	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

Project Name: Provision of Land Management Supervisory and Advisory Services.

Services. Scope of the project: Contractors appointed as agents to act on behalf of Eskom to oversee and inspect work done by appointed contractors:


- Land Facilities Maintenance
- Firebreaks
- Alien and invasive species.
- To appoint an accredited authority to advise on all aspects of asbestos, from identification, risk assessments, treatment and removal

Compiled by: Vusi Mashele
pp. *Vusi Mashele*.....
 Designation: SHEQ Officer
 Date: 2025/04/08

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		


Content

	Page
1. Introduction.....	4
2. Supporting Clauses.....	4
2.1 Scope.....	4
2.1.1 Purpose.....	4
2.1.2 Applicability	5
2.2 Normative/Informative References.....	5
2.2.1 Normative.....	5
2.2.2 Informative	5
2.3 Definitions	6
2.4 Abbreviations.....	8
2.5 Related/Supporting Documents.....	9
3 SHE roles and responsibilities.....	9
3.1 Commitment	9
3.2 Client duties	10
3.3 Scope of work.....	10
3.4 Legal Compliance	11
3.4.1 Section 37(2) (Legal) Agreement.....	11
3.4.2 Hazardous work by children (Child Labour).....	11
3.4.3 OHS Act.....	12
3.4.4 Legislative compliance	12
3.5 Eskom Requirements.....	12
3.5.1 Appointment of a contractor.....	12

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.


	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

3.5.3 SHE policy	12
3.5.4 COID.....	12
3.6 Substance Abuse.....	13
3.7 Occupational Health, Hygiene and Rehabilitation	13
3.7.1 Medicals.....	13
3.8 Risk Assessments	14
3.9 Incident Investigation.....	14
3.10 Asbestos Management	15
3.11 Emergency Management.....	20
3.11.1 Non-Conformance and Compliance.....	20
4 Revisions	21

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

1. Introduction

Eskom Real Estate'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 Real Estate's a's minimum requirements which are required to be met for the specific contract and for the duration of the contract period by contractors and where required, the delivery organisation.

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 Real Estate's 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.

Note 1: All the requirements listed hereunder are in relation to the contract and do not supersede or replace any organizational SHE requirements.

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 Real Estate's requirements and where applicable, any requirements pertaining to Local Authorities / Municipal by-laws / Environmental legislation that must be met by the contractor.


2.1.1 Purpose

This document will provide a standardised approach to the compilation of SHE specifications throughout Eskom Real Estate for contracts, standards and NEC 3 contracts.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

2.1.2 Applicability

This SHE specification is applicable to any contracting organisation who intends tendering for the contract of Land Management Supervisory & Advisory Services for Eskom Real Estate.

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] 32-727 SHEQ Policy
- [9] Occupational Health and Safety Incident Management Procedure


2.2.2 Informative

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

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.


	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

2.3 Definitions

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.


	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

Definition	Explanation
Appointed contractor	Means a contractor appointed by the principal contractor
Asbestos	Means work that exposes or is likely to expose any person to asbestos dust
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
Controlled disclosure	controlled disclosure to external parties (either enforced by law, or discretionary).
Client	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 – includes appointed contractor	means an employer as defined in section 1 of the Act who performs contract work and includes principal contractors
Consultant	means a person providing professional advice
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
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)
Eskom requirements	Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals
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

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

Definition	Explanation
Health and safety file	(OHS Act) means a file or other record, containing the information in writing required by the construction regulations.
Health and safety plan	(OHS Act) means a site, activity or project specific document plan in accordance with the client's health and safety specifications.
Health and safety specification	(OHS Act) means a site, activity or project specific document prepared by the client pertaining to all health and safety requirements related to construction work.
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
Organisation	may be defined as a group of individuals (large or small) that is cooperating under the direction of executive leadership in accomplishment of certain common objects
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.
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.
Service provider	any private person or legal entity that provides any service(s) to Eskom for compensation
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
CE	Chief Executive
Coid Act	Compensation for Occupational Injuries and Diseases Act
DoL	Department of Labour (Inspection and Enforcement services – Provincial office)

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

Abbreviation	Description
EP	Emergency Preparedness
EAP	Employee Assistance Program
ERfW	Environmental Regulations for Workplaces
GAR	General Administrative Regulations
GSR	General Safety Regulations
NEMA	National Environmental Management Act
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
SABS	South African Bureau Standard
SANS	South African National Standard

2.5 Related/Supporting Documents

Eskom Real Estate's OHS Act section 37(2) agreement to be signed at procurement during the signing of the NEC contract, it is the responsibility of the project manager to ensure that the 37(2) agreement is signed, and a copy be kept in the contractor file at procurement.

3 SHE roles and responsibilities

During the execution of all the activities of the Land Management Supervisory and Advisory Services Project Manager, his/her representative(s) and the appointed principal contractor are required to ensure that all activities are executed, maintained and completed in a safe manner; protecting the employees, tenants, contractor and members of the public while not compromising the quality as per Eskom's SHEQ Policy 32-727 and other legal requirements including SANS standards and by-laws.

The Principal Contractor management must practice its legal obligations one of which is ensuring that competent resources are made available throughout the duration of the Land Management Supervisory and Advisory Services contract.


3.1 Commitment

Visible commitment is essential in 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 and the SHE aspects of the project.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

Legislation requires that each employee must take reasonable care of themselves and their fellow workers, being it from management down to the lowest task grade employee.

3.2 Client duties

The Client must:

- Prepare a scope specific SHE baseline risk assessment.
- Prepare a suitable, sufficiently documented and coherent site-specific health and safety specification for the intended work activities.
- Include the SHE specification and all supporting documents in the tender documents.
- Ensure that potential principal contractors submitting tenders have made adequate provision for the cost of health and safety measures.
- Ensure that the principal contractor to be appointed has the necessary competencies and resources to carry out all the expected activities safely.
- Ensure before any work commences on a site that every principal contractor is registered and in good standing with the compensation fund or with a licensed compensation insurer as contemplated in the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993).
- Appoint the Principal Contractor in writing. The Principal Contractor will be appointed by ERE assigned section 16.(2), representative or Responsible Manager.
- Contractors shall not commence with the work until such times as he/she has been appointed in writing in terms of OHS Act by the Eskom Representative.
- Stop any contractor from executing any activity which poses a threat to the health and safety of persons which is not in accordance with the client's health and safety specifications and the principal contractor's health and safety plan for the site.

3.3 Scope of work

Scope of the project: Contractors appointed as agents to act on behalf of Eskom to oversee and inspect work done by appointed contractors:


- Land Facilities Maintenance
- Firebreaks
- Alien and invasive species.

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

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

Note: The contractor who will be awarded this contract will be known as the “principal contractor” and any contractor appointed by the principal contractor will be known as the “appointed contractor”.

3.4 Legal Compliance

3.4.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between Eskom Real Estate and the principal contractor at the time of awarding the contract. The principal contractor must ensure that a section 37(2) agreement is compiled between the principal contractor and all their appointed contractors for the contract.

The original copy of the section 37(2) agreement 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 file

3.4.2 Hazardous work by children (Child Labour)

The constitution of the Republic of South Africa, in the “Bill of Rights” is clear on the rights of children, especially when it comes to:

17.being protected from exploitative labour practices;

18. not to be required or permitted to perform work or provide services that

i. are inappropriate for a person of that child’s age; or


ii. place at risk the child’s well-being, education, physical or mental health or spiritual, moral or social development and the Basic Conditions of Employment Act, Chapter six Section 43 “Prohibition of employment of children”.

Before resorting to the use of child labour, due consideration must be given to the rights of the child in terms of the constitution. Where work is being performed which is not prohibited in terms of the constitution, then such work must be conducted in terms of the OHS Act “Regulations on Hazardous Work by Children in South Africa” with emphasis on paragraph 2 Purpose and Interpretation. Eskom does not condone the use of child labour and therefore all effort must be exercised and child labour should not be used.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

3.4.3 OHS Act

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

3.4.4 Legislative compliance

All contractors will comply with all the legislation pertaining to this contract 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.
- Compensation for Occupational Injuries and Diseases Act.
- National Environmental Management Act 107 of 1998.
- National Road Traffic Act 93 of 1996.

3.5 Eskom Requirements

All contractors shall, before commencement of the project ensure that all their employees are familiar with the relevant Eskom Real Estate's SHE documentation that is applicable to contract services.

3.5.1 Appointment of a contractor

The principal contractor will be appointed by Eskom Real Estate on the awarding of the contract and will be responsible and accountable for all legislative and Eskom Real Estate's requirements for the duration of the contract.

3.5.3 SHE policy

A 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 and all appointed contractors, if already not in place, will be required to compile an organisational SHE policy in line with their SHE responsibilities. The policy must be signed by the organisation's CE or the appointed assistant to the CE OHS Act Section 16(2). 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.


3.5.4 COID

The principal contractor and all his/her appointed contractors shall be registered with an appropriate employment compensation commissioner and have available a valid letter of good

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

standing (LoG) from such commissioner. 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.

3.6 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 Lobedu House.
2. General Safety Regulation 2A is clear on the legal stance regarding intoxication.
3. **The alcohol and drug permissible level is 0%.**
4. All contractors shall comply with Eskom's procedure 32-37 ("Substance Abuse Procedure"), taking into account that this is an Eskom Life-saving Rule number 4: BE SOBER", this means anyone entering the Eskom Real Estate 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.

3.7 Occupational Health, Hygiene and Rehabilitation

All contractors are 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.

3.7.1 Medicals


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

1. Principle contractors must ensure that their employees and their appointed contractor employees have a medical surveillance program whereby their employees under go entry, periodic and exit medical fitness examinations.
2. 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.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

3. Medical fitness certificates shall be renewed annually for employees who are working on site. This shall be maintained until completion of the contract.
4. The Principal Contractor must ensure that his / her employees and appointed contractor employees have undergone pre-entry medical examination before starting work on the contract.
5. The principal contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

3.8 Risk Assessments

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 what hazards to the health and safety of persons are attached 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. Prior to start of work, risk assessments on every job / task are ideal 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. In particular, if a job / task is extended over a day or halted due to inclement weather.


3.9 Incident Investigation

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.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

Contractors 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.

3.10 Asbestos Management

Asbestos management refers to the safe handling, monitoring, and control of materials containing asbestos in the workplace or built environment to prevent exposure and ensure legal compliance. The inhalation of airborne asbestos fibres can cause serious lung diseases including asbestosis, cancer of the lungs and mesothelioma. These diseases usually become apparent only some years after exposure to asbestos and sometimes not until 40 or more years after the first exposure.

Exposure to asbestos may result from:

Inhalation

Asbestos can be breathed in as raw fibre or as dust that contains regulated fibres also known as respirable fibres. Inhalation is the most common source of exposure to asbestos.

Ingestion

Asbestos can be swallowed in the dust form if it gets on hands, clothing, a beard or moustache. Asbestos fibres can also be taken into the body if food or beverage is contaminated with asbestos. Smoking contaminated cigarettes is particularly risky, because asbestos particles can be breathed in and swallowed.

With this in mind Eskom Real Estate and the appointed contractor is required to comply with the requirement stipulated in the Asbestos Regulations 2001 and the Occupational Health and Safety Act, Act 85 of 1993.


a) Asbestos AIA

- The responsible Asbestos AIA will perform the verification function and must approve all asbestos work plans. The Asbestos AIA will declare the competence of the persons appointed responsible for training in asbestos management.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

b) Environmental Practitioners

The Eskom and/or contracted Environmental Practitioners are responsible for the following:

- Overseeing the disposal of asbestos and asbestos-containing products;
- Keeping records of all documentation regarding disposal according to the requirements stipulated in the applicable Asbestos Work Plan;
- Reporting on the disposal figures and the practices followed.

c) Project Manager

Must ensure that a competent and accredited contractor is appointed for the asbestos related work.

d) Duties of the Appointed Contractor

The appointed contractor must:

- Be registered, accredited and authorised to conduct asbestos related work and asbestos work.
- All employees appointed to work on this project must be trained on the handling of asbestos and asbestos containing materials.
- Conduct an asbestos risk assessment.
- Develop an asbestos management plan on the methodology to work with asbestos containing material.
- Ensure that all employees working with asbestos containing materials must undergo medical surveillance assessment. All medical surveillance must be conducted by an Occupational Medicine Practitioner.


e) Notification of Asbestos Work

- Before starting on asbestos-related work, regardless of the extent of the work, every employer (or self-employed person) must write to the relevant provincial director and explain what kind of work is to be done, within 14 days prior to commencement of work.
- Such work could include manufacturing processes during which asbestos fibres are mixed with other materials and the fabrication, installation or removal of asbestos containing materials.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

f) Exposure to asbestos

- Employers and self-employed persons must not allow anybody to work in or to enter an environment in which they may be exposed to asbestos that will exceed the exposure limit for asbestos. The exposure limit is currently set at 0,2 fibres per millilitre of air averaged over a four-hour working period.
- Employers must, by means of applying good occupational hygiene principles, keep the airborne asbestos concentration in the workplace at the lowest possible level, but definitely not in excess of the occupational exposure limit (OEL).

Good occupational hygiene principles include the following:

- ✓ The design and layout of the workplace, engineering measures to control dust, good housekeeping, and good personal hygiene are the first line of defence.
- ✓ Administrative controls,
- ✓ Thorough training and supervision of employees; and
- ✓ The involvement of all employees in safety and health matters in the workplace.


g) Information, Instruction and Training

- Education and training of any person who may be exposed to asbestos dust. is of paramount importance, in order to assist employers and employees in reducing the risk of exposure to asbestos dust.
- The employer must ensure that he obtains suitable information and training in order to train employees effectively. Alternatively obtain the services of a person who has the requisite competence.
- Competence in relation to these regulations infers that the person has practical experience relating to the correct handling, hygiene and work practices relating to work with asbestos. Additionally, the person must have a theoretical knowledge of the toxic effects of asbestos.
- Education and training must be planned carefully and presented on commencement of employment.
- It is of the utmost importance that health and safety representatives or committees are thoroughly trained and educated with regards to working with asbestos. This is to ensure that the health and safety representatives or committees are able to make informed decisions relating to their discretionary powers.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

- It is the duty of employers to ensure that all employees have thorough knowledge of the provisions of the Act and these regulations. Employees or any other person exposed to asbestos has a moral and legal duty to comply with any lawful instruction and procedure (written or oral) given by or on behalf of employers. In addition, employees must comply with the requirements laid down by the Act and other applicable regulations.
- Failure to do so could result in an increased risk to his health and safety and that of others and may lead to his prosecution.
- These instructions and procedures may differ from one workplace to another because workplaces are not identical.
- An employer must ensure that update up-to-date records of employee training are made available at the workplace that has asbestos in place.

h) Assessment of Potential Exposure

- This regulation requires the employer to establish if any person is exposed or is likely to be exposed to asbestos dust at the workplace. An assessment is the first step in the process of collecting information in order to make decisions with regard to the risk to health of workers and measures necessary to control asbestos hazards.

i) Personal Protective Equipment and Facilities

- Employers must provide effective South African Bureau of Standards (SABS) approved personal protective equipment (PPE) and facilities free of charge.
- The equipment must also be properly selected, maintained, cleaned, undamaged and properly used. Some manufacturers of respirators give specific instructions in this regard.

Personal Protective Clothing

All employees who are exposed to asbestos dust must be provided with SABS approved protective clothing.

Respiratory Protective Equipment


All employees in respirator zones, and any other employees who by the nature of their work may be exposed to greater than the OEL for asbestos, must be provided with respirators.

Only respirators that have been approved/ homologated by the (SABS) may be used.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

When selecting a respirator, the following must be kept in mind. No employee should be allowed to remove personal protective clothing and respirators from workplace. This is to prevent asbestos dust being spread to private households.

- Personal protective clothing and respiratory protective equipment may only be removed from the premises for repair or washing under controlled conditions.

Cleaning and Storage of Personal Protective Equipment

All cleaned personal protective equipment must be stored in a place or container where it will be safe from asbestos contamination and damage.

Separate storage facilities must be provided for used personal protective equipment and personal property of employees. Typically, such equipment consists of lockers or any similar type of repository.

j) Labelling, Packaging, Transportation and Storage

- Asbestos can be spread by air, water and human activity. For this reason, all asbestos that has the potential to contaminate, must be:
 - ✓ Controlled in such a manner that it does not release fibres.
 - ✓ Kept in containers or a similar suitable manner of containment that makes it difficult to be spread to other areas of the workplace or to other premises; by wind or by water; and
 - ✓ Contained during transport and clearly labelled.


k) Disposal of Asbestos Waste

- Asbestos waste has a potential to pollute the environment and pose a health risk to human health. Therefore, industry must strive to attain maximum reclamation and recycling of asbestos waste. However, asbestos waste must not be used in products that normally do not contain asbestos.
- If asbestos waste is not used for reclamation or recycling, the employer must have it dumped safely by ensuring that:
- Asbestos dust is not released during transportation to the dumping ground. Instead, use tightly sealing containers.
- Asbestos waste is dumped on dumping sites specifically approved for asbestos waste in terms of the Environmental Conservation Act, 1989(Act No. 73 of 1989) and the National Environmental Management Act, 1998 (Act No. 107 of 1998).

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

- All employees who are involved in the transportation and dumping of asbestos waste are provided with the required respirators and protective clothing and they are properly trained in the procedure to be followed in the event of spillage or similar emergency or situation that could arise by accident.
- All equipment is thoroughly cleaned after dumping. This includes vehicles and protective clothing.
- All incidental spillage of asbestos waste be cleaned up immediately. The driver of the vehicle carrying asbestos waste must have the necessary training and be conversant with the instructions to handle such cases; and
- Contractors, and owners of dumping grounds where asbestos waste is disposed, must also comply with the provisions of this regulation. No waste should be left uncovered at the end of a workday.

I) Prohibition

This regulation prohibits:

- The use of compressed air to clean the workplace. This method of cleaning creates a danger because asbestos dust becomes airborne, and it has the potential to increase the exposure levels and also contaminate other workplaces or environment. Instead, use vacuum-cleaning equipment, or sprinkle the dust with water or wet sawdust before sweeping or removing it.

Smoking, eating and drinking, and the keeping of foodstuffs or beverages in zoned areas. Because asbestos can enter the body through the digestive tract, this prohibition, as well as any other matters regarding personal hygiene in zoned areas must be given priority.

3.11 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. Periodic emergency drills must be undertaken to test the effectiveness of the plan. This must be recorded and provided on request.


3.11.1 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.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	Provision of Land Management Supervisory and Advisory Services. SHE SPECIFICATION	Template Identifier	240-73198256	Rev	2
		Document Identifier	GFD-ERE-Land Supervisory & Advisory Services-SHE Spec	Rev	01
		Effective Date	April 2025		
		Review Date	April 2028		

2. Principal contractors are required to implement a non-conformance procedure (if not already in place) for issuing to contractors for transgressions. The procedure can include “quality” related non-conformance issues. Similarly, appointed contractors must implement a non-conformance procedure.
3. The procedure for the issuing and closing off of non-conformance reports shall be strictly adhered to.
4. Contractor project management must monitor the close out non-conformances issued, in not doing so, any recommendations made may not be implemented.
5. Where non-conformances are issued by Eskom Real Estate’s, 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.
6. 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

4 Revisions

Date	Rev.	Compiler	Remarks
April 2025	01	V Mashele	This provides the initial SHE specification requirements that must be met by the relevant contractors who have been awarded a contract for the work to be performed for Eskom.

Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.