicle due to fatigue.	none	Employees	Manager	Adhoc as per schedule. Approximately 2hr per occasion during standby.	Fatigue that result in accidents. These may result in injuries and/or fatalities.	Awareness during SHEQ meetings tool box talks/ lessons learned/ road safety campaigns/ Driver risk evaluation/Defensive & advance driving training. Pre-trip inspections	Mostly effective	Vehicles are fitted with radars to sense the drivers while on the road. Drive cams are installed to monitor the driver while driving.	Road traffic act, OHS Act, Vehicle Safety 200-69946 LSR	On-going
	7	Exposure to Covid 19 case while commuting	7	Coming to contact with a contaminated Covid-19 surface	Health and safety	Failure Of Transport management to ensure sanitising of Kombis used for commuting	none	Employees, contractors	Transport manager(Services Manager)	Every shift	Uncontrolled spread of virus	Sanitisation of Kombis before collection, after dropping off employees at work and after work at the place of residence.	Mostly effective	Leadership, Management, Employees and Business partners to observe Covid 19 Protocols at all times.	Disaster management Act and guidelines, and Regulations on COVID-19	In Progress
Performing Office, Computer and administrative activities	1	Poor house keeping in offices.	1	Tripping and falls that could result in injuries.	Safety	Tripping and falls while walking in the offices.	none	Employees & Visitors	Manager	5-thr/weekday	Tripping and falls that could result in injuries	Warning signs are displayed. Awareness during Safety meetings/Safety Risk Inspection. House keeping champions competitions. Display more signs in admin areas.	Mostly effective	Maintain and enforce existing controls. House keeping champions competitions. Display more signs in admin areas.	OHS Act, ERWV, General Safety Regulation	On-going
	2	Slippery surfaces	2	Slips and falls that could result to injuries.	Safety	Slippery surfaces with no warning signs.	none	Employees & Visitors	Manager	1-thr/weekday	Slips and falls that could result to injuries.	Some floors are carpeted. Safety meetings & Floor slippery warning signs posted.	Mostly effective	Maintain and enforce existing controls.	OHS Act, General Safety Regulation	On-going
	3	Working on the computer for extended period (Physical ergonomics)	3	Musculoskeletal disorder: Muscle sprains and strains resulting in back, neck, wrist/pain and/or shoulder pain.	Health	Sitting on the chair and use of computer. Reaching for, incorrect sitting posture, twisting of neck	none	Employees	Manager	5-thr/weekday	Musculoskeletal disorder: Muscle sprains and strains resulting in back, neck, wrist/pain and/or shoulder pain.	Chairs that are provided in offices have armrests, back supports, can sit front and back and have wrist rests. Equipment in offices are within reach with the extended motion. Awareness on ergonomics.	Mostly effective	Maintain and enforce existing controls.	OHS Act, Facilities Regulation	On-going
	4	Working on the computer for extended period (Cognitive ergonomics)	4	Mental fatigue, Eye strain, Stress, Anxiety. Absenteeism increase.	Health	Sitting on the chair and use of computer for an extended time.	none	Employees	Manager	5-thr/weekday	Mental fatigue, Eye strain, Stress, Anxiety. Absenteeism increase.	Rest / work cycles are implemented. New computers are available for lighting requirements.	Mostly effective	Maintain and enforce existing controls, using of cooler trays/kegs	OHS Act, Facilities Regulation	On-going
	5	Inefficient Illumination	5	Eye strains and headache	Health	Much time spend working on computer. Illumination is substandard and inefficient.	none	Employees	Manager	5-thr/weekday	Eye strains and headache	The lights are on a maintenance programme. Take regular breaks.	Mostly effective	Maintain and enforce existing controls	OHS Act, Facilities Regulation	On-going
	6	Unfavourable low and high temperatures	6	Shivering, cold and flu. Sweating and drowsiness.	Health	Failure of the air conditioning system.	none	Employees & Visitors	Manager	5-thr/weekday	Shivering, cold and flu. Sweating and drowsiness.	Air conditioning system provided and maintained. Awareness	Mostly effective	Maintain and enforce existing controls	OHS Act, ERW2	On-going
	7	Loose electrical cords.	7	Tripping and falling over loose lying cords, Electric shock	Safety	Exposure to loose electrical cables on the floor.	none	Employees & Visitors	Manager	1hr./day	Tripping and falls that could result in injuries, electrocution due to electrical contact.	Chained cables away from walkways. Conduct regular safety inspections. Provided awareness and warning signs are posted.	Mostly effective	Maintain and enforce existing controls	OHS Act, General Safety Regulation	On-going
	8	Electrical appliances e.g. photo copy machines, shredder, microwave and others.	8	Electrocution, shocks, burns	Safety	Contact with faulty unswitched equipment, open wires and connections	none	Employees & Visitors	Manager	1hr./day	Electrocution that will result in burns	PM system. Safety inspections, surveys, awareness provided, signs and posters display.	Mostly effective	Maintain and enforce existing controls	OHS Act, General Safety Regulation	On-going
	9	Excessive Paper/wood/plastic	9	Occurrence/ignition of fire that will result in personal injuries and property damage.	Safety	Ignition of fire	none	Employees & Visitors	Manager	5-thr/weekday	Occurrence/ignition of fire that will result in personal injuries and property damage.	Fire extinguishers are installed. The emergency plan is developed and there is a team that deals with emergency situations. Fire and life is available on-site. Awareness on basic fire training provided.	Mostly effective	Maintain and enforce existing controls	OHS Act, General Safety Regulation	On-going
	10	Unfavourable indoor air quality	10	Headaches, drowsiness, blocked noses etc.	Health	Failure of the air-conditioning unit resulting in build up of carbon dioxide, insufficient humidity and ingress of chemicals from outside.	none	Employees	Manager	5-thr/weekday	Headaches, drowsiness, blocked noses etc.	Using existing air-conditioning system	Mostly effective	Maintain and enforce existing controls, Regular service of the air-conditioning system.	OHS Act, ASHRAE	On-going
	11	Sharp edges on paper	11	Finger cuts	Safety	Mishandling of paper	none	Employees	Manager	1hr./day	Finger cuts	Awareness on paper handling	Mostly effective	Maintenance and enforcement of the current controls.	OHS Act, Facilities Regulation	On-going
Performing analytical services at Chemical Services Department. In the plant and laboratory during pregnancy & post pregnancy	1	Physical stressors i.e. Noise, Illumination, Dust, vibrating radiation, Heat	1	Exposure to physical stressors	Health	Exposing pregnant women to working environment that has physical stressors	none	Employees, contractors	Manager	Daily	Loss of pregnancy, foetal abnormalities, physical, emotional and psychological strain on the mother	Employee to report to manager as soon as possible. removal of the employee from the plant. Code of Good Practice on the Protection of Employees During Pregnancy and After the Birth of a Child. Hazard and awareness communication to	Mostly effective	Employee to report to manager as soon as possible. removal of the employee from the plant	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
	2	Ergonomic stressors i.e lifting, bending, awkward positions, sitting position etc.	2	exposure to ergonomic stressors	Health	Exposing pregnant women to working environment that has ergonomic stressors	none	Employees, contractors	Manager	Daily	Loss of pregnancy, foetal abnormalities, physical, emotional and psychological strain on the mother	Employee to report to manager as soon as possible. removal of the employee from the plant. Code of Good Practice on the Protection of Employees During Pregnancy and After the Birth of a Child. Hazard and awareness communication to	Mostly effective	Employee to report to manager as soon as possible. removal of the employee from the plant	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
	3	Chemicals stressors	3	Exposure to chemical stressors	Health	Exposing pregnant women to working environment that has chemical stressors	none	Employees, contractors	Manager	Daily	Loss of pregnancy, foetal abnormalities, physical, emotional and psychological strain on the mother	Employee to report to manager as soon as possible. removal of the employee from the plant. Code of Good Practice on the Protection of Employees During Pregnancy and After the Birth of a Child. Hazard and awareness communication to	Mostly effective	Employee to report to manager as soon as possible. removal of the employee from the plant	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
	4	Biological stressors	4	Exposure to biological stressors i.e sewage samples and fiponella samples.	Health	Exposing pregnant women to working environment that has biological stressors	none	Employees, contractors	Manager	Daily	Loss of pregnancy, foetal abnormalities, physical, emotional and psychological strain on the mother	Employee to report to manager as soon as possible. removal of the employee from the plant. Code of Good Practice on the Protection of Employees During Pregnancy and After the Birth of a Child. Hazard and awareness communication to	Mostly effective	Employee to report to manager as soon as possible. removal of the employee from the plant	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
	5	expressing of risk	5	Exposure to chemical stressors	Health	Exposing breastfeeding women to working environment that has chemical stressors.	Facilities to be built where breast feeding moms can express their milk safely	Employees, contractors	Manager	Daily	Impair health and development of the child	Code of Good Practice on the Protection of Employees During Pregnancy and after the Birth of a Child. PPE and good hygiene practice. Employee removed from the area and on light duty (checks)	Mostly effective	Incident management, Maintain and enforce existing controls.	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
	6	expressing of risk	6	Exposure to biological stressors i.e unavailability of risk expressing facilities. Use of tables to express.	Health	Exposing breastfeeding women to working environment that has biological stressors	Facilities to be built where breast feeding moms can express their milk safely	Employees, contractors	Manager	Daily	Impair health and development of the child	Code of Good Practice on the Protection of Employees During Pregnancy and after the Birth of a Child. PPE and good hygiene practice	Mostly effective	Incident management, Maintain and enforce existing controls.	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
Performing analytical services at Chemical Services Department. In the plant and office	1	Human factors (work load, stress, long working hours, lack of resources)	1	Poor workmanship, increased number of plant failure, injuries, absenteeism, ill health	Health and safety	Inability to think properly due to stress, fatigue, lack of training, lack knowledge, working under pressure, lack of team work, distraction due to telepresence	None	Employees, contractors	Manager	Daily	Injuries, plant failures, plant damages	Recruitment process, talent board, on job training, JOP, Health and wellness Awareness, Employee assistance programme, Supervision , Work team sessions.	Mostly effective	Manager to maintain a good working relationship with the team/leadership and enforce existing controls	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
	2	Human factors (sexual harassment, discrimination, verbal abuse, sexual)	2	low employee moral, incidents, absenteeism, ill health	Health and safety	lack of knowledge, lack of good working ethics and organisational culture	None	Employees, contractors	Manager	Daily	Injuries, Mental illness	BSCE acts, Talent values, Culture SHEQ policy, Hazard awareness, employee assistance programme, Supervision , Work team sessions.	Mostly effective	Manager to maintain a good working relationship with the team/leadership and enforce existing controls	BSA/ESKOM CODE OF GOOD PRACTICE/OHSACT	In Progress
Performing analytical services at Chemical Services Department. In the plant and office during COVID-19 Pandemic	1	Exposure to Covid 19 case in a workplace	1	Contracting Covid-19 virus	Health and safety	Lack of screening at security gate and custom facility of employees for Covid 19. Failure of management to issue Face Masks and hand sanitisation when accessing site.	None	Employees, contractors	HR manager/ Security manager	Every shift	Uncontrolled spread of virus	Wearing of mask, washing of hands, social distancing Daily screening at security gate(temperature screening)	Mostly effective	Leadership, Management, Employees and Business partners to observe Covid 19 Protocols at all times.	Health Act, Disaster Management Act and COVID-19 guidelines	In Progress
	2	Exposure to Covid 19 case from unsanitised surfaces	2	Coming to contact with a Covid-19 contaminated surface	Health and safety	Failure of management to sanitise working stations once every shift, failure to provide sanitisers for employees and lack of awareness workshops and soap for cleaning hands.	None	Employees, contractors	Business Integrated Risk manager	Every shift	Uncontrolled spread of virus	Wearing of mask, washing of hands, social distancing Daily screening at security gate(temperature screening)	Mostly effective	Leadership, Management, Employees and Business partners to observe Covid 19 Protocols at all times.	Health Act, Disaster Management Act and COVID-19 guidelines	In Progress
	3	Exposure to Covid 19 case while commuting to and from work	3	Coming to contact with a Covid-19 contaminated vehicle	Health and safety	Failure of driver to sanitise vehicle before passenger boarding, failure to provide sanitisers for employees.	None	Employees, contractors	Business Integrated Risk manager	With every transportation of employees	Uncontrolled spread of virus	Wearing of mask, washing of hands, social distancing Daily screening at security gate(temperature screening)	Mostly effective	Leadership, Management, Employees and Business partners to observe Covid 19 Protocols at all times.	Health Act, Disaster Management Act and COVID-19 guidelines	In Progress

Fulfilling employment duties/Performing duties employed for			1	Inability to carry out duties employed for due to personal/family issues.	Safety	Divorce, family feud, loss, depression, anxiety, financial issues	None	Employees, contractors	Manager	As and when reported	Violation of work procedure, lack of concentration, plant sabotage	Intervention, referral to Eskom counselling program, support	Mostly effective	Administrative controls	Health Act	In Progress
	1	Psychosocial stressors	2	Unfavourable working conditions such as staff shortages that can result in more overtime work which ultimately result in the employee not resting enough.	Health	Personnel going on pension, untimely death, inability to recruit due to financial constraints, staff work	None	Employees, contractors	Manager/ HR	As and when it occurs. When personnel qualify for pension	Fatigue, Lack of concentration	Succession planning	Mostly effective	Administrative controls	ESKOM COS CODE OF GOOD PRACTICE,OSHACT	In Progress