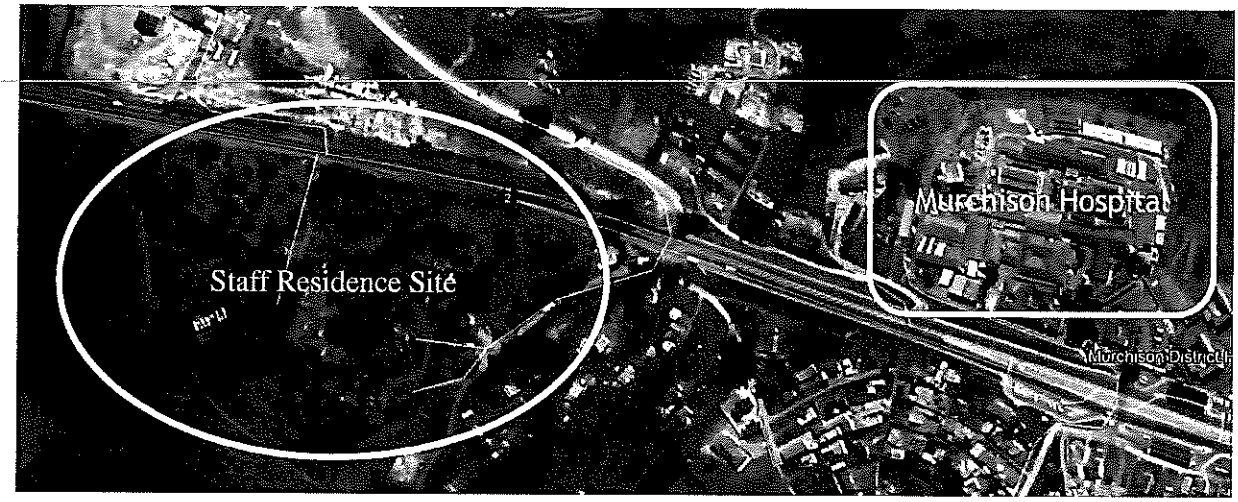
4.1.2 Overall Locality of Murchison Hospital



4.1.3 Project Team

Client Representative	PROJECT LEADER - MR. K. MHLONGO
Lead Consultant / Civil & Structural Engineer	NAIDU CONSULTING (PTY) LTD
Architect	ARTEK 4 ARCHITECTS (KZN) CC
Quantity Surveyor	TURNER & TOWNSEND (PTY) LTD
Electrical Engineers	DNA CONSULTING ENGINEERS & PROJECT MANAGERS
Mechanical Engineers	MAHESH KHOOSAL AND ASSOCIATES
Land Surveyor	GEOAFRIKA
Construction Health and Safety Agent	ORM SAFETY CONSULTANTS

4.2 Purpose of the Project Specific Health and Safety Specification (PSHSS)

The PSHSS is a performance specification to ensure that the Department of Health and any bodies that enter into formal agreements with the Department of Health viz. Agents, Professional Service, Principal Contractors and Contractors achieve an acceptable level of OHS performance. No advice, approval of any document required by the PSHSS, such as hazard identification and risk assessments, or any other form of communication from the Client shall be construed as acceptance by the Client of any obligation that absolves the Principal Contractor from achieving the required level of performance and compliance with legal requirements. Furthermore, there is no acceptance of liability by the Client, which may result from the Principal Contractor failing to comply with the PSHSS, i.e. the Principal Contractor remains responsible for achieving the required performance levels.

A Mandatary Agreement in terms of Section 37.2 of the OHSA will be signed between parties prior to any works commencing.

The PSHSS highlights the aspects to be implemented over and above the minimum requirements of current legislation. Requirements may be changed should new risks or issues are identified that could not have been foreseen during the design phase of the project, or during the construction phase. Any

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new legislation or standards (legislated, or determined by the Department of Health) that are promulgated or accepted during the contract will automatically be applied.

4.3 Implementation of the Project Specific Occupational Health and Safety Specifications (PSHSS)

The project specific H&S specification (PSHSS) forms an integral part of the Contract, and the PC is required to make it an integral part of their Contracts with Contractors and Suppliers.

This specification must be read in conjunction with the OHSA, Regulations (*as amended*) and any other standards relating to work being done and ensure compliance thereto. The information relative to the scope of the project, the works etc. are detailed in the tender documentation and are to be considered when developing the H&S Plan and associated documentation.

The OHSA S.37.2 Mandatary Agreement must be fully completed by the PC, supplied by the Client. These documents shall be deemed to form part of the returnable Contract Documents.

No work may commence without written approval of the H&S Plan by the appointed H&S Agent.

Should there be design changes, or change in the scope of works, an amended PSHSS may be issued. Where amended PSHSSs are issued, the PC will be required to ensure a resubmission of an amended H&S Plan for approval. Further to this, the PC must ensure that similar information must be provided as it applies to the works to all their Contractors, within 5 working days following notification thereof. The H&S Agent will visit the project weekly to ensure compliance and limit risk. All activities on the site and all appropriate documentation will be monitored and reported on to the Client's Project Manager and the Engineer.

Non-conformances will be issued and penalties or work stoppage will be issued where appropriate. Communication between the H&S Agent and the PC will be through the Engineer (or Client's responsible person) as determined at the commencement of the project.

4.4 Requirements at Tender Stage

Tenderers are required to submit a H&S Plan and COVID-19 Workplace Plan with their Tender submission.

The documentation submitted will be used to assess the competence of the tenderer, as required in the CRs, therefore the information submitted needs to be complete and as close as possible to the final product. Adequate pricing for H&S is required, and the appropriate section in the BoQ is to be completed. Failure to do so could result in the Tender being regarded as non-responsive.

The PC shall ensure adequate information is submitted as supporting documentation with their completed Tender. Such information will be assessed against the criteria listed and a score provided to the Bid Award Committee (BAC) for consideration. Failure to provide such information could render the tender application non-responsive.

A project specific H&S Plan in response to this PSHSS will be subject to assessment by the H&S Agent. This must also include additional supporting documentation as required to verify the H&S system:

- A declaration to the effect that he has the competence and necessary resources to carry out the work safely in compliance with the Occupational Health and Safety Act and its Regulations
- A valid Letter of Good Standing

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5. GENERAL REQUIREMENTS

5.1 Specified Hazardous Chemical Substances

The following lists of products or substances are those which have been identified as likely to be used on the project or generated during the course of construction. This list is not inclusive and other products may be considered. Where the PC is likely to supply the product as the product has not been specified, material safety data sheets (MSDSs) need to be considered prior to all selections.

PRODUCTS or SUBSTANCES	POTENTIAL HEALTH OR OTHER RISKS
Cement	• Hand mixing may occur, 50kg bags are an ergonomic risk from handling. • Pumping of concrete may produce extensive vibration, extended hours of work, and potential eye, skin and respiratory irritant from dust exposure, chromates.
Cement/Silica dust	• Caused by cutting, grinding, sanding of any concrete/granite/tiled surface/masonry resulting in occupational respiratory health illness or disease
Petrol/diesel/lubricants	• Potentially a portable fuel bowzer on site. Fire, spillage, fumes
Adhesives	• Used as a bonding agent and may result in contact Dermatitis and occupational respiratory illness or disease from prolonged exposure
Asbestos	• Asbestosis is a serious, chronic, non-cancerous respiratory disease. Inhaled asbestos fibres aggravate lung tissues, which cause them to scar. Symptoms of asbestosis include shortness of breath and a dry crackling sound in the lungs while inhaling

6. OCCUPATIONAL HEALTH & SAFETY MANAGEMENT

6.1 Structure and Organization of H&S Responsibilities

6.1.1 Notification of Commencement of Construction Work

After the award of the contract, and at least 30 working days before commencement of construction work, the Department of Health appointed Construction Health and Safety Agent will submit an Annexure 1 application for a permit in terms of the Construction Regulation 3. Proof of receipt of the Department of Labour permit number shall be provided, a copy kept in the H&S file and the permit number conspicuously displayed on the project notice board. Work will not commence until written confirmation is received by the Department of Labour and the Contractor informed accordingly.

Where changes to the conditions given in the submission are required (i.e. Contractors, completion dates, increase in workers), a revised Annexure 1 will be submitted to the Department of Labour. The completion date will include the defect and liability period.

6.1.2 Health and Safety Plan Framework

The H&S aspects related to the project outlined in the previous sections are to be taken into account when drawing up the H&S Plan. The PC is required to demonstrate competence by providing an H&S system that will address the requirements of the project.

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The current legislative requirements, SANS codes and any other standards that may guide practice are to be taken into consideration. The following aspects must be addressed in the H&S Plan as they play a role in reducing the overall risk of a particular activity, or section of the project. The H&S Agent may from time to time request additions or systems as they relate to the works or legislative requirements at the time.

The PC is to prepare a site layout drawing to indicate at least the following:

- The positions of site office, toilets, drinking water and worker rest areas;
- Indicate the positions of emergency personnel and equipment (fire, first aiders);
- Provision of construction vehicles and pedestrians, indicate parking, and
- Storage areas (materials and equipment, waste etc.)
- Access and egress to site for deliveries
- Emergency assembly point

Such layouts are to be updated regularly throughout the duration of the project.

6.1.3 Appointment of Competent Site Personnel

The CEO (OHSA S16.1) of the PC will take overall responsibility for the appointment of competent site staff for the duration of the project. Should the CEO not be personally involved in the project, the H&S responsibilities are to be delegated to the Contract Manager (OHSA 16.2). Knowledge and training in H&S is required, and certificates indicating H&S training as well as experience to be included in CVs.

All other legal appointments are to be made with relevance to the type of work required and kept current with the project programme. The construction team is to ensure the appointed full - time SACPCMP registered H&S Officer is kept up to date with all planned activities, to ensure all H&S requirements are met.

Method statements are to be submitted prior to, and during the project where changes or new work is required, and the approval of the Designer is required before work on that aspect or activity can commence. The H&S Officer is to be included in production planning sessions/meetings to ensure that the appropriate risk assessments, safe work procedures and communication required are available and completed timeously.

Penalties will be applied should this not be adhered to, and deemed a serious offence.

The Occupational Health and Safety Plan shall include the following, but is not limited to the following key appointments:

6.1.4 Construction Manager

A competent Construction Manager must be appointed to manage part or all of the works and have training and/or experience in the area of responsibility. All appointed site supervisors must show evidence of appropriate training in H&S and an understanding or training in areas of responsibility (i.e. risk assessments, method statements etc.).

Curriculum Vitae (CVs) are to be submitted for approval by the Designer, and/or H&S Agent. The Construction Manager will be held responsible for the safety of all working teams and subordinates.

6.1.5 Construction Health and Safety Officer

The PC will employ a competent full-time H&S Officer for the duration of the contract. The H&S Officer's CV is to be submitted for approval by the H&S Agent. The PC is to ensure adequate resources are provided in order to undertake all responsibilities (i.e. *mobile phone, computer and internet access,* etc.) Qualifications should include at least Grade 12, SAMTRAC/NEBOSH/Diploma in H&S qualifications or similar together with additional appropriate short courses (ie. Risk Assessor, Basic Firefighting and First

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Aider Level 1) with at least 3 years' exposure to civil construction that is appropriate given the level of project complexity and registration with SACPCMP. An in-depth knowledge of legislative requirements and the application thereof is required. The site supervisor may not act as the H&S Officer.

The H&S Officer/s will be held responsible for all H&S on the project.

- Site staff, Supervision, Contractors and Visitors are to follow the approved OH&S system and instructions given by the H&S Officer at all times;
- No new workers or Contractors may commence work without the approval of the submitted H&S Plan or having attended the site induction
- No inductions of Contractor staff until the H&S documentation is approved by the H&S Officer
- The H&S Officer/s may not be removed or replaced without the approval of the H&S Agent

A monthly report of all H&S activities and incidents is required by the end of the first week of each month, or at a date agreed to by the H&S Agent and the H&S Officer. An example of the monthly report is attached as an *Annexure B herewith.*

The H&S Officer will be responsible for collating the H&S documentation at the close out of the project in electronic format. A list of the typical aspects that should be provided is available as *Annexure A* to this document. The PC is to ensure that all Contractors documentation follows the same requirements and closed out H&S documentation must be completed and be available with the close out of the main contract.

Failure to do so will be considered a serious offence and penalties applied.

6.1.6 Health and Safety Representatives and H&S meetings

H&S Representatives representing workers and Contractors are to be appointed following the startup of the project, irrespective of the number of workers on site. The appointed H&S Representatives are to be suitably trained, actively involved with H&S and will assist the H&S Officer and site management in meeting legislative duties.

The H&S Officer shall further ensure that H&S is discussed at all internal production or progress meetings. Issues arising from the H&S Agent audits are to be discussed, as well as all H&S related issues.

6.1.7 Appointment of Competent Contractors

The Principal Contractor is to ensure compliance with the Clients minimum standards and all legislative requirements. The same H&S standards required of the PC are to be applied to all Contractors. An index of all Contractors and Suppliers is to be on file and kept updated at all times. The PC is to ensure there is sufficient funding for H&S compliance by each Contractor.

The following minimum aspects are applicable to any Contractor appointed:

- The H&S Officer is to ensure a Contractors appointment and approval of H&S documentation at least seven (7) working days prior to commencing work.
- No Contractor may work under the PCs Compensation registration number. If required, the PC may assist an SMME with their registration with the Compensation Commissioner. However, such Contractors will not be able to commence work until proof of registration or Letter of Good Standing has been received.
- No work may commence without Mandatary agreements between parties in place.

Failure to provide written approval of H&S documentation will be considered a serious offense, and could result in aspects of, or all the activities being stopped and penalties implemented.

7. GENERAL RISK MANAGEMENT

7.1 Physical, Ergonomical, Behavioural and Task Orientated Risk

The PC must ensure that all employees are adequately informed, instructed, trained and supervised as it relates to the physical, biological, ergonomical, behavioural and task orientated risks likely to be encountered during the scope of works.

The PC is to take cognisance of the Project Baseline Risk Assessment and Risk Profile and cause a site-specific risk assessment to be performed by a competent person as per CR 9 before commencement of any construction work.

7.2 Medical Surveillance

The appropriate MSDSs are to be obtained for all products and used to develop the H&S documentation as they relate to the works. Workers will be exposed to noise, asbestos dust, and physical risks from extended periods of work of a repetitive nature, materials specified and the general nature of the works.

All workers (*including those of Contractors*) are required to be in possession of a medical certificate of fitness prior to commencing work and exit medicals conducted. Full medical records are not to be placed in the H&S file.
Specific testing for existing conditions and limitations relative to exposure could include, but are not limited to:

- Audiometry (hearing tests); and
- Any other tests identified as relevant from chemical or specifically identified risks of exposure

Failure to do so will be considered a serious offence.

7.3 Asbestos Risks

The PC is to ensure compliance with the requirements of the Asbestos Regulations R.155 10 February 2002. The removal and disposal of all asbestos containing products must be conducted by an Approved Asbestos Contractor, who is registered with the Chief Inspector.

The PC shall ensure that an Asbestos Works Plan (AWP) is developed and submitted to Department of Labour and Construction H&S Agent for approval. The AWP should include but limited to:-

- Notification to the Provincial Director in writing, prior to commencement of asbestos work
- Proof that an Occupational Health Practitioner carried out an initial health evaluation within 14 days after commencement of work
- Copies of the results of all risk assessments and the written inventory of the location of the asbestos at the workplace

Failure to do so will be considered a serious offence.

7.4 Noise Risks

The PC is to be compliant with the Noise Induced Hearing Loss Regulations and all equipment identified that has not been tested and marked for noise emissions will result in having to be tested at the Contractors or PCs expense. Failure to do so within a reasonable time period will result in such equipment being removed from site.

Audiometric testing of all workers is noted as required in the medical surveillance programme for all workers prior to work commencing. Audiometry records are to be available in the H&S file.

Suitable SANS approved hearing protective equipment shall be issued and worn where noise levels are identified as equal to or greater than 85 dB.

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Failure to do so will be considered a serious offence.

7.5 Emergency Management

A simple Emergency Management Plan and procedure that is appropriate to the risks is required prior to commencement on site. It is advised that the system should be simple and easy for any worker to follow. The Plan may be adapted should new information or risks are identified.

The procedure shall detail the response plan in relation to the works, and include at least (*but are not limited to*) the following key elements:

- Appointment of a competent emergency response co-ordinator
- The Contractor will be responsible for developing and implementing a suitable fire management plan for fires at the Work Zones, Site Office or Storage Areas;
- Public injury or Motor vehicle accidents;
- Falls from heights;
- Serious injury to workers (medical or work-related); and
- Snake Bites
- Excavation and/ or Structure collapse
- Plant - Roll Over's
- Any other major risks identified during risk assessments i.e. physical, chemical, ergonomic, biological and psychological

The Emergency Management Plan is to ensure the inclusion of local service providers where possible. Such arrangements should be made with these persons prior to the commencement of the project. The general principals of emergency management are to be applied as it applies to the hierarchy of control and management.

7.6 First Aiders and First Aid Equipment

First Aiders shall be available and accessible on site at all times, and be able to work as a team when responding to any emergency on the project, including compliance to protocols required for biological hazards in nature, i.e. COVID-19 Coronavirus & exposure to biological vectors (e.g. snakes, rats, bees & other insects, etc.). Exposure to vectors may result in severe allergic reaction to an insect bite or sting that can result in a life threatening condition.

Contractors are expected to ensure compliance and provide/manage their own First Aiders and equipment. The number and level of training of First Aiders will be determined by the complexity and exposed risks of the project and not numbers of workers.

Appropriately stocked first aid kits are to be available at all times and to assure continual availability and access to all areas of the site.

7.7 Incident Management and Compensation Claims

All incidents and accidents are to be investigated. All serious incidents involving any form of disabling injury or fatality are to be reported to the Designer /Project Manager/H&S Agent immediately. This shall be confirmed in writing following the incident. Full details are to be included in each site progress meeting. A summary of incidents is to be included in the monthly report. The PC must further ensure that all reportable incidents correspondence is meticulously recorded and all original kept off site.

The PC must ensure that the following injury and incidents statistics are reflected monthly on a suitable register:-

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	Month	*CTD
No of accumulative man-hours worked without *disabling injuries		
Near Misses		
First Aid		
Medical		
Disabling		
Fatalities		

*CTD - Commencement-to-date

*Disabling Injury - Disabling Injury (DI) is considered as an injury or occupational disease where the injured or ill person misses the next work shift because of the injury or illness or has suffered some bone damage (e.g. A fracture)

7.8 Personal Protective Equipment (PPE) and Clothing (PPC)

The PC is to provide a procedure as an addendum to indicate how PPE/ PPC is managed within the Company.

The wearing of the identified SANS approved PPE/ PPC at all times is non-negotiable. The PC shall ensure that all workers (*including Contractors*) are issued with and shall wear:

- Hard hats;
- Protective footwear;
- Overalls that ensure worker visibility;
- Eye protection;
- Hearing protection;
- Respiratory protection (minimum of FFP2 and or respirators), and
- Any other necessary PPE identified from MSDSs and/or risk assessments.

Adequate quantities of PPE shall be available. This shall include necessary PPE for visitors. The procedure for managing PPE is to be in a formal procedure submitted with the H&S Plan for approval.

Any person (including Client, Designers etc.) found on site without the necessary PPE will be removed from site until the PPE is supplied and worn.

Failure to comply will result in penalties being applied.

7.9 Occupational Health and Safety Signage

On-site H&S signage is required. Signage shall be posted up at fixed or temporary working areas, or other potential risk areas/operations. These signs shall be in accordance with the requirements of the General Safety Regulations, SARTSM or SANS requirements as amended. Signage is to be noted on the site drawings indicating where fixed/temporary signage is required.

Temporary signage is to include (but not be limited to) the following:

- 'Report to Site Office'/ 'Warning: Construction Site - Keep out' or similar;
- 'Site Office' (if relevant);
- 'Hard hat area' or other PPE requirements noted;
- First aid box positions (*including vehicles*); and
- Fire extinguishers
- Warning Open Excavations
- Asbestos Hazard
- Construction Vehicles Turning

- Warning: 'Working at height"

Signs shall be posted at areas of work on site indicating that a construction site is being entered and that persons should take note of H&S requirements.

Failure to comply will result in penalties being applied.

7.10 Induction of Employees and Visitors, General H&S Training

A simple, formal induction programme is to be submitted as an addendum for approval with the H&S Plan. Inductions must be carried out for all workers and visitors/suppliers (*including Client, Designers*) to the site and must include the COVID-19 Pandemic rules, guidelines and precautionary measures.

Pre-task instruction (DSTI) is required to ensure workers are familiar with the risks (i.e. physical, biological, chemical, ergonomic, psychological) and H&S measures of the work or tasks to be done. Such instruction is to be done at least daily. A record of inductions and pre-task instruction (Daily Safe Task Instruction) is to be kept in the H&S file.

Any person found on site without proof of induction will be removed from site until the proof is supplied and, and a penalty issued per non-compliance.

7.11 Transportation of personnel

No worker may be transported in, or on the rear of construction vehicles (*bakkies included*), or with plant and materials to, on, or from site. The number of passengers in any vehicle is limited to what is stated on the license disc. Vehicles used to transport workers to, from, or on site, shall have secure seats and be covered.
The PC must indicate in their OHS Plans what type of transport is envisaged and how this will be managed, taking COVID-19 Coronavirus pandemic rules into consideration.

Penalties will be issued for non-compliances noted.

7.12 Management of Plant and Equipment

Close control of plant and equipment is require taking into consideration COVID-19 rules into consideration, i.e. cleaning and sanitizing of the plant/ construction vehicles on a regular basis.

Daily monitoring of all plant and equipment is required prior to commencing work and a full list of hired and own plant is to be available at the H&S Agent's audit. All daily inspection records are to be kept in the H&S file and the registers not being more than 1 week behind.

Only competent (SAQA unit standard trained), medically fit plant operators are to be used and medical certificates of fitness are required for all operators. Certificates and registers are to be placed in the H&S file. Any plant or slings used to lift plant or material require annual load testing by an AIA, and all certificates must have the testers LMI/E number. Operators are to be adequately trained and certified to operate mobile cranes or crane trucks. Certificates and registers are to be placed in the H&S file.

Failure to do so will be considered a serious offence.

7.13 Cranes and lifting equipment

Should any form of lifting device or mobile crane be used during the project for deliveries, moving of supplies or equipment, construction materials etc the appropriate documentation must be made available. Method statements, risk assessments, safe work procedures and training are to be available prior to work commencing. A procedure for managing loads and lifting must be made available as an addendum to the H&S Plan. The equipment must always be operated within its capability and if in any doubt, the operator should consult with the operations and maintenance manual supplied by the Original

Equipment Manufacturer. A Tractor-Loader-Backhoe (TLB) and Excavator are not deemed lifting machinery therefore are prohibited from being used as such unless modifications have been made to the Plant, tested and approved by an LMI or specified by the Original Equipment Manufacturer.

All lifting tackle must be suitably colour - coded and tagged for the respective quarter of the year and this strictly adhered to. All lifting tackle not conforming to this requirement will be removed from site until conformance is achieved.

7.14 Working from a Fall Risk Position

A basic Fall Protection Plan (FPP) developed by a competent person is to be available and supplied as an addendum to the H&S Plan and must be appropriate for the project fall risks. Method statements, appropriate risk assessments, safe work procedures and training are to be available prior to work commencing. All workers exposed to fall risk must undergo formal SAQA accredited "working from height/fall risk position" training.

The focus for working from a fall risk position shall include fall restraint systems where possible except during assembling or dismantling top components or where it is not deemed safe. The relevant SANS codes are to be applied as they apply to the works and the project, such as:

- SANS 10085
- SANS 50355
- SANS 50361

Should part of the works be contracted out, competent Contractors are to be appointed and submit documentation according to the project requirements. The PC is to note if such work is to be contracted to specialists in the H&S Plan. The plan is to be developed by and work managed by a competent person for the duration of the project. The following aspects must be included:

- Notices to be posted
- Restrictions or stoppage when weather conditions are deemed hazardous
- Permit system for working at heights
- Prevention of falling tools or equipment
- Link to Emergency Plan regarding rescue

All workers are to be in possession of valid medical certificates of fitness that extend for the duration of the works. Note the requirements in the section relating to medical surveillance and the relevant SANS codes as applied to the works and the project. Registers and all relevant documentation are to be placed in the H&S file.

Work will be stopped for any work at a fall risk position that is not compliant.

7.15 Excavations

The PC must ensure that a procedure for managing excavations is provided as an addendum to the H&S Plan describing how excavations are to be managed. Excavation method statements are to be approved by the Engineer and associated risk assessments are required. A competent person is to be appointed for managing all excavations. All equipment and ground conditions are to be checked daily and prior to work commencing. Danger tape may NOT be used to barricade excavations. Cognisance is required of the surrounding areas and increased levels of protection are required where work is in the vicinity of members of the public.

Work will be stopped and penalties applied to any work in excavations that is not compliant.

7.16 Services

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The PC must give consideration to and the approximate positions of known above or underground services should be indicated on the drawings for information purposes only. The position of existing services cannot be guaranteed. The PC shall take all necessary steps to ascertain the exact location of the existing services before commencing any section of the works and shall exercise the greatest care when working in the vicinity of such services. The PC must establish the position of existing services where applicable by contacting the authority or authorities responsible for such services, by using specialized equipment and opening up by hand.

The PC shall so carry out all his operations as not to encroach on, or interfere with, trespass on, or damage adjoining lands, properties, road structures, pipelines, places and things, in the vicinity of the works and so as not to interfere in any way at any time with the smooth and continuous operation of the existing facilities.

7.17 Auditing and Inspections

External auditing by the H&S Agent will be at least monthly and the documentation audited relative to the activities and H&S Plan. The H&S Officer of the PC must accompany the H&S Agent, on all audits.

The PC will ensure that all their Contractors are audited at a frequency determined by the H&S Agent. Audit frequency may be increased if Contractors are not performing adequately. Audit results will be acted upon and non-conformances and penalties issued where deemed appropriate. The H&S Agent may act or require further outcomes if non-compliances are noted or unsafe acts are noted on site.

Internal audits are to include site conditions as well as ensuring H&S files are appropriate, and compliant. Comprehensive audit reports are to be made available, the format of the audit reports are to be acceptable by the H&S Agent.

Compliance with legislative requirements and the systems provided by the PC to manage the H&S on site will be measured. Full compliance is required. Time limits for corrective actions will be set and must be adhered to.

Failure to address findings or non-conformances will be considered a serious offence.

7.18 Communication on Site

All H&S communication during the project between the H&S Agent and the PC will be done through the Engineer and be in writing, including the issue and responses to non-conformances and H&S audit results.

Failure to address issues timeously will be considered a serious offence.

7.19 Care of Workers on Site (Welfare)

The PC must ensure that suitable worker welfare facilities are provided and maintained for the duration of the Contract. This should include the erection of temporary sheltered rest areas during the construction activities.

Failure to ensure compliance will be considered a serious offence.

7.20 Discipline, Alcohol and Substance Abuse

All employees (*management included*) are to follow instructions given in the interest of H&S. A disciplinary procedure is to be developed and disciplinary action is to be imposed on those who do not follow such instructions or company rules or policies.

No person is allowed to work or access site if under the influence of alcohol or other substances that could impact on their own or others safety. The PC is to have a drug and alcohol policy available to

manage such instances. These requirements are applicable to any employee of any organization providing services on site. Penalties may also be applied by the Client, OHS Agent or Engineer.

7.21 HIV and AIDS Programme

The PC shall reduce the risk of transfer of HIV between and amongst construction workers and the local community, raise awareness amongst construction workers of the risk of infection with HIV, promote early diagnosis and assist affected individuals to access care and counselling by:-

- making condoms that comply with the requirements of SANS 4074 available for the duration of the contract to all construction workers at points on the site which are readily accessible and suitably protected from the elements
- either by placing and maintaining HIV/AIDS awareness posters of the size not less than an A1 in areas which are highly trafficked by construction workers or providing construction workers with a pamphlet in languages largely understood by the construction workers which reinforces the outcomes of the HIV/AIDS awareness programme
- encouraging voluntary HIV/STI testing providing information concerning counselling, support care of those that are affected

7.22 Safety Conflict

Where any conflict exists between the requirements of this PSHSS, the Site Rules or Statutory requirements or Regulations the higher standard must apply unless such conflict is brought to the attention of the H&S Agent and a direction provided. The PC is deemed to have allowed for the higher standard.

The PC is legally responsible for ensuring that they conform to all applicable aspects of the Occupational Health and Safety Act 85 of 1993 and Regulations (*as amended*) and other relevant Acts and Regulations. If in dispute with the PSHSS and other legislation the most stringent requirement must apply.

7.23 Environmental Management

The Department of Health Particular Specification for Environmental Management of Construction Projects constitutes the Environmental Management Plan for this project. However, compliance with the project Environmental Management Plan (EMP) as well as the rehabilitation plan will be necessary.

The objective of the EMP is to manage the impacts of construction identified during the course of the Environmental Impact Assessment (EIA) process, as well as during the course of construction. This is a dynamic document and will be continuously updated in order to reflect current site conditions and address any issues identified during the course of construction. The EMP therefore serves as an action plan for the implementation of mitigation measures proposed for Murchison Staff Accommodation Project.

7.23.1 Dust Prevention

The creation of dust in the PC's working area shall be kept to a minimum and shall conform to the requirements of the Environmental Management Plan. The PC shall water as often as is practical the areas of the site, which are creating dust or as ordered by the Engineer or Principal Agent. The PC shall take all measures necessary to prevent the creation of dust from any source, under his control.

7.23.2 Heat Stress

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High levels of humidity and temperatures during the summer months may be experienced placing workers are at a greater risk of heat exhaustion where the discomfort index rises above 100. A weather station must be allowed for, to monitor temperature and humidity specifically. Should the discomfort index rise above 105, work may be partially or totally stopped. Working in very hot conditions can cause illness when heat stress overcomes the body's temperatures regulatory system resulting in heat strokes, heat exhaustion, dehydration, heat syncope, heat cramps and heat rash.

Considering the elevated temperatures experienced in the Kwazulu Natal region and the arid and drought like conditions, it is imperative that the PC develop a Heat Stress Management Plan in order to reduce the risk associated with heat stress.

7.24 Occupational Health - Health related Epidemics and Pandemics

The Principal Contractor shall, as far as reasonably practicable describe in his Health and Safety Plan how health related epidemics and pandemics will be dealt with (eg. COVID - 19). The employer is aware that this section in the health and safety plan will not speak to specifics, but generic procedures. The Contractor must ensure that the requirements stipulated in the Hazardous Biological Agents (HBA) Regulation are adhered to and in particular the following as described in the mentioned Regulation:

- Assessment and risk assessment reviews;
- Prevention measures;
- Response measures;
- Employee training / information sharing;
- Employee health monitoring;
- Management of infected persons;
- Isolation room/s;
- Employee transportation;
- Employee accommodation;
- Eating facilities;
- Additional Ablutions;
- Meetings / toolbox talks / Daily safety talks;
- Cleaning of offices / facilities;
- Duties of person that may be exposed to HBA's
- Monitoring exposure at the workplace
- Medical surveillance of employees
- Keeping of records
- Personal Protective Equipment
- Personal Hygiene
- Maintenance of control measures and facilities
- Waste Management including symbolic signage of dedicated waste bins and safe disposal at a registered landfill site
- Applicable Mandatory, Warning and Informative Signage in colour

Once the nature and scale of the epidemic or pandemic is known, the Contractor must update his Health and Safety Plan with the relevant information and send the updated plan to the relevant appointed OHS Agent for approval. Once approved, the Contractor must implement the updated Health and Safety Plan and maintain the updated separate File on site.

Failure to do so will be considered a serious offence and work will not be allowed to proceed, and/ or will be stopped if not adhered to throughout the duration of the project.

8. HEALTH AND SAFETY FILE

The documentation submitted and approved following the awarding of the contract will be used to form the H&S file. The H&S file is required to be laid out in a logical manner, and documentation filed within the file is to be easily accessible.

The following completed information shall be included (*but not be limited to*) as part of the index:

- The PSHSS;
- The H&S Plan
- Appointment by Client;
- Mandatary agreement with Client;
- Client notification of construction work;
- Detailed list of Contractors with contact details, appointments, Mandatories etc., H&S specifications issued;
- Record of Competencies (CVs) and appointments;
- Training Records;
- Method statements;
- Risk assessments;
- Safe work procedures;
- Emergency and injury management;
- Material Safety data sheets
- Medical surveillance records;
- Registers; and
- Records of audits, minutes etc.
- Employee records (*who is on site*)

9. NON-CONFORMANCES

Should, at any time, the works, or part of the works, be stopped due to unsafe acts or non-compliance with the Clients PSHSS or PCs H&S Plan; neither the PC nor any other Contractor shall have a claim for extension of time or any other compensation.

The following constitute examples of the types of non-conformances that will attract penalties:

Minor: Penalty: R50/count	**Medium: Penalty: R500/count and a non-conformance**	**Severe Penalty: R5000/count, a non-conformance and/or activity stoppage**
Non-use of PPE supplied	Toilets not supplied or regularly serviced; lack of drinking water	Contractors working without Health and Safety Plan approval
Non completion of registers for equipment on site	Contractors not audited	Workers transported in contravention of the OHS Plan or legal requirements
Lack of H&S signage at work areas	Working without training or the appropriate, approved H&S method statements	Invalid Letters of Good Standing
Tools and equipment identified in poor condition during inspections	Legal non-conformances identified during the previous audit and not addressed within the agreed time frame	No designs submitted for temporary works
	No monthly OHS report at site meeting to report on	Any serious breach of legal requirements
	No certificates of fitness for workers as required	No COVID-19 Coronavirus Pandemic Management Plan

Minor: Penalty: R50/count	Medium: Penalty: R500/count and a non-conformance	Severe Penalty: R5000/count, a non-conformance and/or activity stoppage
		in place, and/ or not adhering to the Plan
	Working without approved method statements	

9.1 Failure to Comply with Provisions

Failure or refusal on the part of the PC or their Contractors to take the necessary steps to ensure the safety of workers and the general public in accordance with these specifications or as required by statutory authorities or ordered by the Engineer, shall be sufficient cause for the Engineer to apply penalties as follows:

(i) A penalty as shown in the Table above shall be deducted for each and every occurrence of non-compliance with any of the requirements of the PSHSS.

(ii) In addition, a time-related penalty of R500,00 per hour over and above the fixed penalty may be deducted for non-compliance to rectify any non-conformance within the allowable time after a site instruction to this effect has been given by the PA. The site instruction shall state the agreed time, which shall be the time in hours for reinstatement of the defects. Should the Contractor fail to adhere to this instruction, the time-related penalty shall be applied from the time the instruction was given.

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ANNEXURE A

CLOSE OUT REQUIREMENTS

The H&S file for the Principal Contractor and all Contractors require closure and handover to the Client at the completion of the project. The following list is an example of what should be included but is not exhaustive. The OH&S Agent or the Client may require further information at the time of completion and the Principal Contractor is to ensure that all instructions are met. Documentation would include all records from the start of the project. Daily or monthly plant inspection records are not required unless they are related to an accident. All records to be in electronic format and submitted to the OH&S Agent for approval in adequately formatted lists and folders. Layout should be logical and in the same order as in the site files.

Health and Safety close out file requirements include:

a) Client H&S Specification
b) Principal Contractor's OHS Plan(s) and COVID-19 Management Plan
c) Organograms
d) Legal Appointments
e) Department of Labour Permit
f) Letters of Good Standing for the Project
g) Incident Records
h) Non- Conformance records
i) Agent's Audits
j) Method Statements
k) Risk assessments
l) Safe work procedures
m) Medical surveillance certificates of fitness. Medical records are to be kept according to the OH&S Act as amended

ANNEXURE B

CONTRACTORS MONTHLY HEALTH AND SAFETY REPORT

(To be submitted by the end of the first week of each month and be available with each audit)

	CONTRACT NUMBER:	PROJECT NAME:	CONTRACT DETAILS:
1	GENERAL ACTIVITIES FOR THE MONTH (detail each area of work)		
2	NUMBER OF WORKERS (permanent and local, contractors)		
3	TRAINING DONE (supplier, no of people, type)		
4	INCIDENTS / ACCIDENT (list number and details, attach reports)		
6	NON-CONFORMANCES (closed out or active)		
7	CONTRACTORS (list, approval status)		
8	AUDITS COMPLETED (internal and external)		
9	CRITICAL ISSUES		

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10	GENERAL	

H&S Officer _____ Signature _____ Date: _____

Site Agent _____ Signature _____ Date: _____

ANNEXURE C

AGREEMENT IN TERMS SECTION 37.2 OF THE OCCUPATIONAL HEALTH AND SAFETY ACT 1993 (ACT NO. 85 OF 1993)

THIS AGREEMENT is made at _____ on this the _____day of _____in the year _____ between the Department of Health (*hereinafter called "the Client"*) of the one part, herein represented by _____in his capacity as _____ _____ and delegate of the Client in terms of the Client's standard powers of delegation.

and _____

(*hereinafter called "the Mandatary"*) of the other part, herein represented by

_____ in his capacity as _____

and being duly authorised by virtue of a resolution appended hereto as Annexure A.

WHEREAS the Client is desirous that certain works be constructed, viz **CONTRACT NO.**_____, and has accepted a tender by the Mandatary for the Alterations and Renovations to Staff Accommodation at Murchison Mission and whereas the Client and the Mandatary have agreed to certain arrangements and procedures to be followed in order to ensure compliance by the Mandatary with the provisions of the Occupational Health and Safety Act 1993 (Act 85 of 1993 as updated);

NOW THEREFORE THIS AGREEMENT WITNESSETH AS FOLLOWS:

1 The Mandatary shall execute the work in accordance with the contract documents pertaining to this contract;

2 This Agreement shall hold good from its commencement date, which shall be the date determined in terms of the Form of Offer and Acceptance, or other date decided upon, in the Contract Data, to either;

a) The date of the final certificate issued or as contained in this Volume _____of the contract documents pertaining to this Contract, or

b) The date of termination of the Contract;

3 The Mandatary declares himself to be conversant with the following:

a) All the requirements, regulations and standards of the Occupational Health and Safety Act (Act 85 of 1993 as updated), hereinafter referred to as "The Act", together with its amendments and with special reference to the following Sections of The Act.

i. Section 8: General duties of Employers to their employees;
ii. Section 9: General duties of Employers and self-employed persons to persons other than employees;

iii. Section 10: General duties of manufacturers and others regarding articles and substances for use at work;
iv. Section 37: Acts or omissions by employees or Mandataries, and
v. Sub-section 37(2) relating to the purpose and meaning of this Agreement.

b) The Mandatary shall ensure that he familiarises himself with the requirements of the Clients Health and Safety Specification developed for the project, and that he, his employees and any other Contractors employed during the project comply with them. The Mandatary shall ensure that all health and safety documentation required as part of the Health and Safety Plan is maintained for the duration of the project.

4 In addition to the requirements of conditions of contract (as amended by the Contract Data of the contract documents pertaining to this Contract), the Mandatary agrees to execute all the works forming part of this Contract and to operate and utilize all machinery, plant and equipment in accordance with The Act.

5 The Mandatary is responsible for the compliance with The Act by all his Contractors, whether or not selected and/or approved by the Client.

6. The Mandatary warrants that all his own and his Contractors' workmen are covered in terms of the Compensation for Occupational Injuries and Diseases Act 1993 as amended, which cover shall remain in force whilst any such workmen are present on site. A letter of good standing from the Compensation Commissioner to this effect must be produced to the Client upon signature of the agreement.

7. The Mandatary undertakes to ensure that he and/or subcontractors and/or their respective Clients will at all times comply with the following conditions:

a) The Mandatary shall assume the responsibility in terms of Section 16.1 of the Occupational Health and Safety Act and may delegate the duty in terms of Section 16.2 of this Act.

b) All incidents referred to in the Occupational Health and Safety Act shall be reported by the Mandatary to the Department of Labour as well as to the Client Agent. The Client Agent must further be provided with copies of all written documentation relating to any incident.

c) The Client hereby obtains an interest in the issue of any formal enquiry conducted in terms of section 32 of the Occupational Health and Safety Act into any incident involving the Mandatary and/or his employees and/or his Contractors.

d) The Mandatary shall conduct such risk assessments, method statements and safe work practices as may be necessary during the course of the contract and shall ensure that all staff are informed of these. Proof of this shall be placed in the project Health and Safety file.

e) Adherence to the Mandataries Health and Safety Plan must be enforced including the application of penalties for non-conformance as set out in the Client's Health and Safety Specification.

In witness thereof the parties hereto have set their signatures hereon in the presence of the subscribing witnesses:

SIGNED FOR AND ON BEHALF OF THE CLIENT:- _____

WITNESS SIGNED:- 1. _____ 2. _____

NAME (IN CAPITALS) 1. _____ 2. _____

SIGNED FOR AND ON BEHALF OF THE MANDATARY:- _____

WITNESS SIGNED:- 1. _____ 2. _____

NAME (IN CAPITALS) 1. _____ 2. _____

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ANNEXURE D

OCCUPATIONAL HEALTH AND SAFETY ACT, 85 OF 1993
CR 5(1)(k) - PRINCIPAL CONTRACTOR APPOINTMENT

I, _____ the 16(2) appointee of the **Department of Health**, hereby appoint you, _____ as Principal Contractor for the Alterations and Renovations to Staff Accommodation at Murchison Mission and to effectively manage those Contractors, if appointed to assist you with the work.

In terms of this appointment you are required to ensure that all requirements of the Occupational Health and Safety Act are complied with on the said site. In particular, you are required to ensure compliance with the Construction Regulations which require, amongst others, of you to ensure:

1 that the necessary sections of the health and safety specifications are made available to all prospective contractors, that only competent Contractors be considered and that selected contractors be duly appointed in writing;

2 negotiate/approve each Contractor's Health and Safety Plan. After implementation you must ensure that such Plan is maintained and to this end you are required to conduct audits on Contractors at pre-determined intervals of not more than one month;

3 that any construction work be stopped if not performed in accordance with the approved Health and Safety Plans or if the process poses a threat to the health and safety of any person;

4 that Contractors are registered, and in good standing, with the Compensation Fund or another licensed compensation insurer and that they have made sufficient provision for the cost of health and safety measures in their tenders; and

5 that the appointed H&S Officer is registered with the South African Council for the Project and Construction Management Professions

6 that a consolidated Health and Safety file, in terms of Construction Regulation 7(1)(e), be handed to the Client upon completion of the construction work.

This appointment is valid from _____ to the completion of the stipulated construction work.

_____ _____
Signature Date

Kindly confirm your acceptance of this appointment by completing the following:

ACCEPTANCE

We, _____ understand the implications of the appointment as detailed above and confirm our acceptance thereof.

_____ _____
Signature Date

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UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION

ANNEXURE 6

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Annexure 6

WAIVER OF CONTRACTOR'S LIEN

DEFINITIONS

Contractor: _____

Employer: Head: Department of Health: Province of KwaZulu-Natal

Agreement: GCC FOR CONSTRUCTION WORKS - SECOND EDITION 2010

Works (description): **UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION**

Site: Portion 1, 3 & 5 of Erf 7108, Ugu District, KZN

AGREEMENT

The Contractor waives, in favour of the Employer, any lien or right of retention that is or may be held in respect of the Works to be executed on the Site

Thus done and signed at _____ on _____
[Date]

_____
Name of signatory

_____
Capacity of signatory

_____
As witness

_____
For and on behalf of the contractor who by signature hereof warrants authorisation hereto

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246 432

UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION

ANNEXURE 7

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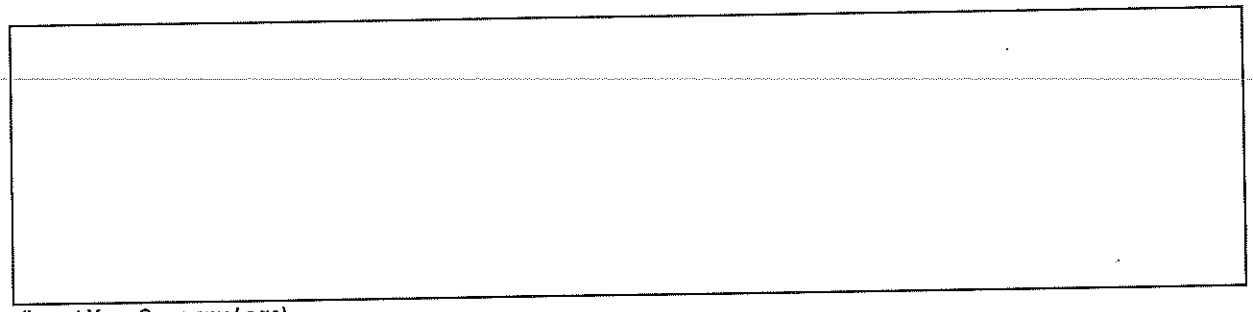

(Insert Your Company Logo)

(This shall serve as the cover page on employment contracts for local labour)

EMPLOYMENT AGREEMENT

BETWEEN

[CONTRACTOR NAME].....

AND

[WORKER NAME].....

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1. PARTIES

The Parties to this Agreement are -

1.1. Contractor: _____

herein represented by: _____

duly authorised thereto

And

1.2. Mr / Me: _____
[worker's name]

2. DEFINITIONS AND INTERPRETATION

2.1. In this Agreement and any Annexure thereto, unless inconsistent with or otherwise indicated by the context-

"Agreement"	means the contents of this Agreement.
"Company"	means the company that employs the worker
"Department"	means the Department of Public Works
"Worker"	is a person that performs a specific or necessary task or who completes tasks in a certain way
"EPWP"	The Expanded Public Works Programme is a government programme aimed at the alleviation of poverty and unemployment. The programme ensures the full engagement on Labour Intensive Methods of Construction (LIC) to contractors for skills development. The EPWP focuses at reducing unemployment by increasing economic growth by means of improving skills levels through education and training and improving the enabling environment for the industry to flourish.

3. PURPOSE

The purpose of this agreement is to:-

Ensure that the agreement is binding to both the Worker and the Employer.

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4. TERMS AND CONDITIONS

- The worker will have no entitlement to the benefits of a full time employee, namely;

  _____

  _____

- The worker should not have the expectation that this contract will be renewed or extended.
- The worker will be subject to all laws, rules, policies, codes and procedures applicable to the;

  _____

- The worker must meet the standards and requirements of the contractor
- The worker must render his/her services during normal working hours of minimum of forty to fifty five hours in any week; which comprise of an eight-hour working day in a five-day week.

5. REMUNERATION

The worker will receive compensation to the amount of R_____00 which must be paid by the 25th or on the last day of each month.

6. ROLES AND RESPONSIBILITIES

6.1 Employer / Worker

- Work for _____ in terms of the period as specified in the employment agreement contract.
- Be available for and participate in all learning and work experience required by the company.
- Comply with workplace policies and procedures.
- Complete any attendance or any written assessment tools supplied by the contractor to record relevant workplace experience.
- Demonstrate willingness to grow and learn through work experience.

  Provide the following documentation to the employer,

  - Certified identity document not longer than 3 months
  - ID size photos
  - Sign employment contract

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6.2 Employer

- Employ the worker for a period specified in the agreement.
- Provide the worker with appropriate work based experience in the work environment.
- Facilitate payments of wages / stipends.
- Keep accurate records of workers.
- Where a worker/ learner is disabled, the employer will have to provide in the additional needs e.g. special materials, learning aids and in some cases physical or professional support (such aids remain the property of the employer).
- Keep up to date records of learning and discuss progress with the intern on a regular basis.
- Apply fair disciplinary, grievance and dispute resolution procedures to the worker.
- Prepare an orientation/ induction course to introduce worker/ learner to the workplace and specific workplace requirements.
- Ensure the daily attendance register is signed by the worker.

7. DURATION.

This agreement commences on: _____

and

expires on: _____

8. BREACH.

If either party commits any breach of the terms of this contract (and fails to rectify it within 30 days of receipt of a written notice calling it to do so, then) the other party shall be entitled to terminate the contract or to claim specific performance without prejudice to any of its other legal rights, including its rights to claim damages.

9. CONDITIONS OF EMPLOYMENT

9.1. Meal Breaks

9.1.1 A worker may not work for more than five hours without taking a meal break of at least thirty minutes duration.

9.1.2 An employer and worker may agree on longer meal breaks.

9.1.3 A worker may not work during a meal break. However, an employer may require a worker to perform duties during a meal break if those duties cannot be left unattended and cannot be performed by another worker. An employer must take reasonable steps to ensure that a worker is relieved of his or her duties during the meal break.

9.1.4 A worker is not entitled to payment for the period of a meal break. However, a worker who is paid on the basis of time worked must be paid if the worker is required to work or to be available for work during the meal break.

9.2. Special Conditions for Security Guards (Only applicable to security Guards)

9.2.1 A security guard may work up to 55 hours per week and up to eleven hours per day.

9.2.2 A security guard who works more than ten hours per day must have a meal break of at least one hour or two breaks of at least 30 minutes each.

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9.3. Weekly Rest Period

Every worker must have two days off every week. A worker may only work on their day off to perform work which must be done without delay and cannot be performed by workers during their ordinary hours of work ("emergency work").

9.4. Work on Sundays and Public Holidays

9.4.1 A worker may only work on a Sunday or public holiday to perform emergency or security work.

9.4.2 Work on Sundays is paid at the ordinary rate of pay.

9.4.3 A task-rated worker who works on a public holiday must be paid;

(a) the worker's daily task rate, if the worker works for less than four hours;

(b) double the worker's daily task rate, if the worker works for more than four hours.

9.4.4 A time-rated worker who works on a public holiday must be paid

(a) the worker's daily rate of pay, if the worker works for less than four hours on the public holiday;

(b) double the worker's daily rate of pay, if the worker works for more than four hours on the public holiday.

9.5 Sick leave

9.5.1 Only workers who work more than 24 hours per month have the right to claim sick-pay in terms of this clause.

9.5.2 A worker who is unable to work on account of illness or injury is entitled to claim one day's paid sick leave for every full month that the worker has worked in terms of a contract.

9.5.3 A worker may accumulate a maximum of twelve days' sick leave in a year.

9.5.4 Accumulated sick-leave may not be transferred from one contract to another contract.

9.5.5 An employer must pay a task-rated worker the worker's daily task rate for a day's sick leave.

9.5.6 An employer must pay a time-rated worker the worker's daily rate of pay for a day's sick leave.

9.5.7 An employer must pay a worker sick pay on the worker's usual payday.

9.5.8 Before paying sick-pay, an employer may require a worker to produce a certificate stating that the worker was unable to work on account of sickness or injury if the worker is

(a) absent from work for more than two consecutive days; or

(b) absent from work on more than two occasions in any eight-week period.

9.5.9 A medical certificate must be issued and signed by a medical practitioner, a qualified nurse or a clinic staff member authorised to issue medical certificates indicating the duration and reason for incapacity.

9.5.10 A worker is not entitled to paid sick-leave for a work-related injury or occupational disease for which the worker can claim compensation under the Compensation for Occupational Injuries and Diseases Act.

9.6. Maternity Leave

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9.6.1 A worker may take up to four consecutive months' unpaid maternity leave.

9.6.2 A worker is not entitled to any payment or employment-related benefits during maternity leave.

9.6.3 A worker must give her employer reasonable notice of when she will start maternity leave and when she will return to work.

9.6.4 A worker is not required to take the full period of maternity leave. However, a worker may not work for four weeks before the expected date of birth of her child or for six weeks after the birth of her child, unless a medical practitioner, midwife or qualified nurse certifies that she is fit to do so.

9.6.5 A worker may begin maternity leave as follows;

(a) four weeks before the expected date of birth; or

(b) on an earlier date

(i) if a medical practitioner, midwife or certified nurse certifies that it is necessary for the health of the worker or that of her unborn child; or

(ii) if agreed to between employer and worker; or

(c) on a later date, if a medical practitioner, midwife or certified nurse has certified that the worker is able to continue to work without endangering her health.

10.6 A worker who has a miscarriage during the third trimester of pregnancy or bears a stillborn child may take maternity leave for up to six weeks after the miscarriage or stillbirth.

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9.7. Family responsibility leave

9.7.1 Workers, who work for at least four days per week, are entitled to three days paid family responsibility leave each year in the following circumstances;

(a) when the employee's child is born;

(b) when the employee's child is sick;

(c) in the event of a death of

(i) the employee's spouse or life partner;

(ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.

9.8. Keeping Records

9.8.1 Every employer must keep a written record on site for the duration of the project and three (3) year after completion records should consists of at least the following;

(a) the worker's name and position;

(b) copy of an acceptable worker identification

(c) in the case of a task-rated worker the number of tasks completed by the worker;

(d) in the case of a time-rated worker, the time worked by the worker;

(e) payments made to each worker in a form of Proof of Payment, Payroll registers and the acknowledgement of payment receipt signed by the worker.

9.8.2 The employer must keep this record for a period of at least three years after the completion of the EPWP.

9.9. Payment

9.9.1 An employer must pay all wages at least monthly in cash or by cheque or into a bank account.

9.9.2 A worker may not be paid less than the Ministerial Determination wage rate.

9.9.3 A task-rated worker will only be paid for tasks that have been completed.

9.9.4 An employer must pay a task-rated worker within five weeks of the work being completed and the work having been approved by the manager or the contractor having submitted an invoice to the employer.

9.9.5 A time-rated worker will be paid at the end of each month.

9.9.6 Payment must be made in cash, by cheque or by direct deposit into a bank account designated by the worker.

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9.9.7 Payment in cash or by cheque must take place

(a) at the workplace or at a place agreed to by the worker;

(b) during the worker's working hours or within fifteen minutes of the start or finish of work;

(c) in a sealed envelope which becomes the property of the worker.

9.9.8 An employer must give a worker the following information in writing

(a) the period for which payment is made;

(b) the numbers of tasks completed or hours worked;

(c) the worker's earnings;

(d) any money deducted from the payment;

(e) the actual amount paid to the worker.

9.9.9 If the worker is paid in cash or by cheque, this information must be recorded on the envelope and the worker must acknowledge receipt of payment by signing for it.

9.9.10 If a worker's employment is terminated, the employer must pay all monies owing to that worker within one month of the termination of employment.

9.10. Inclement weather

If no work has begun on site, and if an employee has reported for work, the employee will be paid for four hours. Should work be stopped after the first four hours, the employee will be paid for the hours worked. Where the employer has given employees notice on the previous working day that no work will be available due to inclement weather, then no payment will be made.

9.11. Deductions

9.11.1 An employer may not deduct money from a worker's payment unless the deduction is required in terms of a law.

9.11.2 An employer must deduct and pay to the SA Revenue Services any income tax that the worker is required to pay.

9.11.3 An employer who deducts money from a worker's pay for payment to another person must pay the money to that person within the time period and other requirements specified in the agreement of Law; court order or arbitration

9.11.4 It is the responsibility of the employers to arrange for all persons employed on a Project to be covered in terms of the Unemployment Insurance Fund Contributions Act, 2002 (Act No. 4 of 2002)

9.11.5 An employer may not require or allow a worker to

(a) repay any payment except an overpayment previously made by the employer by mistake;

(b) state that the worker received a greater amount of money than the employer actually paid to the worker; or

(c) pay the employer or any other person for having been employed.

9.12. Health and Safety

9.12.1 Employers must take all reasonable steps to ensure that the working environment is healthy and safe.

9.12.2 A worker must;

(a) work in a way that does not endanger his/her health and safety or that of any other person;

(b) obey any health and safety instruction;

(c) use any personal protective equipment or clothing issued by the employer;

(d) report any accident, near-miss incident or dangerous behaviour by another person to their employer or manager.

9.13. Compensation for Injuries and Diseases

9.13.1 It is the responsibility of the employers to arrange for all persons employed on a Project to be covered in terms of the Compensation for Occupational Injuries and Diseases Act, 130 of 1993 as amended by COIDA Act 61, 1997.

9.13.2 A worker must report any work-related injury or occupational disease to their employer or manager.

9.13.3 The employer must report the accident or disease to the Compensation Commissioner.

9.13.4 An employer must pay a worker who is unable to work because of an injury caused by an accident at work 75% of their earnings for up to three months. The employer will be refunded this amount by the Compensation Commissioner. This does NOT apply to injuries caused by accidents outside the workplace such as road accidents or accidents at home.

9.14. Termination

9.14.1 The employer may terminate the employment of a worker for good cause after following a fair procedure.

9.14.2 A worker will not receive severance pay on termination.

9.14.3 A worker is not required to give notice to terminate employment. However, a worker who wishes to resign should advise the employer in advance to allow the employer to find a replacement.

9.14.4 A worker **who is absent for more than three consecutive days** without informing the employer of an intention to return to work will have terminated the contract. However, the worker may be re-engaged if a position becomes available.

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9.14.5 A worker who does not attend required training events, without good reason, will have terminated the contract. However, the worker may be re-engaged if a position becomes available.

Notice procedure is as follows;

- One week if employed for four weeks or less
- Two weeks if employed for more than four weeks but not more than a year
- Four weeks of employed for one (1) year or more

9.15. Certificate of Service

9.15.1 On termination of employment, a worker is entitled to a certificate stating;

(a) the worker's full name;
(b) the name and address of the employer;
(c) the Project on which the worker worked; the work performed by the worker;
(d) any training received by the worker;
(e) the period for which the worker worked on the Project; and
(f) any other information agreed on by the employer and worker.

9.16. DOMICILE

The address to which notices and all legal documents may be delivered or served are as follows:

Employee Details

Name & Surname: _____

ID No: _____

Residential Address: _____

_____

Contact No: _____

Date of Employment: _____

To be supervised by: **Main Contractor:** ☐
or Sub Contractor: ☐

Category of employment: **Skilled:** ☐
Semi-skilled: ☐
Unskilled: ☐

For Skilled & Semi-skilled state the trade: _____

Period of employment: Fixed for until when your services are still required on site

I confirm that I have been inducted and fully understand the condition of my appointment.

Employee Signature: _____ **Witness by SGB/CLO:** _____

Signature by Witness: _____

Employer Details

Name & Surname: _____
Designation: _____
Contact No: _____ **Signature:** _____

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UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION

ANNEXURE 8

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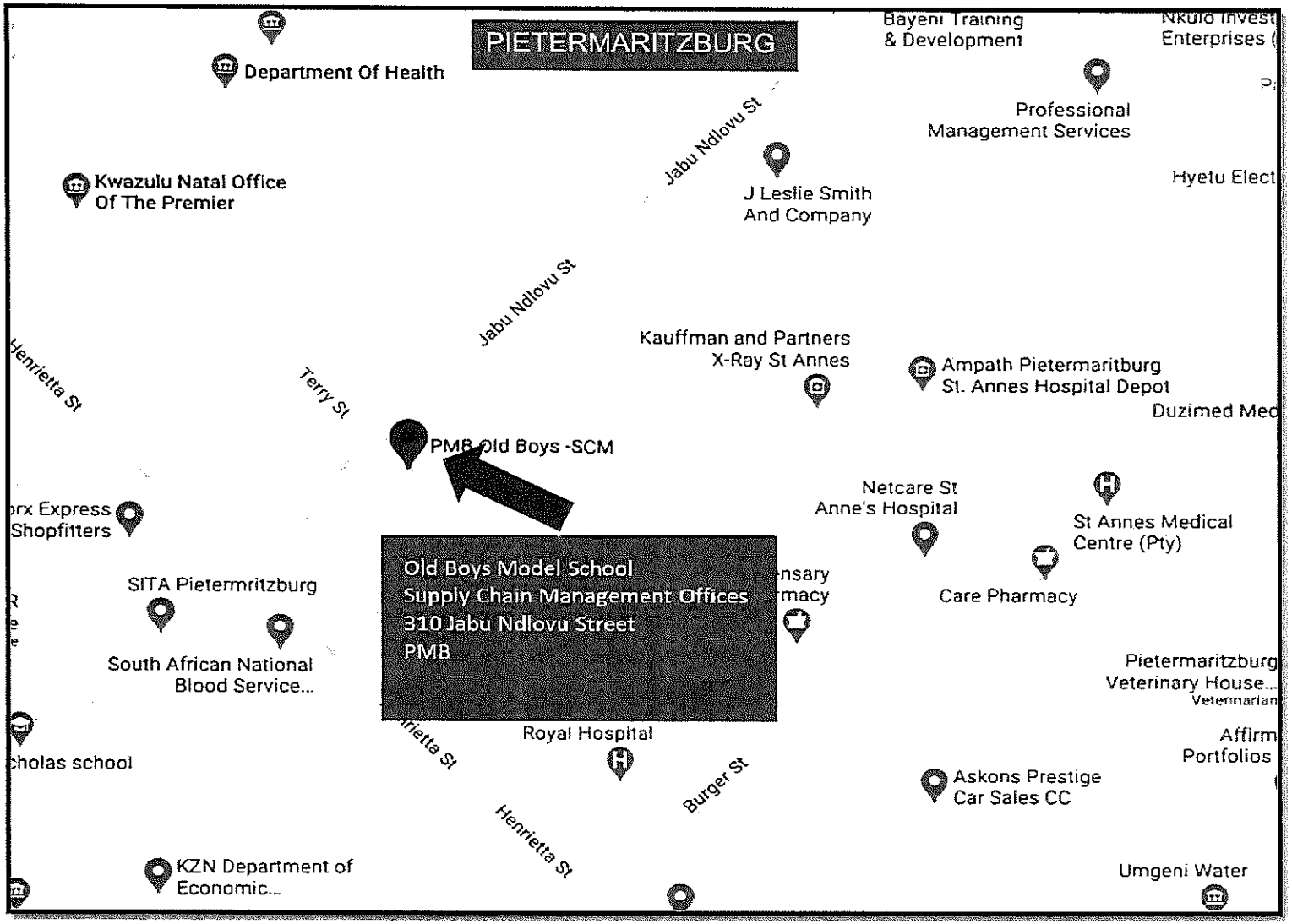
PIETERMARITZBURG
Department Of Health
Kwazulu Natal Office Of The Premier
Jabu Ndlovu St
J Leslie Smith And Company
Professional Management Services
Bayeni Training & Development
Jabu Ndlovu St
Kauffman and Partners X-Ray St Annes
Ampath Pietermaritzburg St. Annes Hospital Depot
Henrietta St
Terry St
PMB Old Boys -SCM
Old Boys Model School
Supply Chain Management Offices
310 Jabu Ndlovu Street
PMB
Netcare St Anne's Hospital
St Annes Medical Centre (Pty)
Care Pharmacy
SITA Pietermritzburg
South African National Blood Service...
Royal Hospital
Burger St
Henrietta St
Askons Prestige Car Sales CC
Pietermaritzburg Veterinary House...
KZN Department of Economic...
Umgeni Water

UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION

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ADDITIONAL SPECIFICATION - EPWP

SL	EMPLOYMENT AND TRAINING OF EPWP BENEFICIARY ON THE EXPANDED PUBLIC WORKS PROGRAMME (EPWP) Infrastructure Projects:

CONTENTS

SL 01 SCOPE

This project is part of the Expanded Public Works Programme aims to train young people and provide them with practical work experience as part of this programme. Youth aged between 18 and 35 will be recruited and trained in skills relevant to the work to be done on this project. These youth will have to be employed by the contractor as part of this project so that they can gain their work experience on these projects. The training of the youth will be coordinated and implemented by a separate service provider. This service provider will provide the contractor with a list of all the youth and the training each of these youth have received. The Contractor will be required to employ all of these youth for a minimum period of 6 months. Furthermore the Contractor will be required to supervise these youth to ensure that the work they perform is of the required standard. If necessary the contractor's staff will be required to assist and mentor the youth to ensure that they are able to perform the type of work they need to do to the satisfactory standards required. The contractor will not be required to employ all youth in the programme at the same time, but may rotate the youth on the project, as long as all youth are employed for the minimum duration stated earlier.

This specification contains the standard terms and conditions for workers employed in elementary occupations and trained on a Expanded Public Works Programme (EPWP) for the Infrastructure Programme.

SL 02 TERMINOLOGY AND DEFINITIONS

SL 02.01 TERMINOLOGY

(a) EPWP The Code of Good Practice for Expanded Public Works Programmes, which has been gazetted by the Department of Labour, and which provides for special conditions of employment for these EPWP projects. In terms of the Code of Good Practice, the workers on these projects are entitled to formal training, which will be provided by training providers appointed (and funded) by the Department of Labour. For projects of up to six months in duration, this training will cover life-skills and information about other education, training and employment opportunities.

(b) EPWP Expanded Public Works Programme, a National Programme of the government of South Africa, approved by Cabinet.

(c) UYF Umsobumvu Youth Fund.

(d) DOL Department of Labour.

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SL 02.02 DEFINITIONS

(a)	"employer"	means the contractor or any party employing the worker / beneficiary under the EPWP Programme.
(b)	"client"	means the Department of Public Works.
(c)	" worker / trainee"	means any person working or training in an elementary occupation on a EPWP.

SL 03 APPLICABLE LABOUR LAWS

In line with the Expanded Public Works Programme (EPWP) policies, the Ministerial Determination, Special Public Works Programmes, issued in terms of the Basic Conditions of Employment Act of 1997 by the Minister of labour in government Notice No. R63 of 25 January 2002, of which extracts have been reproduced below in clauses SL 04 shall apply to works described in the scope of work and which are undertaken by unskilled or semi-skilled workers. The Code of Good Practise for Employment and Conditions of Work for Expanded Public Works Programmes, issued in terms of the Basic Conditions of Employment Act of 1997 by the Minister of Labour in Government Notice No. R64 of 25 January 2002 shall apply to works described in the scope of work and which unskilled or semi-skilled workers undertake.

SI 04 EXTRACTS FROM MINISTERIAL DETERMINATION REGARDING EPWP

SL 04.01 DEFINITIONS

(a) "department" means any department of the State, implementing agent or contractor;

(b) "employer" means any department that hires workers to work in elementary occupations on a EPWP;

(c) "worker" means any person working in an elementary occupation on a EPWP;

(d) "elementary occupation" means any occupation involving unskilled or semi-skilled work;

(e) "management" means any person employed by a department or implementing agency to administer or execute a EPWP;

(f) "task" means a fixed quantity of work;

(g) "task-based work" means work in which a worker is paid a fixed rate for performing a task;

(h) "task-rated worker" means a worker paid on the basis of the number of tasks completed;

(i) "time-rated worker" means a worker paid on the basis of the length of time worked

(j) "Service Provider" means the consultant appointed by Department to coordinate and arrange the employment and training of labour on EPWP infrastructure projects.

SL 04.02 TERMS OF WORK

(a) Workers on a EPWP are employed on a temporary basis.

(b) A worker may NOT be employed for longer than 24 months in any five-year cycle on a EPWP.

(c) Employment on a EPWP does not qualify as employment and a worker so employed does not have to register as a contributor for the purposes of the Unemployment Insurance Act

SL 04.03 NORMAL HOURS OF WORK

(a) An employer may not set tasks or hours of work that require a worker to work–

(i) more than forty hours in any week
(ii) on more than five days in any week; and
(iii) for more than eight hours on any day.

(b) An employer and a worker may agree that the worker will work four days per week. The worker may then work up to ten hours per day.

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(c) A task-rated worker may not work more than a total of 55 hours in any week to complete the tasks (based on a 40-hour week) allocated to him.

Every work is entitled to a daily rest period of at least eight consecutive hours. The daily rest period is measured from the time the worker ends work on one day until the time the worker starts work on the next day.

SL 04.04 MEAL BREAKS

(a) A worker may not work for more than five hours without taking a meal break of at least thirty minutes duration.

(b) An employer and worker may agree on longer meal breaks.

(c) A worker may not work during a meal break. However, an employer may require a worker to perform duties during a meal break if those duties cannot be left unattended and cannot be performed by another worker. An employer must take reasonable steps to ensure that a worker is relieved of his or her duties during the meal break.

SL 04.05 SPECIAL CONDITIONS FOR SECURITY GUARDS

(a) A security guard may work up to 55 hours per week and up to eleven hours per day.

(b) A security guard who works more than ten hours per day must have a meal break of at least one hour duration or two breaks of at least 30 minutes duration each.

SL 04.06 DAILY REST PERIOD

Every worker is entitled to a daily rest period of at least eight consecutive hours. The daily rest period is measured from the time the worker ends work on one day until the time the worker starts work on the next day.

SL 04.07 WEEKLY REST PERIOD

Every worker must have two days off every week. A worker may only work on their day off to perform work which must be done without delay and cannot be performed by workers during their ordinary hours of work ("emergency work").

SL 04.08 WORK ON SUNDAYS AND PUBLIC HOLIDAYS

(a) A worker may only work on a Sunday or public holiday to perform emergency or security work.

(b) Work on Sundays is paid at the ordinary rate of pay.

(c) A task-rated worker who works on a public holiday must be paid –

  (i) the worker's daily task rate, if the worker works for less than four hours;

  (ii) double the worker's daily task rate, if the worker works for more than four hours.

(d) A time-rated worker who works on a public holiday must be paid –

  (i) the worker's daily rate of pay, if the worker works for less than four hours on the public holiday;

  (ii) double the worker's daily rate of pay, if the worker works for more than four hours on the public holiday.

SL 04.09 SICK LEAVE

(a) Only workers who work four or more days per week have the right to claim sick-pay in terms of this clause.

(b) A worker who is unable to work on account of illness or injury is entitled to claim one day's paid sick leave for every full month that the worker has worked in terms of a contract.

(c) A worker may accumulate a maximum of twelve days' sick leave in a year.

(d) Accumulated sick-leave may not be transferred from one contract to another contract.

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(e) An employer must pay a task-rated worker the worker's daily task rate for a day's sick leave.

(f) An employer must pay a time-rated worker the worker's daily rate of pay for a day's sick leave.

(g) An employer must pay a worker sick pay on the worker's usual payday.

(h) Before paying sick-pay, an employer may require a worker to produce a certificate stating that the worker was unable to work on account of sickness or injury if the worker is –

(i) absent from work for more than two consecutive days; or

(ii) absent from work on more than two occasions in any eight-week period.

(i) A medical certificate must be issued and signed by a medical practitioner, a qualified nurse or a clinic staff member authorised to issue medical certificates indicating the duration and reason for incapacity.

(j) A worker is not entitled to paid sick-leave for a work-related injury or occupational disease for which the worker can claim compensation under the Compensation for Occupational Injuries and Diseases Act.

SL 04.10 **MATERNITY LEAVE**

(a) A worker may take up to four consecutive months' unpaid maternity leave.

(b) A worker is not entitled to any payment or employment-related benefits during maternity leave.

(c) A worker must give her employer reasonable notice of when she will start maternity leave and when she will return to work.

(d) A worker is not required to take the full period of maternity leave. However, a worker may not work for four weeks before the expected date of birth of her child or for six weeks after the birth of her child, unless a medical practitioner, midwife or qualified nurse certifies that she is fit to do so.

(e) A worker may begin maternity leave –

(i) four weeks before the expected date of birth; or

(ii) on an earlier date –

(1) if a medical practitioner, midwife or certified nurse certifies that it is necessary for the health of the worker or that of her unborn child; or

(2) if agreed to between employer and worker; or

(iii) on a later date, if a medical practitioner, midwife or certified nurse has certified that the worker is able to continue to work without endangering her health.

(f) A worker who has a miscarriage during the third trimester of pregnancy or bears a stillborn child may take maternity leave for up to six weeks after the miscarriage or stillbirth.

(g) A worker who returns to work after maternity leave, has the right to start a new cycle of twenty-four months employment, unless the EPWP on which she was employed has ended.

SL 04.11 **FAMILY RESPONSIBILITY LEAVE**

(a) Workers, who work for at least four days per week, are entitled to three days paid family responsibility leave each year in the following circumstances -

(i) when the employee's child is born;

(ii) when the employee's child is sick;

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(iii) in the event of the death of –

(1) the employee's spouse or life partner

(2) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling

SL 04.12 STATEMENT OF CONDITIONS

(a) An employer must give a worker a statement containing the following details at the start of employment –

(i) the employer's name and address and the name of the EPWP;

(ii) the tasks or job that the worker is to perform;

(iii) the period for which the worker is hired or, if this is not certain, the expected duration of the contract;

(iv) the worker's rate of pay and how this is to be calculated;

(v) the training that the worker may be entitled to receive during the EPWP.

(b) An employer must ensure that these terms are explained in a suitable language to any employee who is unable to read the statement.

(c) An employer must supply each worker with a copy of the relevant conditions of employment contained in this specification.

(d) An employer must enter into a formal contract of employment with each employee. A copy of a pro-forma is attached at the end of this specification.

SL 04.13 KEEPING RECORDS

(a) Every employer must keep a written record of at least the following –

(i) the worker's name and position;

(ii) in the case of a task-rated worker, the number of tasks completed by the worker;

(iii) in the case of a time-rated worker, the time worked by the worker;

(iv) payments made to each worker.

(b) The employer must keep this record for a period of at least three years after the completion of the EPWP.

SL 04.14 PAYMENT

(a) A task-rated worker will only be paid for tasks that have been completed.

(b) An employer must pay a task-rated worker within five weeks of the work being completed and the work having been approved by the manager or the contractor having submitted an invoice to the employer. Payment must be made in cash, by cheque or by direct deposit into a bank account designated by the worker.

(c) A time-rated worker will be paid at the end of each month and payment must be made in cash, by cheque or by direct deposit into a bank account designated by the worker.

(d) Payment in cash or by cheque must take place –

(i) at the workplace or at a place agreed to by at least 75% of the workers; and

(ii) during the worker's working hours or within fifteen minutes of the start or finish of work;

(e) All payments must be enclosed in a sealed envelope which becomes the property of the worker.

(f) An employer must give a worker the following information in writing –

(i) the period for which payment is made;

(ii) the number of tasks completed or hours worked;

(iii) the worker's earnings;

(iv) any money deducted from the payment;

(v) the actual amount paid to the worker.

(g) If the worker is paid in cash or by cheque, this information must be recorded on the envelope and the worker must acknowledge receipt of payment by signing for it.

(h) If a worker's employment is terminated, the employer must pay all monies owing to that worker within one month of the termination of employment.

SL 04.15 **DEDUCTIONS**

(a) An employer may not deduct money from a worker's payment unless the deduction is required in terms of a law.

(b) An employer must deduct and pay to the SA Revenue Services any income tax that the worker is required to pay.

(c) An employer who deducts money from a worker's pay for payment to another person must pay the money to that person within the time period and other requirements specified in the agreement law, court order or arbitration award concerned.

(d) An employer may not require or allow a worker to –

(i) repay any payment except an overpayment previously made by the employer by mistake;

(ii) state that the worker received a greater amount of money than the employer actually paid to the worker; or

(iii) pay the employer or any other person for having been employed.

SL 04.16 **HEALTH AND SAFETY**

(a) Employers must take all reasonable steps to ensure that the working environment is healthy and safe and that all legal requirements regarding health and safety are strictly adhered to.

(b) A worker must:

(i) work in a way that does not endanger his/her health and safety or that of any other person;

(ii) obey any health and safety instruction;

(iii) obey all health and safety rules;

(iv) use any personal protective equipment or clothing issued by the employer;

(v) report any accident, near-miss incident or dangerous behaviour by another person to their employer or manager.

SL 04.17 **COMPENSATION FOR INJURIES AND DISEASES**

(a) It is the responsibility of employers to arrange for all persons employed on a EPWP to be covered in terms of the Compensation for Occupational Injuries and Diseases Act, 130 of 1993.

(b) A worker must report any work-related injury or occupational disease to their employer or manager.

(c) The employer must report the accident or disease to the Compensation Commissioner.

(d) An employer must pay a worker who is unable to work because of an injury caused by an accident at work 75% of their earnings for up to three months. The employer will be refunded this amount by the Compensation Commissioner. This does NOT apply to injuries caused by accidents outside the workplace such as road accidents or accidents at home.

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SL 04.18 **TERMINATION**

(a) The employer may terminate the employment of a worker provided he has a valid reason and after following existing termination procedures.

(b) A worker will not receive severance pay on termination.

(c) A worker is not required to give notice to terminate employment. However, a worker who wishes to resign should advise the employer in advance to allow the employer to find a replacement.

(d) A worker who is absent for more than three consecutive days without informing the employer of an intention to return to work will have terminated the contract. However, the worker may be re-engaged if a position becomes available for the balance of the 24-month period.

(e) A worker who does not attend required training events, without good reason, will have terminated the contract. However, the worker may be re-engaged if a position becomes available for the balance of the 24-month period.

SL 04.19 **CERTIFICATE OF SERVICE**

(a) On termination of employment, a worker is entitled to a certificate stating –

(i) the worker's full name;
(ii) the name and address of the employer;
(iii) the SPWP on which the worker worked;
(iv) the work performed by the worker;
(v) any training received by the worker as part of the EPWP;
(vi) the period for which the worker worked on the EPWP;
(vii) any other information agreed on by the employer and worker.

SL 05 **EMPLOYER'S RESPONSIBILITIES**

The employer shall adhere to the conditions of employment as stipulated in the *Code of Good Practice for Employment and Conditions of Work for Expanded Public Works Programmes*. Over and above the conditions stipulated above, he shall be responsible to:

(a) formulate and design a contract between himself/ herself and each of the recruited EPWP beneficiary, ensuring that the contract does not contravene any of the Acts stipulated in South African Law, e.g. Basic Conditions of Employment Act, etc. (A copy of a pro-forma contract is attached at the end of this specification);

(b) screen and select suitable candidates for employment from the priority list of EPWP beneficiary provided by the Umsobumvu Youth Fund (UYF);

(c) ensure that the recruited EPWP beneficiary are made available to receive basic life skills training which will be conducted and paid for by the Umsobumvu Youth Fund;

(d) ensure that all EPWP beneficiary receive instruction on safety on site prior to them commencing with work on site;

(e) ensure that all EPWP beneficiary are covered under workmen's compensation for as long as they are contracted to the contractor. Payment to the Compensation Commissioner shall be the responsibility of the contractor;

(f) assist in the identification and assessment of potential EPWP beneficiary to undergo advanced technical training in respective trades;

(g) test and implement strict quality control and to ensure that the health and safety regulations are adhered to;

(h) provide all EPWP beneficiary with the necessary protective clothing as required by law for the specific trades that they are involved in.

(i) provide overall supervision and day-to-day management of EPWP beneficiary and/or sub-contractors; and

(j) ensure that all EPWP beneficiary are paid their wages on time through a pre-agreed payment method as stipulated in the contract with the EPWP beneficiary.

SL 06 **PLACEMENT OF RECRUITED EPWP BENEFICIARY**

Employers will be contractually obliged to:

(a) employ EPWP beneficiary from targeted social groups from the priority list provided by the Service Provider/ Umsobumvu Youth Fund.

(b) facilitate on-the-job training and skills development programmes for the EPWP beneficiary;

(c) achieve the following minimum employment targets:

(i) 55% people between the ages of 18 and 35

(ii) 55% women;

(iii) 2% people with disabilities.

(d) brief EPWP beneficiary on the conditions of employment as specified in sub clause SL 04.09 above;

(e) enter into a contract with each EPWP beneficiary, which contract will form part of the Employment Agreement;

(f) allow EPWP beneficiary the opportunity to attend life skills training through DOL. This shall be arranged at the beginning of the contract;

(g) ensure that payments to EPWP beneficiary are made as set out in sub clauses SL 04.14 and SL 04.15 above.

(h) set up of personal profile files as prescribed by EPWP beneficiary and as set out in sub clause SL 04.13 above.

(i) in addition to (h)
- a copy of the I.D;
- qualifications;
- career progress;
- EPWP Employment Agreement, and
- list of small trade tools;

must be included in the EPWP beneficiary's personal profile file.

SL 07 **TRAINING OF EPWP BENEFICIARY**

Three types of training are applicable, namely

- Life skills;
- On the job training and
- Technical Skills training.

Training will be implemented by training instructors accredited by DOL and/or CETA :

- EPWP beneficiary shall be employed on the projects for an average of 6 months.
- EPWP beneficiary shall be deployed on projects in the vicinity of their homes. The same arrangements as for other workers regarding accommodation, subsistence and travel shall be applicable to EPWP beneficiary.

(a) Life skills training

All EPWP beneficiary are entitled to undergo life skills training. Training of this module will be flexible enough to meet the needs of the employer. Training should take place immediately after site hand-over and during the period of site establishment and pre-planning before actual construction starts, alternatively this will be spread over the duration of the contract period. The contractor will be required to work closely with the person to schedule the training sessions so that the timing of the training is aligned with the contractors work schedule and his demand for workers.

(b) On-the job training

The Employer shall provide EPWP beneficiary with on-the-job training to enable them to fulfil their employment requirements. The employer shall also be expected to closely monitor the job performance of EPWP beneficiary and shall identify potential EPWP beneficiary for skills development programmes.

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(c) Technical skills training
The Employer shall assist in identifying EPWP beneficiary for further training. These EPWP beneficiary will undergo further technical training to prepare them for opportunities as semi-skilled labourers.

Such training will comprise of an off-site theoretical component and practical training on-site. The contractor will be responsible for on-site practical work under his supervision. EPWP beneficiary who graduate from the first phase of the training programme will be identified and given opportunities to register for skills development programmes. These can ultimately result in a accredited qualification. The programme will consist of theoretical instruction away from the construction site as well as on-site practical work under the supervision of the employer. Candidates will be entitled to employment to complete all training modules.

SL 08 BENEFICIARY (EPWP BENEFICIARY) SELECTION CRITERIA

SL 08.01 PREAMBLE

The *Code of Good Practise for Employment and Conditions of Work for Expanded Public Works Programmes* encourages:

- optimal use of locally-based labour in a Expanded Public Works Programme (EPWP);
- a focus on targeted groups which consist of namely youth, consisting of women, female-headed households, disabled and households coping with HIV/AIDS; and
- the empowerment of individuals and communities engaged in a SPWP through the provision of training.

SL 08.02 BENEFICIARY (EPWP BENEFICIARY) SELECTION CRITERIA

(a) The EPWP beneficiary of the programmes should preferably be non-working individuals from the most vulnerable sections of disadvantaged communities who do not receive any social security pension income. The local community must, through all structures available, be informed of and consulted about the establishment of any EPWP

(b) In order to spread the benefit as broadly as possible in the community, a maximum of one person per household should be employed, taking local circumstances into account.

(c) Skilled artisans from other areas may be employed if they have skills that are required for a project and there are not enough persons in the local communities who have those skills or who could undergo appropriate skills training. However, this should not result in more than 20% of persons working on a programme not being from local communities.

(d) Programmes should set participation targets for employment with respect to youth, single male- and female-headed households, women, people with disabilities, households coping with HIV/AIDS, people who have never worked, and those in long-term unemployment.

(e) The proposed targets as set out in sub clause SL 06 (c)

- 55% youth from 18 to 35 years of age;
- 55% women;
- 2% disabled.

SL 09 CONTRACTUAL OBLIGATIONS IN RELATION TO YOUTH LABOUR

The EPWP beneficiary to be employed in the programme (EPWP) shall be directly contracted to the employer. Over and above the construction and project management responsibilities, the employer will be expected to perform the tasks and responsibilities as set out in clause SL 05 above.

SL 10 PROVINCIAL RATES OF PAY

It is stipulated that youth workers on the EPWP receive a minimum of R 1 000 per month whilst working and R 600 per month whilst on training in ALL provinces. Should EPWP beneficiary be attending training whilst employed by the contractor, the contractor will still be responsible for payment to the EPWP beneficiary whilst at training.

SL 11 MEASUREMENTS AND PAYMENT

The number of EPWP beneficiary specified for this contract that will receive life skills training is 50 and technical training is 50

SL 11.01 PAYMENT FOR TRAINING OF EPWP BENEFICIARY
(TARGET:- 50 EPWP BENEFICIARY)

SL 11.01.01 **Skills development and Technical training for EPWP beneficiary for an average of 10 days .....(Prov.Sum).....Unit: R/EPWP beneficiary**

The above item is only applicable if DoL does not fund the Technical Training PRIOR to site handover.

SL 11.01.02 **Penalty due to not meeting the target as in SL 11.01.01.....Unit: EPWP beneficiary**

LESS R 2000 per EPWP beneficiary

SL 11.02 PAYMENT FOR TRAVELLING AND ACCOMMODATION DURING OFF-SITE TRAINING

SL 11.02.01 **Life skills training for 26 days:**

01 Travelling (based on 50 km/EPWP beneficiary) .....Unit: km

02 Accommodation.....(Prov.Sum).....Unit: R/EPWP beneficiary

03 Profit and attendance..... Unit: %

SL 11.02.02 **Skilled development and Technical training:**

01 Travelling (based on 50 km/EPWP beneficiary).....Unit: km

02 Accommodation.....(Prov.Sum)....Unit: R/EPWP beneficiary

03 Profit and attendance ..... Unit: %

The units of measurement for sub items SL 11.02.01 (01) and SL 11.02.02 (01) above shall be the distance travelled in km by the EPWP beneficiary trained off site. The tendered rate shall include full compensation to safely transport the youth workers to and from the training venue/s.

The unit of measurement for sub items SL 11.02.01 (02) and SL 11.02.02 (02) above shall be the amounts in Rand expended for accommodation and daily meal allowances for the EPWP beneficiary trained off site that must be arranged by the contractor. Amounts quoted shall be corrected according to re-measurement based on actual invoices.

The tendered percentages under sub items SL 11.02.01 (03) and SL 11.02.02 (03) will be paid to the contractor on the value of each payment pertaining to the accommodation and advance meal allowances to cover his expenses in this regard.

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SL 11.03 **ALTERNATIVE WORKERS FOR THE PERIOD OF OFF-SITE TRAINING**

SL 11.03.01 Life skills training for 26 days ..... Unit: worker-days

SL 11.03.02 Skilled development and Technical training for EPWP beneficiary for (.....) days..... Unit: worker-days

The unit of measurement shall be the number of EPWP beneficiary replaced while in training multiplied by the number of days absent from the site.

The rates tendered shall include full compensation for additional replacement labour during periods of off-site training.

SL 11.04 **EMPLOYMENT OF EPWP BENEFICIARY**

SL 11.04.01 Employment of EPWP beneficiary.....(Prov.Sum)¼.Unit: R/ worker-month

SL 11.04.02 Employment of EPWP beneficiary.....(Prov.Sum)¼.Unit: R/ worker-month

The unit of measurement shall be the number of EPWP beneficiary at the statutory labour rates of R ..... multiplied by the period employed in months and the rate tendered shall include full compensation for all costs associated with the employment of EPWP beneficiary and for complying with the conditions of contract. The cost for the training shall be excluded from this item. This item is based on 6 months appointment for EPWP beneficiary.

SL 11.05 **PROVISION OF EPWP DESIGNED OVERALLS TO EPWP BENEFICIARY**

SL 11.05.01 Supply EPWP designed overalls to EPWP beneficiary ..... (Prov.Sum).....Unit: R

EPWP beneficiary overalls should be orange (top and bottom) as per EPWP specification with the exception of Correctional Services contracts where the EPWP beneficiary top would be blue and the bottom orange.

SL 11.05.02 Profit and attendance..... Unit: %

An amount has been provided in the Schedule of Quantities under sub item SL 10.05.01 for the supply of EPWP designed overalls, as per the specification provided by the EPWP unit, arranged by the Service Provider. The Engineer will have sole authority to spend the amounts or part thereof. The tendered percentage under sub items SL 10.05.02 will be paid to the contractor on the value of each payment pertaining to the supply of overalls to cover his expenses in this regard.

SL 11.06 **PROVISION OF SMALL TOOLS FOR EPWP BENEFICIARY**

SL 11.06.01 **Provide all EPWP beneficiary with prescribed tools for their respective trades. Specification for the mentioned tools to be provided by the EPWP Service Provider. These tools will become the property of the EPWP beneficiary after the completion of the programme**.....(Prov.Sum)....Unit: **R 500-00** /youth worker

SL 11.06.02 Profit and attendance..... Unit: %

SL 11.07 **APPOINTMENT OF EPWP BENEFICIARY TEAM LEADER/S**

SL 11.07.01 **Appointment of (_____) EPWP beneficiary team leader/s for the duration of the contract.....(Prov.Sum)..... Unit: R / EPWP beneficiary team leader**

The EPWP beneficiary Team Leader will act as CLO/PLO to facilitate the project work between the EPWP beneficiary and the contractor. Umsobumvu Youth Fund can assist with the sourcing of EPWP beneficiary Team Leader for employment by the contractor.

SL 11.08 **LIAISON WITH SERVICE PROVIDER**.....Unit: hours

The tendered rate shall include full compensation for the cost of liaising with the Service Provider and Social Facilitators on all issues regarding the works.

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UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION

ANNEXURE 10

SCOPE OF WORKS IN RESPECT OF WORK RELATING TO THE EXTENDEND PUBLIC WORKS PROGRAMME (EPWP)			
Project title:	**UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION**		
Project Code:	0	EPWP NO:	0

Introductory notes:

1. The works, or parts of the works will be constructed using labour-intensive methods only in terms of this specification. The use of plant to provide such works, other than plant specifically provided for in the scope of work, is a variation to the contract. The items marked with the letters **LI** are not necessarily an exhaustive list of all the activities which must be done by hand, and this clause does not over-ride any of the requirements in the generic labour intensive specification in the Scope of Works.

2. Payment for items which are designated to be constructed labour-intensively (either in this schedule or in the Scope of Works) will not be made unless they are constructed using labour-intensive methods. Any unauthorised use of plant to carry out work which was to be done labour-intensively will not be condoned and any works so constructed will not be certified for payment.

DESCRIPTION OF THE WORKS

Employer's objectives

The employer's objectives are to deliver public infrastructure using labour-intensive methods in accordance with EPWP Guidelines.

Labour-intensive works

Labour-intensive works comprise the activities described in the Labour-Intensive Specification. Labour-intensive works shall be constructed/maintained using local workers who are temporarily employed in terms of the scope of work.

LABOUR-INTENSIVE COMPETENCIES OF SUPERVISORY AND MANAGEMENT STAFF

Contractors shall only engage supervisory and management staff in labour-intensive works that have completed the skills programme including Foremen/ Supervisors at NQF level 4 "National Certificate: Supervision of Civil Engineering Construction Processes" and Site Agent/ Manager at NQF level 5 "Manage Labour-Intensive Construction Processes" or equivalent QCTO qualifications (See Appendix C). at NQF outlined in Table 1. (See GUIDELINES FOR THE IMPLEMENTATION OF LABOUR-INTENSIVE INFRASTRUCTURE PROJECTS UNDER THE EXPANDED PUBLIC WORKS PROGRAMME (EPWP) -THIRD EDITION 2015)

Emerging contractors shall have personally completed, or be registered on a skills programme for the NQF level 2 unit standard. All other site supervisory staff in the employ of emerging contractors must have completed, or be registered on a skills programme for the NQF level 2 unit standards or NQF level 4 unit standards. Table 1: Skills programme for supervisory and management staff.

Table 1: Skills programme for supervisory and management staff

Personnel	NQF level	Unit standard titles	Skills programme description
Team leader / supervisor	2	Apply Labour-Intensive Construction Systems and Techniques to Work Activities	This unit standard must be completed, and
		Use Labour-Intensive Construction Methods to Construct and Maintain Roads and Storm water Drainage	any one of these 3 unit standards
		Use Labour-Intensive Construction Methods to Construct and Maintain Water and Sanitation Services	

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		Use Labour-Intensive Construction Methods to Construct, Repair and Maintain structures	
Personnel	**NQF level**	**Unit standard titles**	**Skills programme description**
Foreman/supervisor	4	Implement Labour-Intensive Construction Systems and Techniques	This unit standard must be completed, and
		Use Labour-Intensive Construction Methods to Construct and Maintain Roads and Storm water Drainage	any one of these 3 unit standards
		Use Labour-Intensive Construction Methods to Construct and Maintain Water an Sanitation Services	
		Use Labour-Intensive Construction Methods to Construct, Repair and Maintain structures	
Site Agent /Manager (i.e. the contractor's most senior representative that is resident on the site)	5	Manage Labour-Intensive Construction Processes	Skills Programme against this single unit standard
Details of these skills programmes may be obtained from the CETA ETQA manager (e-mail :gerard@ceta.co.za , tel: 011-265 5900)			

EMPLOYMENT OF UNSKILLED AND SEMI-SKILLED WORKERS IN LABOUR-INTENSIVE WORKS

1.1 Requirements for the sourcing and engagement of labour.

1.1.1 Unskilled and semi-skilled labour required for the execution of all labour-intensive works shall be engaged strictly in accordance with prevailing legislation and SANS 1914-5, Participation of Targeted Labour.

1.1.2 The rate of pay set for the SPWP per task or per day will be an acceptable rate determined by the Department of Labour.

1.1.3 Tasks established by the contractor must be such that:

a) the average worker completes 5 tasks per week in 40 hours or less; and

b) the weakest worker completes 5 tasks per week in 55 hours or less.

1.1.4 The contractor must revise the time taken to complete a task whenever it is established that the time taken to complete a weekly task is not within the requirements of 1.1.3.

1.1.5 The Contractor shall, through all available community structures, inform the local community of the labour-intensive

a) where the head of the household has less than a primary school education;

b) that have less than one full time person earning an income;

c) where subsistence-agriculture is the source of income.

d) that who are not in receipt of any social security pension income

1.1.6 The Contractor shall endeavour to ensure that the expenditure on the employment of unskilled and semi-skilled workers is in the following proportions:

a) 55% women;

b) 55% youth who are between the ages of 18 and 35; and

c) 2% on persons with disabilities.

1.2 Specific provisions pertaining to SANS 1914-5

1.2.1 Definitions

Targeted labour: Unemployed persons who are employed as local labour on the project.

1.2.2 Contract participation goals

1.2.2.1 There is no specified contract participation goal for the contract. The contract participation goal shall be measured in the performance of the contract to enable the employment provided to targeted labour to be quantified.

1.2.2.2 The wages and allowances used to calculate the contract participation goal shall, with respect to both time-rated and task rated workers, comprise all wages paid and any training allowance paid in respect of agreed training programmes.

1.2.3 Terms and conditions for the engagement of targeted labour
Further to the provisions of clause 3.3.2 of SANS 1914-5, written contracts shall be entered into with targeted labour.

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Further to the provisions of clause 3.3.2 of SANS 1914-5, written contracts shall be entered into with targeted labour.

1.2.5 Variations to SANS 1914-5

1.2.5.1 The definition for net amount shall be amended as follows:
Financial value of the contract upon completion, exclusive of any value added tax or sales tax which the law requires the employer to pay the contractor.

1.2.5.2 The schedule referred to in 5.2 shall in addition reflect the status of targeted labour as women, youth and persons with disabilities and the number of days of formal training provided to targeted labour.

1.3 Training of targeted labour

1.3.1 The contractor shall provide all the necessary on-the-job training to targeted labour to enable such labour to master the basic work techniques required to undertake the work in accordance with the requirements of the contract in a manner that does not compromise worker health and safety.

1.3.2 The cost of the formal training of targeted labour, will be funded by the local office of the Department of Labour. This training will take place as close to the project site as practically possible. The contractor must access this training by informing the relevant regional office of the Department of Labour in writing, within 14 days of being awarded the contract, of the likely number of persons that will undergo training and when such training is required. The Employer and the Department of Public Works (Fax: 012 3258625/ EPWP Unit, Private Bag X65, Pretoria 0001) must be furnished with a copy of this request.

1.3.3 The contractor shall do nothing to dissuade targeted labour from participating in training programmes and shall take all reasonable steps to ensure that each beneficiary is provided with two days of formal training for every 22 days worked.

1.3.4 An allowance equal to 100% of the task rate or daily rate shall be paid by the contractor to workers who attend formal training, in terms of the above.

1.3.5 Proof of compliance with the above requirements must be provided by the Contractor to the Employer prior to submission of the final payment certificate.

GENERIC LABOUR-INTENSIVE SPECIFICATION

1 Scope

This specification establishes general requirements for activities which are to be executed by hand involving the following:

a) trenches having a depth of less than 1.5 metres
b) storm water drainage
c) low-volume roads and sidewalks

2 Precedence

Where this specification is in conflict with any other standard or specification referred to in the Scope of Works to this Contract, the requirements of this specification shall prevail.

3 Hand excavateable material

Hand excavateable material is material:

a) Granular materials:

i) whose consistency when profiled may in terms of table 1 be classified as very loose, loose, medium dense, or dense; or

ii) where the material is a gravel having a maximum particle size of 10mm and contains no cobbles or isolated boulders, no more than 15 blows of a dynamic cone penetrometer is required to penetrate 100mm;

b) Cohesive materials:

i) whose consistency when profiled may in terms of table 1 be classified as very soft, soft, firm, stiff and stiff / very stiff; or

ii) where the material is a gravel having a maximum particle size of 10mm and contains no cobbles or isolated boulders, no more than 8 blows of a dynamic cone penetrometer is required to penetrate 100mm;

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Note: 1) A boulder, a cobble and gravel is material with a particle size greater than 200mm, between 60 and 200mm.

2) A dynamic cone penetrometer is an instrument used to measure the in-situ shear resistance of a soil comprising a drop weight of approximately 10 kg which falls through a height of 400mm and drives a cone having a maximum diameter of 20mm (cone angle of. 60 degrees with respect to the horizontal) into the material being used.

Table 2: Consistency of materials when profiled

GRANULAR MATERIALS		COHESIVE MATERIALS	
CONSISTENCY	**DESCRIPTION**	**CONSISTENCY**	**DESCRIPTION**
Very loose	Crumbles very easily when scraped with a geological pick.	Very soft	Geological pick head can easily be pushed in as far as the shaft of the handle.
Loose	Small resistance to penetration by sharp end of a geological pick.	Soft	Easily dented by thumb; sharp end of a geological pick can be pushed in 30-40 mm; can be moulded by fingers with some pressure.
Medium dense	Considerable resistance to penetration by sharp end of a geological pick.	Firm	Indented by thumb with effort; sharp end of geological pick can be pushed in upto 10 mm; very difficult to mould with fingers; can just be penetrated with an ordinary hand spade.
Dense	Very high resistance to penetration by the sharp end of a geological pick; requires many blows for excavation.	stiff	Can be indented by thumb-nail; slight indentation produced by pushing geological pick point into soil; cannot be moulded by fingers.
Very dense	High resistance to repeated blows of a geological pick.	Very stiff	Indented by thumb-nail' with difficulty; slight indentation produced by blow of a geological pick point.

4 Trench excavation

All hand excavateable material in trenches having a depth of less than 1,5 metres shall be excavated by hand.

5 Compaction of backfilling to trenches (areas not subject to traffic)

Backfilling to trenches shall be placed in layers of thickness (before compaction) not exceeding 100mm. Each layer shall be compacted using hand stampers

a) to 90% Proctor density;

b) such that in excess of 5 blows of a dynamic cone penetrometer (DCP) is required to penetrate 100 mm of the backfill, provided that backfill does not comprise more than 10% gravel of size less than 10mm and contains no isolated boulders, or

c) such that the density of the compacted trench backfill is not less than that of the surrounding undisturbed soil when tested comparatively with a DCP.

6 Excavation

All hand excavateable material including topsoil classified as hand excavateable shall be excavated by hand. Harder material may be loosened by mechanical means prior to excavation by hand.

The excavation of any material which presents the possibility of danger or injury to workers shall not be excavated by hand.

7 Clearing and grubbing

Grass and small bushes shall be cleared by hand.

8 Shaping

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All shaping shall be undertaken by hand.

9 **Loading**
All loading shall be done by hand, regardless of the method of haulage.

10 **Haul**
Excavation material shall be hauled to its point of placement by means of wheelbarrows where the haul distance is not greater than 150 m.

11 **Offloading**
All material, however transported, is to be off-loaded by hand, unless tipper-trucks are utilised for haulage.

12 **Spreading**
All material shall be spread by hand.

13 **Compaction**
Small areas may be compacted by hand provided that the specified compaction is achieved.

14 **Grassing**
All grassing shall be undertaking by sprigging, sodding, or seeding by hand.

15 **Stone pitching and rubble concrete masonry**
All stone required for stone pitching and rubble concrete masonry, whether grouted or dry, must be collected, loaded, off loaded and placed by hand.

Sand and stone shall be hauled to its point of placement by means of wheelbarrows where the haul distance is not greater than 150m.

Grout shall be mixed and placed by hand.

16 **Manufactured Elements**
Elements manufactured or designed by the Contractor, such as manhole rings and cover slabs, precast concrete planks and pipes, masonry units and edge beams shall not individually, have a mass of more than 320kg. In addition, the items shall be large enough so that four workers can conveniently and simultaneously acquire a proper handhold on them.

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UGU DISTRICT: MURCHISON HOSPITAL: ALTERATIONS AND RENOVATIONS OF STAFF ACCOMMODATION

ANNEXURE 11

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GENERAL ELECTRICAL SPECIFICATION

(ALL IN CONTRACTS)

1. CONDUIT AND CONDUIT ACCESSORIES

1.1 Conduit

Conduit shall be of steel galvanised internally and externally, either solid drawn, or welded and not less than 20 mm diameter, with all rough edges removed. All tube ends removed. All tube ends are to be reamed. With screwed conduit one threaded end is to be fitted with a coupling and the other end is to be protected against damage.

UPVC conduit may only be used if permitted by the Head : Works and only in those areas which he may specify. In this case this conduit shall be according to SABS 950.

Conduit accessories, which are secured to the conduit by means of lugs, screws or setscrews, are not acceptable.

General requirements of conduiting to SABS IEC 60614 (1).

Metal conduits shall be fully in accordance with SABS 1065 PART I.

1.2 Conduit Accessories

All conduit accessories shall be galvanised both internally and externally and comply with SABS 1065 – PART II.

All screwed conduit fittings shall be of malleable cast iron.

Where fittings are fitted with covers, the covers shall be of galvanised pressed steel secured with brass screws.

1.3 Flexible Conduit

Flexible conduit shall be of the plastic covered metal type complete with brass connectors to the approval of the Head : Works.

2. INSTALLATION OF CONDUIT

2.1 General

Except where cables are specified for certain circuits, the installation(s) shall be tubed throughout in steel conduit. Split conduit is not permitted. All conduits shall, wherever possible, or unless otherwise specified or agreed, be concealed in the structural work.

Except where agreed or otherwise specified or indicated on the drawings, all conduit to points shall run via the ceiling and floor slabs or roof space. In damp situations and where exposed to the weather, the conduits shall be so installed as to avoid, as far as possible, the condensation of moisture within them. All running joints are to be painted with an approved metal primer.

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Mechanical and Electrical continuity must be maintained throughout the installation. Each length of conduit and every conduit fitting must be inspected for defects and all sharp edges or burrs must be removed before it is installed. All joints are to be tightly fitted together.

Running joints with long threads, where used, are to be fitted with a lock nut and the running thread shall not be longer in length than a coupling and lock unit.

In conduits smaller than 32 mm elbows and normal bends are not to be used but conduits are to be set to the required angles.

Flexible connections between conduit and appliance or other equipment shall be by means of flexible tubing (see Par 1.3).

No wiring shall be drawn into conduits until the conduits have been installed.

Where more than one socket outlet is connected on a circuit, the conduit shall be looped from the one outlet box to the following outlet box.

All switch-boxes, socket outlet boxes and any other purpose made metal box including distribution board trays shall be suitable treated against corrosion before installation with "Rustodian" or other approved metal primer.

All conduits shall be securely fixed into chases, and all flush switch and socket outlet boxes must be firmly embedded in cement mortar.

The Contractor shall make himself familiar with the positions of all fittings, such as blackboards, pinning boards, cupboards, shelving, worktops, etc, before commencing the conduit installation. The position of switches and socket outlets as indicated on the drawings are approximate only. The Contractor must verify that the final position of these will not be covered by the installation of the fittings referred to above, or come midway between the junction of any dados and upper wall finishes.

No extras will be entertained for moving switches or socket outlets as a result of the Contractor's failure to verify the final positions of the fittings or type of wall finish.

2.2 **In Roof Spaces**

The conduit in roof spaces shall be installed parallel or at right angles to the roof truss members and shall be secured at centers not exceeding 1,2 m by means of galvanised saddles nailed to the timbers with galvanised clout nails. Crampets will not be allowed.

Crossing of conduits is to be avoided wherever possible. Where unavoidable, one conduit must be neatly set over the other. Where a number of conduits have to run back to the distribution board or switchboard, they shall run parallel to the distribution board or switchboard, and at saddle distance to each other wherever possible.

Conduit runs from distribution boards shall terminate in fabricated sheet steel draw boxes installed in the roof above the distribution boards. Each draw box shall be fabricated from 1,6 mm galvanised sheet steel with welded corners and

suitably treated against corrosion with "Rustodian" or other approved primer and finished in aluminium paint.

Each draw box is to be fitted with slip-on lid with a 13 mm skirt. The box shall be 75 mm deep, shall be rectangular in shape and the size of conduits entering or leaving the box. Conduits shall be fixed to the box by means of couplings and brass male bushes or lock nuts and brass bush-nuts.

Conduit droppers shall be neatly cut into timber wall plates and set to face the right direction. All sets must be uniform. Conduits may be set at angles only where droppers or ceiling points are within 230 mm of roof members.

No conduits are to be run over the top of gangplanks or trapdoors.

Draw-in boxes with metal covers shall be provided where required and shall be installed near the gangplanks, if any. All inspection conduit fittings in open roof spaces shall face upwards to facilitate wiring and to permit easy inspection. Three-way conduit boxes shall be used for tee-off purposed in open roof spaces. Inspection tees are not to be used except where otherwise agreed or specified.

All conduits extended into a roof space with a roof clearance of more than 900 mm shall be set onto the beam and extended into the roof for a distance where there is sufficient clearance. Under flat roofs or where there is less than 900 mm clearance, the conduit shall be installed as specified for tubing in concrete slabs, right angle bends should be kept to a minimum and the shortest route taken.

Where false ceilings occur they shall be tubed as called for in the detailed specification. Conduits in restricted spaces and run as for concrete slabs must however, be installed in a neat and orderly manner.

Conduits to ceiling points for all types of fittings must be firmly supported and shall terminate in a back entry conduit box. The conduit box shall be taken through to the face of the ceiling and finish flush. Where the ceiling brandering interferes with the installation of the ceiling point specified, the Contractor must trim the brandering to allow the conduit box to be taken through to the face of the ceiling as specified. Luminaires must be bonded to the conduit box by means of metal threaded screws.

2.3 In Concrete Slabs

In order not to delay building operations, the Contractor must ensure that all conduits and conduit fittings, which are to be cast in concrete, are laid in good time. The Contractor shall have a competent Electrical Artisan standing by during casting of concrete, etc, to ensure that the conduit boxes are not damaged during casting of concrete.

Draw boxes, expansion joints boxes and round conduit boxes are to be provided where necessary.

Deep type conduit boxes shall be used for side entering conduits and normal shallow boxes may be used for back entry conduits. No elbows, bends or sharp sets will be allowed in concrete slabs except in cases of conduits of 40 mm diameter or when larger sweeping bends will be permitted.

Common drawn and/or inspection boxes shall be used where there is more than one circuit involved. They shall be installed in lavatories, storerooms, or other

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inconspicuous places. Covers shall be of hardboard neatly finished to match the finished ceiling or wall surface, and shall be fitted parallel to the wall or ceiling.

All boxes, etc. are to be securely fixed to the shuttering to prevent displacement when concrete is cast. All conduits must be laid off the deck, supported and secured at regular intervals and installed as close as possible to the neutral axis of concrete beams and slabs.

Expansion joints shall be shown on layout drawings and shall consist of a metal box in which one conduit is fixed and the other capable of movement with the building's expansion and contraction. Earth continuity of these joints shall be maintained by means of stranded copper conductors bonded to the conduits in the box as shown on the drawing.

Earth conductors and clamps buried in concrete are not permitted.

Conduits must be spaced sufficiently apart to allow for proper concreting. All joints shall be painted with an approved metal primer after completion of the tubing installation, prior to the concreting. All exposed parts of the conduit installation shall be suitably, protected against corrosion at the discretion of the Head : Works.

Before any concrete slab is cast, all conduit droppers to switchboards shall be neatly spaced and rigidly fixed.

2.4 Surface Work

All conduit must be plumbed and leveled and only straight lengths shall be used.

In cases where doorframes are out of plumb, or fittings, beams etc, are out of level, the conduit shall be run parallel with the doorframes, fittings, beams etc.

No threads shall be visible when the conduit installation is complete, except on running couplings.

Running couplings shall only be used where unavoidable and shall be fitted with a sliced coupling as a lock nut.

No inspection or normal bends are to be used on surface work, except with the approval of the Works Inspector and where conduits of 32 mm diameter or larger are used. Conduits shall be set uniformly and inspection couplings shall be used where necessary.

Fittings, tees, boxes, couplings, etc, are to be cut into the surface to allow the conduit to fit flush against the surface or alternatively spacer bar saddles may be used. Conduit is to be bedded into any irregularities to avoid gaps between the surface and the conduit.

Double sets, where used, shall be parallel with no twists and shall be as short as possible. All conduits, which terminate at metal trays, boxes, industrial switches and plugs shall do so by means of couplings and male bushes. No couplings will be permitted in droppers of lengths less than 3.6 m.

Where crossings of conduits is unavoidable, purpose made metal boxes shall be used. The length of the box is to be 8 times the diameter of the largest conduit, the width one and half times the sum of the diameter of al the conduits, and the depth one and half times the diameter of the largest conduit with a minimum

depth of 50 mm. The box shall be fitted with a neatly fitting cover and the finish shall be in keeping with the general layout.

Where a number of conduits are to be installed in parallel they shall be evenly spaced and grouped under one purpose made saddle. Conduit spacing shall not exceed 10 mm. The purpose made saddle shall be made of 25 x 2 mm galvanised steel strip or other approved material, formed to suit the curvature of the various conduits and shall be drilled and fixed by means of screws between. Saddles shall be spaced at intervals not exceeding 1.8 m, except for conduit droppers, which shall be saddled centrally between ceiling and accessory box. All saddles are to be secured to the wall by means of black japan or brass rounded head screws. Distribution boards, draw boxes, industrial switches and plugs, etc, shall be neatly recessed into the surface of plastered walls to avoid double sets or alternatively spacer bar saddles may be used. On face brick walls the conduit shall be tightly set into the switch or plug.

In situations where there are not ceilings, the conduits are to be run along the wall plates and tie beams.

No wiring is to be carried out until the tubing has been inspected and approved.

Where spacer bar saddles are used, these shall be installed at centers of 1 m for horizontal and 1.5 m for vertical runs.

All conduits shall be painted with an approved enamel paint to match the background colour.

2.5 Future Extensions

In roof spaces with a minimum clearance of 900 mm, switch and plug drips for future use are to be set 300 mm in the correct direction and shall be threaded and fitted with plugged couplings. Where the roof over a slab is to be removed for future expansions, conduits for future use are to terminate 40 mm above tie beams and shall be threaded and fitted with plugged couplings.

Where future extensions are to be below slabs, all switch, socket outlet and other conduit droppers are to terminate 130 mm below slabs or beams with conduit ends threaded and fitted with plugged couplings.

Where provision is made for future extensions to a concrete slab, all conduits required for future use are to project 130 mm from the slab. Conduit projections are to be painted with an approved anti-corrosive paint and must be fitted with plugged couplings.

All switch, plug and other outlet boxes required for future use shall be fitted with approved blank cover plates.

Unused lighting outlet boxes are to be fitted with round hardboard or plastic covers with brass cover screws, which shall fit flat on the finished ceiling.

2.6 Fixing of Conduits

Conduits shall be fixed to switch and socket outlet boxes by means of couplings and brass male bushes or lock nuts and brass bush nuts. Couplings and male bushes to be used on all surface work.

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2.7 Chases and Building Work

Except where otherwise specified conduits, switch boxes, plug boxes and distribution boards are to be built into the brick walls by the Contractor. It will, however, remain the responsibility of the Contractor to ensure that the above-mentioned boxes and distribution boards are correctly built in and are firmly bedded and cemented into the walls, plumb and square.

The Contractor shall, unless otherwise specified, do all necessary chasing and cutting of bricks. All electrical materials (e.g. conduits up to 40 mm for UG cables, conduits, conduit boxes, distribution boards etc) must be supplied by the Contractor who must arrange to have these on site, and positioned when required for the building work. A competent Electrical Artisan must be in attendance and ensure that the conduits etc are correctly installed and positioned.

The Contractor is to ensure that tubing installed in chases is securely nailed and covered by a layer of 5:1 mixture of coarse sand and cement, finished flush with brickwork and that switch and plug boxes finish flush with the finished wall surface.

The Contractor is to ensue that below distribution boards connected by means of under-ground cables, a 230 mm wide by 115 mm deep cavity in the wall from the cable pipe to the distribution board is to be provided by the Contractor, or alternatively, cable sleeves as specified.

3. PLUGGING OF WALLS

Only approved plastic plugs shall be used to secure conduit or equipment up to 5kg mass. The use of round-headed screws only will be permitted.

Heavier equipment shall be secured by means of approved expansion bolts.

Wood plugs and any plugs in the joints in brick walls are not permitted.

4. FIXING TO CONCRETE CEILINGS

Ceilings mounted equipment other than luminaires shall be secured to concrete ceilings by means of expansion bolts, shot bolts or "Robot" tools bolts or as expressly specified for the service.

5. WIRING

5.1 PVC Insulated Single Core Medium Voltage Conductor

The conductor is to be of high conductivity copper wire insulated with Polyvinyl Chloride. The cable shall be finished in the required colours and shall be in accordance with SABS 1507 and 1574.

Circuit wiring shall be of the Loop-in system and no wiring joints in the conduit or conduit fittings will be permitted. Not more than two conductors of a kind will be allowed at any outlet point. the end strands of cables, whether single or looped which have to be connected to terminals of switched, plugs, lamp-holders, fittings and distribution boards, etc, are to be tightly twisted together. Cutting away of

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wire strands of any cable will not be allowed. Only one circuit in any one conduit will be permitted unless otherwise specified.

Conductor sizes shall be as follows except where otherwise specified:

Lighting circuits	1,5 mm²	
Bells circuits	1,5 mm²	
Clock circuits	1,5 mm²	
Incinerator circuits	2,5 mm²	
Ironing circuits	2,5 mm²	with 2,5 mm² insulated earth wire
Plug circuits	4,0 mm²	with 2,5 mm² insulated earth wire
Geyser circuits	4,0 mm²	with 2,5 mm² insulated earth wire
Heater circuits	4,0 mm²	with 2,5 mm² insulated earth wire
Stove	10 mm²	with 6,0 mm² insulated earth wire
Motor circuits		
Up to 4kW single phase	4,0 mm²	with 2,5 mm² insulated earth wire
Up to 11kW three phase	4,0 mm²	with 2,5 mm² insulated earth wire

To avoid deformation of PVC insulated cables at temperatures in excess of 57° C, they shall not be brought directly on to the terminals of appliances such as electric heaters, or any other electrical appliances or apparatus (including luminaires) which have a temperature in excess of 57° C. They shall terminate in a suitable terminal box as near to the appliance or fittings as possible and connect up from thereon, with heat resistant conductor.

6. MOUNTING AND POSITIONING OF LUMINAIRES

Luminaires and installation to comply with SABS 1464 Parts 1 to 22 and IEC 598-1 and IEC 60598 as applicable.

The contractor shall, in the case of board and acoustic tile ceilings (i.e. as opposed to concrete slabs), ensure that the luminaires are symmetrically positioned with regard to the ceiling pattern.

The layout of the luminaires as indicated on the drawings shall be adhered to as far as possible. The exact positions must be confirmed on site with the Head : Works.

Except where otherwise specified, pendant luminaires are to be mounted with the bottom of the fittings 2,5 m above finished floor level, mounted on either metal discs or wood blocks.

Under no circumstances shall cover strips be cut to accommodate wood blocks. Wood blocks must be neatly slotted to fit over cover strips and are to be secured by a minimum of two screws, which shall penetrate at least 25 mm into solid wood. Ceiling cover strips shall be neatly cut to accommodate fluorescent luminaires.

Where ceilings are raked, all incandescent luminaires are to be mounted on shaped leveling wood blocks securely fixed to the ceiling. Batten holders shall be secured to woodblocks by suitable brass screws. Fluorescent luminaires are to be mounted direct on raked ceiling without leveling blocks.

Fluorescent luminaires to be mounted on concrete ceilings shall be screwed to the outlet boxes and additionally supported by means of 50 x 6 mm expansion bolts. The bolts are to be ¾ of the length of luminaires apart.

Where a number of luminaires are installed end to end, outlet points must be provided after every second luminaire unless otherwise indicated on the drawing.

The luminaires are to be joined together by means of 20 mm conduit nipples, lock nuts and male brass bushes, and the wiring led through the channels of the luminaires. The Contractor shall ensure that all such rows are correctly lined up and that the rows are parallel with the relevant building line.

The luminaires are to be jointed together by means of 20 mm conduit nipples, lock nuts and male brass bushes, and the wiring led through the channels of the luminaires. The Contractor shall ensure that all such rows are correctly lined up and that the rows are parallel with the relevant building line.

Incandescent luminaires are to be screwed directly to outlet boxes in concrete slabs and in board ceilings. In board ceilings the conduit box and the conduit shall be secured to the timberwork of the ceiling in such a manner that it shall support any incandescent luminaire, which is designed to be fixed to a normal conduit box.

Fluorescent luminaires shall be secured to board ceilings by means of the conduit box and 6 mm bolts passing through the boards and brandering.

7. BATTEN HOLDERS

B.C. batten holders shall be of brass or moulded plastic reinforced type complete with shade ring. The batten holders shall comply with SABS IEC 60238 and SABS IEC 61184. All lamp holders are to have brass terminals with screw type connection.

8. LAMP HOLDERS

Edison screw lamp holders	:	SABS IEC 60238
Bayonet lamp holders	:	SABS IEC 61184
Lamp holders for tubular fluorescent lamps	:	SABS IEC 60400

B.C. screwed lamp holders shall be of brass 20 mm E.T. complete with shade ring and shall comply with SABS IEC 60238 and SABS IEC 61184 with screw type connection terminals.

9. SWITCHES AND SOCKET OUTLETS

Switches SABS IEC 60669 as applicable and socket outlets SABS IEC 60884 as applicable shall be of the most modern manufacture and bear the SABS mark.

Flush switch and plug cover plates shall, unless otherwise specified, be of anodized aluminium of thickness not less than 0,9 mm, satin or other approved finish as directed and otherwise to be fully in accordance with SABS IEC 1084 for cover plates and SABS 1085 for wall boxes.

10. POSITIONS OF SWITCHES AND SOCKET OUTLETS

Except where otherwise specified, lighting switches and socket outlets are to be installed 1,4 m above finished floor level.

All mounting heights specified are to be measured from finished floor level to the bottom of the outlet box.

Where the lower portion of the wall consists of face brickwork and the upper portion of plastered finish, switches and socket outlets are to be mounted in the plastered surface, provided that the lower edge of the plasterwork does not exceed a height of 1,5 m above finished floor level in which case the switches or socket outlets are to be installed in the face brick dado.

Where socket outlet and switch boxes have been installed with fixing lugs below finished wall surface, only approved distance pieces required to compensate for the recess shall be used. The lengths of distance pieces are not to exceed 15 mm.

Unless otherwise approved, light switches adjacent to doors are to be installed at the lock side of the door. Where the lock position is not indicated on the drawings, its position shall be ascertained before the switch box is installed. Switches are to be installed 150 mm from the reveal, or centrally if there is a fitting near the door.

All switch and socket outlet boxes shall be installed plumb, and built into the wall with a 1:1 mixture of cement and sand.

Industrial type switches and socket outlets shall be neatly recessed into the surface of plastered walls to avoid sets or alternatively spacer bar saddles may be used.

Deep type boxes may be used where switches or socket outlets are back to back, but where one side only is to be utilized at the time and the other is for future use, the side for future use shall be suitably covered with a metal cover plate.

11. LOW TENSION SWITCHBOARDS

Low Voltage switch gear and control gear to comply with SABS 1473 and SABS IEC 60947 and SABS 60349.

Where switchboards are to be installed in switch rooms or switch cupboards, the Contractor must ensure that the boards are manufactured to suit the dimensions of the rooms or cupboards.

Low tension switchboards shall be specified in detail for each service, but shall generally conform to the following:

They are to be of strong and rigid construction, with suitable angle, channel or folded steel framework. They are to be flush fronted and totally enclosed with sheet steel panels suitably formed at the edges and reinforced to prevent distortion. Unless otherwise directed, all front panels must be at least 2 mm thick and all other panels at least 1.6 mm thick. Panels are to be secured to the framework with studs and chromium plated dome nuts (self-tapping and similar screws are not permitted).

Switches, etc, are to be mounted on metal frames within the boards to give flush front panels. Equipment of normally surface mounted types such as energy meters, time switches and contractors, are to be mounted on inner metal trays behind hinged front panels. In the case of supply authority meters the hinged front panels must have transparent inserts.

All metal work of the boards must be thoroughly degreased, primed with PA 10 self etching primer and finished with one coat of undercoat and two coats of electrical orange high gloss enamel, unless otherwise specified.

All accessible current carrying parts, bus-bars, connecting strips, collector bars, etc, are to be adequately insulated in phase colours and suitably braced to withstand projected fault currents.

Connecting strips and collector bars must be of sufficient cross sectional area to carry full rated current of the switches served, irrespective of the fuse of trip rating.

The complete distribution board including bus-bars must be suitably constructed to withstand fault currents specified.

Connections to bus-bars are to be made by means of lugs suitably bolted and locked with high tensile bolts and connections to lugs must be effected by means of a crimping tools.

Incoming and outgoing bus-bar studs, where required, must be suitably insulated where they pass through panels of the board, and firmly supported within the board.

Where applicable, incoming and outgoing collector bars for cables in parallel must so arrange that the multiple cable ends can be connected to the bars with reasonably short tails which do not have to cross.
Cable supports must be placed at suitable heights having regard to the bending radius of the cables concerned and convenience in making off.

Wall-mounting and floor-standing back to wall type boards must be provided with full easy access to all equipment and wiring without any necessity of disconnecting or removing of any of the equipment mounted in the board.

Clear visible indication of all switch positions must be provided and the switches must be clearly labeled as directed by the Head : Works.

The details of construction proposed, and the Head : Works must approve all equipment of switchboards: Works before manufacture is commenced.

12. DISTRIBUTION BOARDS

12.1 Approval

The Head : Works must approve the details of construction proposed and all equipment within distribution boards: Works before manufacture is commenced.

12.2 Flush Mounting Distribution Boards

These shall be generally manufactured in accordance with SABS 1765. The board shall consist of two panels fitted side by side with common bonding tray and attached to a common architrave. One panel shall accommodate all single phase MCB's and the second panel shall accommodate the main isolator, main bus-bars and the triple pole MCB's. Chassis shall be of rigid channel section rust proofed steel with clip-on trays for the single pole MCB's. The main isolator is to be mounted at the bottom of the second panel with the triple pole circuit breakers above.

12.3 Surface Mounting Distribution Boards

These shall be generally manufactured in accordance with SABS 1765, with two panels as for flush boards.

12.4 **Single Phase Distribution Boards**

Single Phased boards shall be generally constructed as three phase boards except they shall have a single panel. Single phase boards shall be mounted with the bottom of the architrave 1,5 m above finished floor level unless specifically directed otherwise.

12.5 **Distribution Board – In Roof Spaces**

Where distribution boards are installed below a roof space, a minimum of 2 x 20 mm and 1 x 25 mm spare conduits are to be run from the distribution board into the roof space.

13. **METER BOXES**

The meter box shall be mounted with the top 1,7 m above finished ground level. Surface mounted meter boxes shall be secured by at least 4 x 10 mm expansion bolts.

Service cables entering the meter box shall be protected by means of a suitably sized galvanised pipe extended 450 mm below the ground surface and securely saddled to the wall and bonded to the meter box.

14. **CONNECTIONS TO OUTLETS**

14.1 **General**

Where connectors are used to connect to the wiring of luminaires and other appliances, the connectors shall comply with SABS Specification 1239.

14.2 **Connection to Stoves**

14.2.1 **General**

The connection to an electric stove, unless otherwise specified shall consist of 2 x 10 mm^2 conductors and a 6 mm^2 insulated earth wire in 25 mm conduit. The stove shall be controlled by a 60 Amp micro gap switch of approved make and the connection shall be by means of a 45 Amp 3 pin stove plug of the "Cape Town" type. Cable ends, which are to be connected to the stove, shall be equipment with suitable soldered or crimped lugs. The connection between the stove plug and stove shall be by means of flexible conduit.

Except for high school domestic science unit kitchens (see Clause 14.2.2), the conduit shall be chased into the wall and fitted with a switchbox for housing the micro gap switch and a 25 mm circular conduit box over which the stove plug will be mounted. The stove plug shall be fitted with an adaptor plate and shall be screwed directly to the conduit box by means of round head metal screws. The plug outlet shall face downward.

The stove plug and switch shall be mounted 430 mm and 1,4 m respectively above finished floor level unless otherwise specified or indicated on the drawings.

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14.2.2 **Stove Connections in High School Domestic Science Unit Kitchens**

Connections to stoves in High School Domestic Science Unit Kitchens, where the stoves are situated in front of a fitting, shall be generally as specified in Clause 14.2.1 except that the 25 mm diameter conduit shall be run in the floor slab, from the distribution board to a position to the right of the stove. A pedestal, which is complete with a 45 Amp 3 pin "Cape Town" type cooker plug, mounted on the back, shall be fitted over the conduit and securely bolted to the floor by means of expansion bolts. The plug circuit, which passes through the pedestal, is to be on a separate circuit.

14.3 **Connections to Hot-water Cylinders**

The connections to hot-water cylinders not exceeding 3kW loading shall consist of 2 x 4 mm^2 PVC conductors and 1 x 2,5 mm^2 earth wire in a 20 mm diameter conduit from the distribution board. The conduits shall be chased in the wall and shall terminate at the side of the cylinder in a box over which is to be mounted a double pole isolator with pilot light.

The final connection between the isolator and cylinder shall be by means of silicone heat resistant conductors in 20 mm diameter flexible conduit.

Connections to roof mounted hot-water cylinders shall generally be as specified above with an isolator with pilot light mounted adjacent.

14.4 **Connections to Power Points**

Connections to electric motors and fixed apparatus to vibration shall, unless otherwise specified or indicated on the drawings, have final connections consisting of conduit and flexible tubing or reinforced hose in accordance with Clause 1.3 of this specification and PVC cables and earth wire of the required size.

An isolator shall protect all fixed apparatus and where necessary a starter fitted with a no-volt coil and overload protection adjacent to such apparatus.

Power points for connection of fixed apparatus to be installed by others, shall terminate in an approved type wall mounted switch unless otherwise specified.

The minimum conductor size for all power points shall be 4 mm^2 unless otherwise specified.

14.5 **Underground Service Connection**

This clause refers to underground service connections not provided by the Supply Authority.

The service cable and earth wire to be connected at the supply point in accordance with Clause 15.8 of this specification, and unless otherwise specified, shall be aid 600 mm below ground level throughout and otherwise fully in accordance with Clause 15 and all applicable sub-clauses thereof. Cable entries to meter boxes shall be in accordance with Clause 13 and other entries shall be by pipe or duct as directed.

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14.6 Connections to Outbuildings

Connections to outbuildings shall be made by means of underground cable only, laid in accordance with Clause 15 and all applicable sub-clauses.

Where the cable is run from the roof space of the main building, it shall be enclosed in suitably sized galvanised pipe built into the wall or run surface as directed. Surface run pipes shall be securely saddled at 1,8 m centers. Where the cable connects to the conduit in the roof space, a suitable joint box shall be provided or alternatively the cable may be taken through the roof space, a suitable joint box shall be provided or alternatively the cable may be taken through the roof space with fixings at regular intervals, and down to the main board. At the outbuildings, the cable shall be enclosed in a suitably sized galvanised sleeve pipe built into the wall or run surface and terminated in the distribution board tray.

14.7 Connection and Mounting of Cable Fed Street/Site Lighting

Street/site lights shall in all cases, except where otherwise specified, be fed by underground cable. Unless otherwise directed, a suitable terminal board shall be provided in the base of the lighting pole for the connection of the incoming and outgoing cables, the feeds from the terminal board to the fitting shall be as specified.

"Surfix" cable and compression glands shall be installed between terminal board and cross arm/bracket mounted luminaires. The terminal board shall also accommodate a miniature circuit-breaker in the phase connection to the fitting. Poles intended for mounting directly in ground are to be provided with a 300 x 300 mm base plate.

15. UNDERGROUND CABLES

1000 volt PVC SWA and 110 Volt PILCA cable and accessories shall be in accordance with the relevant SABS specifications to SABS 1507.

The storage, transportation, handling and laying of underground cables shall be according to the manufacturer's requirements and the Contractor shall have adequate and suitable equipment and labour to ensure that no damage is done to cables during such operation. All cable pipes and ducts entering buildings are to be sealed against the ingress of vermin, water, etc.

15.1 Trenching

Cables, unless otherwise specifically directed, shall be laid at a depth of 600 mm below ground level. Trenches shall not be less than 300 mm wide for one to three cables, and the width shall be increased where more than three cables are to be laid together so that the cables may be placed at least 75 mm throughout the run.

The Contractor shall take all necessary precautions to prevent trenching work being in any way a hazard to the public and to safeguard all structures, roads, sewer works, or other property from risk of subsidence and damage.

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15.2 **Cable Joints**

Joints in underground cable runs will not be permitted unless unavoidable and at the discretion of the Head : Works. Where cable joints are unavoidable, the cable jointer is to work efficiently and cleanly and so that each end of the cables to be joined may have a minimum of 0,9 m of slack disposed in a loop without stress. Back-filling under joints must be firmly tamped to prevent any subsequent settling.

15.3 **Bedding**

In trenches made in intermediate, hard rock, or boulder material, the cables shall be laid on a 75 mm thick bed of earth and be covered with a 150 mm layer of earth before the trench is filled in. The Contractor to supply all earth required for trench filling.

15.4 **Laying**

Cables shall be removed from the cable drum in such a way that no twisting, tension or mechanical damage is caused, and must be adequately supported at short intervals during the whole operation. Particular care must be exercised where it is necessary to draw cables through pipes and ducts, to avoid abrasion, elongation or distortion of any kind. The ends of such pipes and ducts shall be sealed to approval after the drawing in of the cables.

15.5 **Back Filling**

Back filling after bedding (see Clause 15.3) is to be carried out with a proper grading of the material to ensure settling without voids, and the material is to be tamped down after the addition of every 150 mm. The surface is to be made good a required.

Back filling of cable trenches must not be commenced until after the cable trenches and laid cable(s) have been inspected by the Head : Works. Where a Contractor fails to observe this requirement he may, at the discretion of the Head : Works, be required to re-open such cable trenches for inspection at his own expense.

15.6 **Protection of Cables**

Where so directed by the Head : Works, concrete or other warning covers shall be placed over cables above the top bedding layer. Cable pipes when directed are to be installed at road and other crossings.

15.7 **Marking of Cables**

Cable marking tape is to be supplied by the Contractor and is to be laid 150 mm below ground over a cable run and as may be directed by the Head : Works to give early indication of underground cable runs.

15.8 **Joints and Termination of Cables**

Joints in underground cables and terminations shall be made by means of "Scotch Cast" or other approved epoxy-resin pressure type jointing kits. Low tension PVC cables are to be made off with sealing glands and materials designed for this purpose, which must be of approved make.

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15.9 **Sealing of Paper Insulated Cable Ends**

Where cables are cut and not immediately made off, the ends must be sealed without delay. If cables are cut and the ends not immediately made off or sealed, the cable may be rejected and the Contractor will be required to replace it at his own expense.

15.10 **Earth Wires**

Except where specifically directed otherwise, earth continuity conductors are to be run with all underground cables constituting part of a low tension distribution system. Such earth continuity conductors shall be bare copper wire of a cross sectional area in accordance with the Code of Practice 0142 but shall not be less than 4 mm^2 nor more than 70 mm^2. The earth continuity conductor is to be bonded to the cable armouring, and to the lead sheath if any, at each termination, as well as to the local earth bard. The earth wire must be secured to the cable at 1,8 m centers.

15.11 **Opening Up of Existing Cables**

Where it is necessary to expose existing buried cables for any purpose, or to excavate in the vicinity of existing buried cables, pipes, etc, every care is to be exercised and only labourers experienced in such work, and duly warned by the Contractor, shall be employed thereon.

15.12 **Definitions for Classifying of Excavation**

(a) Soft Excavation – shall be excavation in material that can be efficiently removed by a back-acting excavator of flywheel power approximately 0,10kW per millimeter of tinned-bucket width, without the assistance of pneumatic tools such as paving breakers, or that can be efficiently loaded without prior ripping or stockpiling by a rubber tyred front-end loader approximately 15T mass and a flywheel power of approximately 100kW.

(b) Intermediate Excavation – shall be excavation in material that requires a back-acting excavator of flywheel power exceeding 0,10kW per millimeter of tinned-bucket width and the assistance of pneumatic tools prior to removal by equipment equivalent to that specified in (a) above.

(c) Hard Rock Excavation – shall be excavation in material that cannot be efficiently removed without blasting or without wedging and splitting prior to removal.

(d) Class A Boulder Excavation – shall be excavation in materials containing more than 40% by volume of boulders of sizes between 0,03 cubic meter and 20 cubic meter in a matrix of softer material or smaller boulders.

Note: (1) Excavation of solid boulders or lumps of size exceeding 20 cubic meter will be classified as hard rock excavation.

(2) Excavation of fissured or fractured rock will not be classed as boulder excavation but as hard rock intermediate excavation according to the nature of the material.

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(e) Class B Boulder Excavation – shall be excavation of boulders only in a material containing 40% or less by volume of boulders of size between 0,03 cubic meter and 20 cubic meter in a matrix of softer material or smaller boulders.

Note: Those boulders that required individual drilling and blasting in order to be loaded by a back-acting excavator as specified in (a) above, or by a track type front-end loader, will each be separately classed as Class B Boulder Excavation.

16. EARTHING

16.1 Main Earthing

The type of main earthing shall be as required by the Supply Authority, if other than the Head : Works and in any case as directed by the Head : Works who may require additional earthing to meet test standards.

Where required, an earth mat is to be provided, the minimum size, unless otherwise specified, being constructed from copper straps 950 x 25 x 3 mm at 230 mm centers and braced at all intersections. Alternatively or additionally earth rods or trench earths may be required, as the Head : Works may direct, and installed according to his instructions.

All earth electrodes and connections thereto must be approved "in-situ" by the Head : Works before back-filling.

The electrical installation shall not be earthed by means of the lightning arrester earth electrode, if such is included in the installation, but may be bonded thereto.

16.2 Earthing in Installations

The installation shall be effectively earthed in accordance with the relevant sections of the Code of Practice 0142 and the requirements of the Supply Authority.

All hot and cold water and waste pipes are to be effectively bonded by means of 12 x 1,5 mm solid copper tape (perforated tape or wire will not be permitted), clamped by means of brass bolts and nuts. Bonding tapes exceeding 75 mm in length must be fixed to the wall by means of No. 6 x 20 mm brass screws and plastic plugs not exceeding 150 mm centers. Main earth copper tapes where installed less than 2,5 m from ground level, must be run in 20 mm diameter conduit securely saddled to the wall.

Gutters and down pipes are to be bonded by means of 6 mm round headed brass bolts, with nuts and washers. Self-tapping screws are not permitted.

Connections from the earth bar or terminal on the main board must be made to a visible cold water main, the incoming service conductor, if any, and the earth mat or plate (where such is required) by means of either 12 x 1,5 mm solid copper tape or bare 25 mm² copper wire, or such larger conductor as the Head : Works may direct. From each distribution board separate earth conductors are to be taken to the main earth bar or terminal on the main board. Each conductor shall consist to stranded copper conductors drawn into the conduit together with the distribution

board feeders. The size of the earth conductors to be in accordance with the requirements of the Code of Practice 0142 or as specified.

Earthing clips shall be made of not less than 0,9 mm thick copper strips not less than 12 mm wide. They are to be complete with 25 x 7,7 mm brass bolts, washers and nuts and must be constructed so that the clips will fit firmly to the conduit without any additional packing.

Adjustable earth clips are not permitted.

17. EXISTING BUILDINGS

17.1 Occupied Buildings

Where work is to be carried out in occupied buildings the Contractor must arrange to carry out the installation with as little interruption to services and discomfort to the occupants as possible.

17.2 Temporary Connections

Temporary connections shall be provided where necessary for continuity of services, and as directed by the Head : Works. The contractor must ensure that such connections are both electrically safe and free from physical hazard.

17.3 Old Materials

Unless otherwise specified all existing materials removed by the Contractor shall remain the property of the Head : Works and are to be handed to the Head : Works.

17.4 Making Good

Any damage which may be done to the plaster work, floors, ceilings, wood and paint work, furniture and other equipment in the building, etc, during the progress of the electrical installation shall be repaired and made good by the Contractor to the satisfaction of the Head : Works.

18. COMPLETION

18.1 Balancing of Load

The Contractor is required to balance the load as equally as possible over multi-phase supplies.

18.2 Tests

The installation shall be tested by the Contractor as the service progresses or as required by the Head : Works and upon completion, for earth continuity and insulation. The final test before the taking over of the installation shall be made in the presence of the Head : Works.

The mandatory "Certificate of Compliance" shall be issued by the Contractor to the Supply Authority, with a copy to the Head : Works prior to first delivery being taken.

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18.3 **Labelling**

All circuits and apparatus on switchboards shall be suitably correctly labeled by means of engraved plastic labels (white lettering on black), which are to be either bolted or screwed to the equipment panel, or fitted in channeling provided below the switch gear.

Sub-circuits are to be numbered and a legend detailing the circuits is to be framed and fitted to the door of the distribution board.

All other equipment is to be individually labeled to indicate the function.

All switchboards are to be fitted with a label on which the designation of the board is clearly indicated.

A separate engraved label depicting the origin and cable/conductor size shall be fixed below the main switch.

18.4 **Finishes**

Covers for all boxes, expansion boxes, etc, shall be finished to match the paint work of the ceiling or wall surface or as specified.

18.5 **Site Drawing**

On all completed new work or where specifically called for in the Tender Document, the Contractor shall, on completion of the works, submit to the Head : Works, a marked up site plan indicating the exact underground cable reticulation.

19. **POWER DUCTING FOR SCHOOL SCIENCE LABORATORIES**

The ducting shall be "Ductline 3" supplied by Messrs. Lascon Lighting, 102 Malbourne Road, P.O. Box 2479, Durban 4000: Telephone 031-2075081 or other approved.

20. **SPEAKER AND MICROPHONE OUTLETS**

Speaker and microphone outlets are to conform to the following details:

1. Speaker outlet – To have one flat and one round pin.

2. Microphone outlet – To have one round pin only.

Both female and male parts to be supplied and installed by the Contractor.

21. **BELLS AND BUZZERS**

21.1 **Bells**

Bells for schools and hostels shall be 220 Volt AC or 24 Volt DC as specified for the service. They are to be of robust construction encased in a sturdy cast metal weather-proof case. They are to operate on the frequency of the supply. They shall have an adjustable stabilizing spring, gold-silver contact points and 150 mm gongs.

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21.2 **Doorbells, Buzzers and Bell Transformers**

These will be as specified for each service.

21.3 **Bell Pushes**

Except where otherwise specified, bell pushes shall be of the flush type suitable for mounting in a standard 100 x 50 mm box. They shall be clearly marked as a bell push and shall be fitted with satin finished anodized aluminium cover plates.

22. **SIGNAL TIMERS**

22.1 **Primary Schools**

The timer shall be designed to automatically signal the start and finish of school periods by the switching of a bell circuit and is to comply with the following specification:

1. The mechanism may be synchronous motor or quartz movement driven with a 24 hour dial or digital time read-out suitable for operation on a 220V 50Hz supply and is to be provided with a spring or battery reserve of a least 24 (twenty four) hours.

2. The unit is preferably to have minute to minute timing for a 24 (twenty four) hour period although 5 (five) minute intervals are acceptable, and is to be provided with Weekend lockout. Signal periods shall be adjustable from 5 – 45 seconds.

3. The unit shall be housed in a metal or plastic case with detachable front cover suitable for wall mounting.

4. Timers with punch tape programming are not acceptable.

22.2 **High Schools and Colleges**

Timers for these institutions shall generally be as for Primary Schools but are to have at least 3 (three) separate programmes and be fitted with three push buttons for independent manual operations for testing of each programme, plus an on/off switch for each programme, which does not affect the running of the clock.

23. **CLOCKS**

Electric clocks shall be of the quartz electronic battery operated type, with a dial of 250 mm diameter. The dial shall be white, with distinctive minute markings and chapters shall be black Arabic figures. Time adjustment shall be simple. Where mains operated electronic clocks are specified, these shall be of the synchronous self starting type, suitable for a 200 – 250 V 50 Hz AC supply

24. **TIME SWITCHES**

The time switch shall consist of a single pole switch with silver to silver or other approved contacts operated by a quartz movement with a 24 hour reserve.

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A suitable 24 hour, night and day dial, with hour indicator and two adjustable strikers, one OFF and one ON must be provided. The whole mechanism is to be totally enclosed in a dust proof case.

The current rating shall be required and the switch is to be suitable for operation on 220 volt 50 Hertz AC supply. Time switches used for under floor heating are to be fitted with weekend cut-out.

25. **MOULDED CASE CIRCUIT BREAKERS (INCLUDING MINIATURE)**

Circuit breakers shall be of the size and type as directed and specified for the service. They shall comply with SABS Specification 156 and SABS IEC 60947-2.

26. **SWITCHES: ON-LOAD FAULT MAKING (CIRCUIT BREAKER TYPE) WITHOUT TRIPS**

The switches shall be triple pole, hand operated, panel mounting air break type, having continuous current rating as specified and suitable for operation of 380 – 440 Volt 50 Hz AC system.

The contacts are to be of silver alloy and the switch mechanism shall be of the quick-make, quick-break type.

27. **SWITCHBOARD EQUIPMENT**

Switchboard equipment such as switches, circuit breakers, etc, shall be as directed and specified in the detail specification for the service.

Circuit breaker equipment of SABS IEC 60934.

28. **FUSE-SWITCH UNITS (WITH HRC FUSES)**

The fuse-switch unit is to be of the double pole, or triple pole or triple pole with neutral link type, and of the required current rating, as specified for the service and must be in accordance with BS EN 60947-3.

The fuse links must be fully isolated when the switch is in the open position, and interlocks must be provided to prevent the switch being operated with the cover open.

The fuse links shall comply with SABS Specification 172 and SABS IEC 60269-1 to 4.

29. **BUS-BAR COPPER**

Bus-bar copper must be fully in accordance with Tables A1 and A2 of SABS 1473-2 and SABS IEC 60439-2.

30. **SPECIFICATION COMPLIANCE**

The complete installation shall comply with the requirements of this specification. Should any differences or contradictions exist between this Specification and the detailed requirements for a specific installation, then the detailed requirements shall take precedence.

4. DESCRIPTION OF MATERIAL

4.1 Air Terminals and Down-conductors

All conductors must be in accordance with the requirements of BSS 1474 or American Standards Specification 6063. All aluminium conductors shall have a cross-section area of not less than 30 mm² (domestic dwelling only) or 50 mm² for all other applications. The dimensions of flat section conductors to be 20 mm x 3 mm. Where conductors are mounted in stand-off guides, the cross-section area of the conductor must be not less than 70 mm² to give adequate mechanical strength.

4.2 Conductor Guides

The conductor must be mounted in aluminium alloy guides conforming with the material specification given in 4.1 above. The guides must allow for free longitudinal movement of the conductor to cater for expansion and contraction of the system caused by temperature variation. The minimum thickness of any part of the guide shall not be less than 3 mm. The guides must be securely attached to the structure using two stainless steel screws and plugs, the use of plated screws is not permitted.

The conductor system shall be supported in guides so that an air gap exists at all times between the aluminium and the surface of the structure, the guides being seated upon plastic or other similar insulating material. Should conductors be installed directly upon the surface of concrete or cement plaster, an insulating strip is to be installed over its whole length to prevent contact between the two surfaces. Guides shall be installed to support the conductor at intervals not exceeding 1,2 metres horizontally or 1,5 metres vertically.

N.B.: No part of an aluminium conductor system must be allowed to come into direct contact with concrete or cement plaster as this may cause the aluminium to corrode.

4.3 Expansion Loops

Where conductors are installed horizontally without deviation from a straight line over long distances, expansion loops must be provided at distances not exceeding 30 metres. These expansion loops must have a cross-sectional area which is at least equal to that of the conductor.

4.4 Protection of Down-conductors

Where external down-conductors are installed in areas which are readily accessible to the public, the lower ends of the conductors shall be enclosed in a semi-rigid insulating material. In the case of a circular section conductor this shall comprise a 2 metre length of 20 mm diameter P.V.C. conduit. This conduit shall be securely attached to the wall by means of galvanized steel saddles fixed with stainless steel screws and plugs, spaced at intervals not exceeding 1 m. Where a flat section conductor is used this shall be covered by a similar length of 25 mm P.V.C. conduit. The lower end of the conduit shall be positioned as close as practicable to ground level, i.e. immediately above an aluminium to copper joint. The ends of the conduit shall not be sealed.

4.5 Earthing Electrodes

Earthing electrodes must consist of either copper-clad steel rods not less than 12 mm in diameter and having a minimum copper thickness of 0,20 mm driven into the ground, or a 50 mm² (35 mm² for domestic dwellings) bare copper conductor buried in a trench, or a combination thereof. Where copper clad steel electrodes are used they must have a suitable bond between the steel core and copper exterior to prevent moisture ingress between the two metals. Where it is necessary to extend earth rods, an electrolytically compatible corrosion resistant, coupling device, which prevents ingress or moisture into the joint shall be used. The copper conductor below the down-conductor joint shall be covered by a semi-rigid P.V.C. conduit for a distance of approximately 200 mm above ground and 400 mm below ground.

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4.6 **Joints Above Ground**

Circular section aluminium conductors shall be jointed by aluminium ferrules or lugs which are securely crimped into place. Aluminium lugs must be bolted together using 10 mm diameter aluminium bolts and washers. The material specification for these components must conform with that laid down in paragraph 4.1. Alternatively heavily tinned copper lugs and ferrules may be used. The lugs should be joined together by means of 10 mm diameter copper, brass or bronze bolts and washers. Care should be taken to inhibit corrosion where dissimilar metals are used by thoroughly cleaning the surfaces of the metal before assembly and subsequently sealing the joint with an inert tenacious compound or tape.

Flat section aluminium conductors shall be joined by double riveting, using aluminium rivets which comply with the material specification laid down in 4.1. Alternatively 2 x 6 mm diameter stainless steel bolts, nuts and washers may be used. Fold over type bends will not be permitted.

Down-conductors are to be terminated approximately 200 mm above finished ground level. Circular section aluminium is to be jointed to a 50 mm^2 (35 mm^2 in the case of domestic dwellings) stranded copper conductor by securely crimping in place two heavily tinned lugs and bolting these together using 10 mm diameter copper, brass or bronze nuts, bolts and washers.

N.B. : Under no circumstances shall aluminium conductors be buried in the ground.

4.7 **Joints Below Ground**

A joint in the stranded copper conductor which forms part of the earthing system must be made by using a crimped copper ferrule clamping (not lugs) using two copper line taps of suitable dimensions, or exothermic welding. The copper earth conductor must be joined to an earth rod by either clamping, using a standard earth rod clamp or copper line tap or by exothermic welding. Joints which are made between dissimilar metals (i.e. copper conductor to galvanized steel water main), must be thoroughly cleaned before assembly. They shall be rendered watertight using waterproof adhesive tape on a suitable compound for a minimum distance of 200 mm in all directions from the joint.

4.8 **Bonds**

Where it is necessary to bond the aluminium conductor to any other metallic surface, this must be done by bolting or riveting. When attaching aluminium to a dissimilar metal the joints are to be thoroughly cleaned and sealed to prevent corrosion.

5. GENERAL INSTALLATION PROCEDURE

5.1 **Air Terminals for Non-metallic Pitched Roofs**

Aluminium conductors are to be installed along all ridges of roofs and projections such as dormer windows, etc., terminating at the ends with conductors running downwards over the surface of the roof and the eaves. Non-metallic chimneys must be protected by means of a finial of sufficient length to cover the chimney within a 45° angle struck downwards from its point. Alternatively it should have a conductor installed in the form of a closed loop upon the upper surface. The conductors are to follow the outer contour of the stack and must be bonded at a convenient point to the nearest component of the air terminal system.

N.B. : This bond may run in a horizontal or downward direction, but under no circumstances must any part of it run above horizontal.

Conductors may be dead-ended (i.e. have one end free and unbonded), providing that the length of such a conductor does not exceed 10 metres and that the unbonded end is either at the same level or higher than the bonded end. This technique may be used where ridge conductors are installed over dormer windows, etc.

In all cases where metallic gutters have been installed along the eaves of a pitched roof, these must be bonded to the air terminal system. Where metallic gutters do not exist, however, a conductor must be installed over the surface of the roof at eaves level to which the remainder of the air terminal system is to be bonded, with the following exceptions :

(a) Where the maximum distance from the ground level to the eaves of the building is less than 4 metres and the pitch of the roof is more than 1 in 2 (27° from the horizontal).

(b) Where the maximum distances from ground level to the eaves is less then 7 metres and the pitch of the roof is more than 1 in 1,5 (34° from the horizontal).

(c) Where the distance from the ground level to the eaves is more than 7 metres and the pitch of the roof is more than 1 in 1 (i.e. the included angle at the apex of the roof is less than 90°).

Under these circumstances eaves conductors need not be installed.

Any non-metallic objects which protrude above the general roof lines, such as Cape Dutch gable ends, must be protected as described above with a suitable air terminal system. Any metallic objects which protrude above the general roof line, such as hot water expansion pipes must be bonded as directly as possible to the nearest eaves conductor, gutter or other part of the lightning system.

N.B. : These bonding conductors must run in a horizontal or preferably a downward direction, from the vent pipe, etc., to the lightning protection system.

5.2 Air Terminals for Metallic Pitched Roofs

Buildings with roofs covered with electrically continuous metal sheets do not require separate air terminals but must be earthed via down conductors generally as described in 5.6 and 5.7. Any non-metallic objects projecting above the general roof line must be separately protected as described in 5.1 and bonded to the metal roof covering.

5.3 Air Terminals for Non-metallic flat or Mono-pitched Roofs

For flat or mono pitched roofs of non-metallic construction the air terminal system must consist of aluminium alloy conductors installed around the outer perimeter of each section of the roof structure. These conductors must be installed on top of parapet walls if these exist. Lift motor rooms, tank rooms, penthouses, etc., which protrude above the general roof line must have air terminal conductors installed around the outer perimeter of each roof slab or parapet wall. Any metallic objects which protrude above the roof line, such as expansion pipes, signs, flag poles, handrails, etc., must be bonded directly to the nearest component of the lightning protection system as described in 5.1.

N.B. : It is not permissible for the ends of conductors to be bonded directly to the perimeter air terminal system if the latter is installed upon a parapet wall having a height exceeding 500 mm above roof slab level. In these circumstances the conductors are to be bonded directly to the down conductors.

5.4 Air Terminals for Metallic flat or Mono Pitched Roofs

Metallic flat or mono pitched roofs do not require separate air terminal conductors, providing that there is electrical continuity between the metallic roofing sheets, (see 5.2). A metallic roof surrounded by a non-metallic parapet wall shall have conductors installed at the top of the parapet wall and these must be bonded to the metallic roof at intervals not exceeding 20 metres. If the parapet wall is clad with metal over its upper surface or a handrail is installed which affords good electrical continuity, separate air terminal conductors need not be installed. Under these circumstances the metal handrail or cladding must be bonded to the metal roof covering at intervals not exceeding 20 metres.

All non-metallic covering such as slates, tiles, asbestos cement sheeting, etc., supported by a steel structure being electrically continuous throughout may be treated as being of a complete metal construction. In these circumstances no separate air terminal system need be installed providing the steel roof structure is bonded to earth at intervals given in 5.5.

5.5 Down Conductors for Non-metallic Structures

Down conductors must be installed at regular intervals around structures and to run as directly as possible between the air terminal and earthing system. They must, where practicable, be positioned at the external corners of the structure. The maximum separating distance between down conductors around the perimeter of the structure must not exceed 30 metres. In the case of very tall buildings having a slender base (i.e. chimney stacks, water towers, etc.), a minimum of two down conductors must be installed.

The lower ends of down conductors are to be terminated and bonded to the earthing system approximately 200 mm above finished ground level. Under no circumstances must aluminium conductors be buried underground. Test joints must be provided between the down conductors and earthing system. Down conductors must run vertically between the air terminal and earthing systems. Where this is impracticable, their course may be deviated to run at any angle up to and including horizontal.

Where it is necessary to run conductors horizontally over the upper surface of a structural protrusion, such as an exposed concrete slab, the conductor may run down vertically over the edge of the slab and return to the main structure, so that the distance between the upper and lower conductors exceeds one third of the length of the horizontal run. Looped down conductors are not permitted. Down conductors must not run over the underside of large overhangs which are less than 6 metres above ground level, or other areas where people are likely to be present during a thunderstorm.

External or internal metallic rainwater pipes may be used as down conductors providing these are of substantial section and are jointed by screwing one length into another or welding. Thin gauge galvanized steel pipes whose sections are held together by friction, rivets or screws must not form part of a lightning protection system.

5.6 Down conductors for reinforced concrete framed structures

The steel reinforcement of this type of structure may be used in place of down conductors. Where the reinforcing system is used, the air terminal system must be bonded to it at a maximum of 30 metre intervals using steel clamps. This bond may be achieved by clamping, with a steel clamp, a steel conductor to a selected reinforcing bar, the opposite end of this conductor must terminate at a corrosion resistant metallic terminal such as Grade 316 stainless steel.

The reinforcing system of prefabricated concrete buildings must not be used unless special provision is made for bonding the various prefabricated sections together.

The terminals should be mounted flush with the face of the concrete. An aluminium alloy bond must then be taken from the air terminal system and be connected to the stainless steel terminal by means of a heavily tinned crimp lug for circular section aluminium, or a suitable bi-metallic joint in the case of flat section aluminium. A similar system must be used to bond the reinforcing system at ground level to the earthing system at points directly below the air terminal bonds. Here copper conductors must be used as the external bonding material.

Under no circumstances must copper, or other non-ferrous material be allowed to come into contact with steel reinforcing bars, as this may cause severe corrosion and subsequent structural damage. The lightning protection system must not be bonded to any part of the structure which is electrically isolated from the remainder of the building, i.e. cantilevered sections. In these circumstances, or where it is otherwise impracticable to use the reinforcing system, external down conductors must be installed as described in 5.5.

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5.7 **Down conductors for steel framed structures**

Where the framework of a building is constructed of structural steel columns, these may be used in place of down conductors providing the separating distance between them does not exceed 30 metres. The upper ends of the columns must be bonded to the air terminal systems and the lower ends to the earthing system.

5.8 **Earthing by means of vertically installed rod type electrodes**

Rod-type electrodes must be driven into the ground at a position directly below each down connector. The maximum earthing resistance of each electrode or number of electrodes bonded to any one down conductor shall not exceed N X 30 ohms, where N equals the total number of down conductors which are bonded to a common air terminal system, or 200 ohms whichever is the lower value.

The minimum horizontal separating distance between rod-type electrodes bonded together must not be less than their installed depth. The upper ends of installed rod-type electrodes are to be terminated approximately 500 mm below finished surface level. A 50 mm^2 copper bonding conductor must be installed to run between each earthing electrode system and the lower ends of the adjacent down conductors. A joint is to be made between each of these bonding conductors and the down conductors at a position approximately 200 mm above finished ground level. These bonding conductors must be installed in P.V.C. conduit securely affixed to the wall (see 3.4). The length of this P.V.C. conduit must be approximately 600 mm and must be installed so that approximately 200 mm protrudes above ground level, the remainder being buried into the soil.

5.9 **Earthing by means of metallic water mains**

Where two or three down conductors are installed the water mains may serve as an earth terminal for one of these. Where three of more down conductors are installed the water mains may serve as an earth terminal for two of these. Regardless of whether the water mains are used as an earth terminal or not, the incoming metal water pipe must be bonded to the lightning protection earthing system underground.

5.10 **Earthing by means of trench type electrodes**

Where the soil conditions prevent the satisfactory installation of rod-type electrodes, a trench earth system must be installed. This method is to comprise a 50 mm^2 stranded copper conductor installed horizontally into a trench at a depth of 500 mm below finished ground level. The conductor is to follow the general outline of the structure to be protected and be installed 1 metre away from the outside walls. Where the building stands on rocky ground, the trench earth may be attached to the lower part of the wall in areas where rock protrudes through the soil. The conductor must, however, be buried wherever possible as described above.

Each down conductor must be bonded to the trench earth system as directly as possible by means of a copper conductor.

Trench earth systems must have a maximum earth resistance of 30 ohms. An isolated length of trench earth mat must be bonded to the down conductor system in such a way as to reduce the length of dead-ends to the minimum.

Should trench earths be installed beneath pathways where people are likely to be present during a thunderstorm, a plastic, bitumastic or ceramic pipe must be installed having a length similar to the width of the pathway and the trench earth conductor run inside it.

N.B. : The maximum useful length of a dead-ended trench earth is 80 metres.