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Annexure 1: Job Description Document

SA ELEC	JOB DESCRIPTION

Technician

JOB MISSION / PURPOSE

To ensure the continuity of supply to customers by building, maintaining, and repairing infrastructure and plant in accordance with Policies, Directives, Standards, Procedures, Work practices, Guidelines and Service agreements.

KEY PERFORMANCE AREAS

- Maintain
- Repair
- Build
- Health and Safety
- Customer Service
- House Keeping

1. MAINTENANCE: PERFORMS PLANNED MAINTENANCE ON NETWORKS AND INFRASTRUCTURE IN ACCORDANCE WITH THE STANDARDS, PROCEDURES, DIRECTIVES, WORK PRACTICES AND GUIDELINES.

1.1. Perform Vegetation Control (In SA ELEC' s Servitudes) by:

- Operating vegetation control machines.
- Clearing vegetation encroaching on clearance distances and structures by manual labour. (Environmental care)
- Applying prescribed growth control chemicals.

1.2. Maintain Access Routes and Security infrastructure by:

- Installing, inspecting and restoring fences and gates.
- Restoring, maintaining and reporting conditions of roads and drainage systems.

1.3. Maintain lines and structures by:

- Replacing, securing and cleaning line components, electrical connections and anti-oxidation measures (e.g. Insulators, cross arms, bolts and nuts, electrical connections, anti climbing devices, labels and identification markers).
- Conductor stringing, binding in and jointing including earthing.
- Excavating, back filling and compacting to secure structures and trenches.
- Executing foot and vehicle patrols to identify and report faulty plant.

1.4. Maintain Substations and control rooms by:

- Replacing, repairing, securing and cleaning plant and equipment in substations under guidance and supervision
- Inspecting, topping up with electrolyte, cleaning and testing the Specific Gravity of batteries
- Inspecting and reporting performance of security and safety lighting.
- Inspecting and reporting on condition of substation tools and equipment.
- Reporting any other abnormality found in/ on the network to appropriate person (e.g. Flags and status changes, oil leaks etc.)
- Executing vegetation control

1.5. Work order feedback and clearance

2. REPAIR : **RESPOND TO CALL OUTS AND PROMPTS FROM THE DISPATCHER DURING ABNORMAL CONDITIONS AND POWER SUPPLY INTERRUPTIONS ON A 24 HOUR BASIS TO MINIMISE CUSTOMER OUTAGE BY :**

- Being on standby
- Restoring equipment and structures on lines and substations by replacing, securing and cleaning plant and equipment under supervision.
- Executing foot and vehicle patrols to identify and report faulty plant.
- Switching on Low Volt networks

3. BUILD: **CREATES ASSETS ON URBAN AND RURAL LINES BY:**

- Dressing, erecting and installing poles and structures
- Dismantling poles and structures
- Installing/ dismantling reticulation and urban transformers, reclosers, sectionalisers, metering points, isolators and drop out fuse links.
- Conductor stringing, binding in and jointing (Including earthing)
- Excavating, back filling and compacting to secure trenches and structures

4. HEALTH AND SAFETY: **ENSURE A SAFE WORKING ENVIRONMENT AND ELIMINATE UNSAFE ACTS BY:**

- Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor.
- Inspecting and reporting non-conformance of tools and equipment immediately before use.
- Using and caring for personal protective equipment as per requirement.
- Effecting statutory and non-statutory appointment

5. CUSTOMER SERVICE: **PROVIDE A ONE STOP CUSTOMER SERVICE BY:**

- Reading and sealing cyclic and demand meters on small power users.
- Conforming to the Customer Service Charter.
- Giving milestone feedback.

6. HOUSE KEEPING : MAINTAIN AN ERGONOMICALLY SOUND AND HYGIENIC WORK PLACE BY:

- Cleaning of work sites, work stations and infrastructure.
- Executing site restoration in accordance with environmental control measures.
- Executing safe handling and economic stacking and storing of material.
- Assisting with site preparation under supervision by:

  ⇒ Erecting barricades and danger notification.

  ⇒ Preparing system earthing

Annexure 2: Informed Consent Form

Personal Details

Initials		Surname		
Department		Gender	**Male**	**Female**
Site location		Date of birth		
Job Title		Date		

I hereby voluntarily consent to undergo the Physical Ability Assessment. I confirm that I was fully informed with regards to the purpose and procedure of the evaluation.

1.	Do you suffer from high blood pressure?	Yes	No
2.	Have you ever been told that you have high blood pressure?	Yes	No
3.	Do you presently take any medication for high blood pressure?	Yes	No
4.	Have you injured your back in the last 6 months?	Yes	No
5.	Do you suffer from pain in your lower back at present?	Yes	No
6.	Have you ever been diagnosed with heart problems?	Yes	No
7.	Do you suffer from pain in the chest or heart?	Yes	No
8.	Do you have a hernia?	Yes	No
9.	Do you have osteoporosis?	Yes	No
10.	Family history re: Cardiac diseases, osteoporosis, and chronic diseases?	Yes	No

If you have answered YES to any of the above questions, please specify:

Have you had any operations in any of the following?

Wrist		Arms		Legs		Back	

Are there any other reasons why you can not perform the physical ability assessment? Please specify:

I declare that all the information regarding my health is true and correct. I give my consent that the results may be used for report and research purposes, knowing that all my information will be kept confidential. I expressly undertake that in the event of any unforeseen injury during the test, I shall not hold either the evaluator or the evaluator's employer, or my employer, liable for any claim I may have resulting from such test / injury. I am aware that I may withdraw my consent or discontinue with the assessment at any time.

Signature _____ Date _____

Annexure 3: Physical Ability Data Form

Physical Measurements

					Comments
Height (cm)					
Weight (kg)					
Resting systolic BP (mmHg)					
Resting diastolic BP (mmHg)					
Flexibility (cm)					
3 minute step-up test (b / min)					
Grip Strength Right (kg)					
Grip Strength Left (kg)					
Arm / Shoulder Muscle Strength (kg)					
Back Muscle Strength (kg)					
Leg Muscle Strength (kg)					
Stomach Muscle Endurance (reps/min)					
Lifting strength above head (kg)					
Lifting strength from floor – right (kg)					
Lifting strength from floor – left (kg)					
Arm adduction strength (kg)					
Shoulder endurance – right (seconds)					
Shoulder endurance – left (seconds)					
Balance (seconds)					

Additional information

Annexure 4: Interview Questionnaire

Informed consent - UP (interview)

Full name: …….

Unique number: …….

Department: …….

Job Title: …….

Contact number: …….

I, ……., hereby give my consent that all information shared during this interview may be used for the purposes of the following study: ”A task specific approach to job accommodation in physically demanding positions”.

I also confirm that the purpose of this interview, the information gained from it, and the applicable study, have been explained to me and that I agreed to participate out of my own free will.

Signed on this, the …… day of ……. at ……...

Signature : ……..

Informed consent – Researcher (interview)

MR GEORGE FRANCIS BESTER

A task specific approach to job accommodation in physically demanding positions

PURPOSE: A research project conducted by the University of Pretoria on behalf of Mr. G.F. Bester [95000292] aims to develop a task specific job accommodation tool for physically demanding positions. The result of this study may be of benefit to ESKOM biokineticists, ESKOM medical doctors, occupational health nurses, human resources practitioners, supervisors, and line managers.

PROCEDURES: Subjects who volunteer to be interviewed for this study will help in the development of the job accommodation tool. The job outputs in the identified job profile (in this case that of the "Technical Official") will be broken down into specific tasks. Each task will then be discussed to gather information about frequency, duration, intensity and critical physical demands applicable to the specific task.

RISKS AND DISCOMFORTS: No physical risks or discomforts are associated with the interview.

BENEFITS: Benefits will include that the company as a whole could benefit from the implementation of the eventual tool in the mutual drive to increase productivity and reduce risk in the business. Supervisors could also benefit greatly due to easier and more specific job accommodation in the work place.

PARTICIPANTS' RIGHTS: Participation is voluntary; and you may withdraw from participation in the study at any time and without any negative consequences.

CONFIDENTIALITY: All information will be treated as confidential; your anonymity will be assured; and your data will be destroyed should you withdraw from the project. Only the University of Pretoria, the student and the promoter will have access to the research data.

I, _____ (full name of subject), have read the abovementioned description, and have been informed of the procedures, requirements, benefits and risks of participating in this research project.

I therefore declare that I willingly cooperate in this project at my own risk, and will not withhold any information that may be of importance to the researchers or for my own safety. I am aware that I participate voluntarily, and may withdraw from this project at any time if I so wish, without any cost to myself.

I hereby also grant the researchers permission to use my results for publication and/or presentation purposes, with my anonymity being ensured.

_____
Signature of subject

_____
Signature of witness

_____ _____
Signature of researcher Date

Interview Questionnaire:

Date: _____

Company: _____

Name: _____

Job title: _____

Scales:

Frequency		**Duration** (compared to other tasks)		**Importance** (compared to other tasks)	
1	1 to 4 times per year	**1**	Extremely small amount of time	**1**	Very low importance
2	Once every 2 months	**2**	Small amount of time	**2**	Low importance
3	Once or twice per month	**3**	Below-average amount of time	**3**	Moderately low importance
4	Once or twice every 2 weeks	**4**	Average amount of time	**4**	Average importance
5	Once or twice per week	**5**	Above-average amount of time	**5**	Moderately high importance
6	Almost every day	**6**	Large amount of time	**6**	High importance
		7	Extremely large amount of time	**7**	Very high importance

1. Maintenance:

1.1. Maintenance: Perform vegetation control in company`s servitudes
(F =) (D =) (I =)

1.1.1. Operating veg. control machines: chainsaw	
1.1.2. Operating veg. control machines: brush cutter	
1.1.3. Operating veg. control machines: wheateater	
1.1.3. Manual veg. clearing: bow saw	
1.1.4. Manual veg. clearing: panga	
1.1.5. Manual veg. clearing: axe	
1.1.6. Manual veg. clearing: branch cutters (on link stick)	
1.1.7 Applying growth control chemicals with “spray gun”	

1.2. Maintenance: Maintain access routes and security infrastructure
(F =) (D =) (I =)

1.2.1. Installing fences and gates	
1.2.2. Inspecting fences and gates	
1.2.3. Restoring fences and gates	
1.2.4. Restoring & maintaining of roads and drainage systems	
1.2.5. Reporting conditions of roads and drainage systems	

1.3. Maintenance: Maintain lines and structures: Replacing and securing
(F =) (D =) (I =)

1.3.1. Replacing and securing insulators	
1.3.2. Replacing and securing cross arms	
1.3.3. Replacing and securing bolts and nuts	
1.3.4. Replacing and securing electrical connections	
1.3.5. Replacing and securing anti climbing devices	
1.3.6. Replacing and securing labels and identification markers (pole numbers)	

1.4. Maintenance: Maintain lines and structures: Cleaning
(F =) (D =) (I =)

1.4.1. Cleaning insulators	
1.4.2. Cleaning cross arms	
1.4.3. Cleaning bolts and nuts	
1.4.4. Cleaning electrical connections	
1.4.5. Cleaning anti climbing devices	
1.4.6. Cleaning labels	
1.4.7. Cleaning identification markers	

1.5. Maintenance: Maintain lines and structures: Conductor work
(F =) (D =) (I =)

1.5.1. Stringing	
1.5.2. Binding in	
1.5.3. Jointing	
1.5.4. Earthing	

1.6. Maintenance: Maintain lines and structures: Trenches and structures (F =) (D =) (I =)	
1.6.1. Excavating	
1.6.2. Back filling	
1.6.3. Compacting	
1.7. Maintenance: Maintain lines and structures: Foot patrols (F =) (D =) (I =)	
1.8. Maintenance: Maintain lines and structures: Vehicle patrols (F =) (D =) (I =)	
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting (F =) (D =) (I =)	
1.9.1. Inspecting performance	
1.9.2. Reporting performance	
1.10. Maintenance: Maintain substations and control rooms: Batteries (F =) (D =) (I =)	
1.10.1. Inspecting batteries	
1.10.2. Topping batteries up with electrolyte	
1.10.3. Cleaning of batteries	
1.10.4. Testing the Specific Gravity of batteries	
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found (F =) (D =) (I =)	
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control (F =) (D =) (I =)	
1.13. Maintenance: Work order feedback and clearance (F =) (D =) (I =)	
2. Repair	
2.1. Repair: Being on standby (F =) (D =) (I =)	
2.1.1. “Standby” could include any of the mentioned tasks	
2.2. Repair: Restoring equipment and structures on lines and substations (F =) (D =) (I =)	
2.2.1. Replacing plant and equipment under supervision	
2.2.2. Securing plant and equipment under supervision	

2.2.3. Cleaning plant and equipment under supervision	
2.2.4. Executing foot patrols to identify and report faulty plant	
2.2.5. Executing vehicle patrols to identify and report faulty plant	
2.2.6. Switching on Low Volt networks	
3. Building	
3.1. Building: Poles and structures (F =) (D =) (I =)	
3.1.1. Dressing poles and structures	
3.1.2. Erecting poles and structures	
3.1.3. Installing poles and structures	
3.1.4. Dismantling poles and structures	
3.2. Building: Installing and dismantling (F =) (D =) (I =)	
3.2.1. Installing and dismantling transformers	
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)	
3.2.3. Installing and dismantling metering points	
3.2.4. Installing and dismantling isolators	
3.2.5. Installing and dismantling drop out fuse links	
3.3. Building: Conductors (F =) (D =) (I =)	
3.3.1. Conductor stringing (cable pulling)	
3.3.2. Conductor binding (connecting two cables)	
3.3.3. Conductor jointing (attaching cable)	
3.3.4. Conductor earthing	
3.4. Building: Securing trenches and structures (F =) (D =) (I =)	
3.4.1. Excavating	
3.4.2. Back filling	
3.4.3. Compacting	
4. Health and Safety (F =) (D =) (I =)	
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor	
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use	
4.3. Using and caring for personal protective equipment as per requirement	
4.4. Effecting statutory and non-statutory appointment	
5. Customer service (F =) (D =) (I =)	
5.1. Reading cyclic and demand meters on small power users	
5.2. Sealing cyclic and demand meters on small power users	
5.3. Conforming to the Customer Service Charter	
5.4. Giving milestone feedback	

6. House keeping (maintain an ergonomically sound and hygienic workplace) (F =) (D =) (I =)	
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping	
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors	
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows	
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).	
6.5. Executing safe and economic handling, stacking and storing of material	
6.6. Erecting barricades and danger notification	
6.7. Preparing system earthing (securing high risk work area before working)	

Annexure 5: Technician Job Accommodation Mask

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
Physical Ability Tests	**Lifting strength above head**	**Lifting strength from floor (Right & Left)**	**Arm adduc-tion strength**	**Shoulder endurance at eye level (Right & Left)**	**Balance test**	**Arm / Shoulder strength**	**Back strength**	**Leg strength**	**3 minute step test**	**Grip strength (Right & Left)**	**1 minute abdominal endurance test**
Test Results (M = Meets min. requirement) (D = Does not meet requirement)											
1. Maintenance:											
1.1. Maintenance: Perform vegetation control in company`s servitudes (4.3%)											
1.1.1. Operating veg. control machines: chainsaw											
1.1.2. Operating veg. control machines: brush cutter											
1.1.3. Operating veg. control machines: wheateater											
1.1.4. Manual veg. clearing: bow saw											
1.1.5. Manual veg. clearing: panga											
1.1.6. Manual veg. clearing: axe											
1.1.7. Manual veg. clearing: branch cutters (on link stick)											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.1.8 Applying growth control chemicals with "spray gun"											
1.2. Maintenance: Maintain access routes and security infrastructure (2.83%)											
1.2.1. Installing fences and gates											
1.2.2. Inspecting fences and gates											
1.2.3. Restoring fences and gates											
1.2.4. Restoring & maintaining of roads and drainage systems											
1.2.5. Reporting conditions of roads and drainage systems											
1.3. Maintenance: Maintain lines and structures: Replacing and securing (5.43%)											
1.3.1. Replacing and securing insulators											
1.3.2. Replacing and securing cross arms											
1.3.3. Replacing and securing bolts and nuts											
1.3.4. Replacing and securing electrical connections											
1.3.5. Replacing and securing anti climbing devices											
1.3.6. Replacing and securing labels and identification markers (pole numbers)											
1.4. Maintenance: Maintain lines and structures: Cleaning (4.13%)											
1.4.1. Cleaning insulators											
1.4.2. Cleaning cross arms											
1.4.3. Cleaning bolts and nuts											
1.4.4. Cleaning electrical connections											
1.4.5. Cleaning anti climbing devices											
1.4.6. Cleaning labels											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.4.7. Cleaning identification markers											
1.5. Maintenance: Maintain lines and structures: Conductor work (5.44%)											
1.5.1. Stringing											
1.5.2. Binding in											
1.5.3. Jointing											
1.5.4. Earthing											
1.6. Maintenance: Maintain lines and structures: Trenches and structures (4.06%)											
1.6.1. Excavating											
1.6.2. Back filling											
1.6.3. Compacting											
1.7. Maintenance: Maintain lines and structures: Foot patrols (2.46%)											
1.8. Maintenance: Maintain lines and structures: Vehicle patrols (5.08%)											
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting (2.65%)											
1.9.1. Inspecting performance											
1.9.2. Reporting performance											
1.10. Maintenance: Maintain substations and control rooms: Batteries (4.26%)											
1.10.1. Inspecting batteries											
1.10.2. Topping batteries up with electrolyte											
1.10.3. Cleaning of batteries											
1.10.4. Testing the Specific Gravity of batteries											
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found (4.19%)											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control (4.52%)											
1.13. Maintenance: Work order feedback and clearance (5.34%)											
2. Repair											
2.1. Repair: Being on standby (5.3%)											
2.1.1. "Standby" could include any of the mentioned tasks											
2.2. Repair: Restoring equipment and structures on lines and substations (3.86%)											
2.2.1. Replacing plant and equipment under supervision											
2.2.2. Securing plant and equipment under supervision											
2.2.3. Cleaning plant and equipment under supervision											
2.2.4. Executing foot patrols to identify and report faulty plant											
2.2.5. Executing vehicle patrols to identify and report faulty plant											
2.2.6. Switching on Low Volt networks											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3. Building											
3.1. Building: Poles and structures (5.33%)											
3.1.1. Dressing poles and structures	■	■	■			■	■	■	■	■	■
3.1.2. Erecting poles and structures		■	■	■	■	■			■	■	
3.1.3. Installing poles and structures		■	■	■	■	■			■	■	
3.1.4. Dismantling poles and structures		■	■			■			■		
3.2. Building: Installing and dismantling (5.19%)											
3.2.1. Installing and dismantling transformers			■						■		
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)			■						■		
3.2.3. Installing and dismantling metering points	■		■		■	■	■	■	■		■
3.2.4. Installing and dismantling isolators			■						■		
3.2.5. Installing and dismantling drop out fuse links			■						■		
3.3. Building: Conductors (5.32%)											
3.3.1. Conductor stringing	■	■	■	■	■	■					
3.3.2. Conductor binding		■	■					■	■		
3.3.3. Conductor jointing		■						■	■		
3.3.4. Conductor earthing	■	■	■	■		■	■	■	■		■
3.4. Building: Securing trenches and structures (4.97%)											
3.4.1. Excavating		■	■	■	■						■

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3.4.2. Back filling											
3.4.3. Compacting											
4. Health and Safety (5.04%)											
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor											
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use											
4.3. Using and caring for personal protective equipment as per requirement											
4.4. Effecting statutory and non-statutory appointment											
5. Customer service (5.31%)											
5.1. Reading cyclic and demand meters on small power users											
5.2. Sealing cyclic and demand meters on small power users											
5.3. Conforming to the Customer Service Charter											
5.4. Giving milestone feedback											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
6. House keeping: Maintain an ergonomically sound and hygienic workplace (4.99%)											
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping											
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors											
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows											
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).											
6.5. Executing safe and economic handling, stacking and storing of material											
6.6. Erecting barricades and danger notification											
6.7. Preparing system earthing (securing high risk work area before working)											

Percentage of total work outputs that can be performed by subject	**%**

Annexure 6: Job Accommodation Report Form

SA ELEC	JOB ACCOMMODATION REPORT FORM

Initials and Surname	
Date of Birth	
Gender	
Job Title	
Department	
Site Location	
Date	

Comments

Conditions / Findings:

Test results below minimum physical requirements:

Percentage of total work outputs that can be performed by subject	**%**

Task specific job accommodation recommendations:

(tasks NOT recommended are marked with "X")

1. Maintenance:	
1.1. Maintenance: Perform vegetation control in company`s servitudes:	
1.1.1. Operating veg. control machines: chainsaw	
1.1.2. Operating veg. control machines: brush cutter	
1.1.3. Operating veg. control machines: wheateater	
1.1.4. Manual veg. clearing: bow saw	
1.1.5. Manual veg. clearing: panga	
1.1.6. Manual veg. clearing: axe	
1.1.7. Manual veg. clearing: branch cutters (on link stick)	
1.1.8 Applying growth control chemicals with "spray gun"	
1.2. Maintenance: Maintain access routes and security infrastructure:	
1.2.1. Installing fences and gates	
1.2.2. Inspecting fences and gates	
1.2.3. Restoring fences and gates	
1.2.4. Restoring & maintaining of roads and drainage systems	
1.2.5. Reporting conditions of roads and drainage systems	
1.3. Maintenance: Maintain lines and structures: Replacing and securing:	
1.3.1. Replacing and securing insulators	
1.3.2. Replacing and securing cross arms	
1.3.3. Replacing and securing bolts and nuts	
1.3.4. Replacing and securing electrical connections	
1.3.5. Replacing and securing anti climbing devices	
1.3.6. Replacing and securing labels and identification markers (pole numbers)	
1.4. Maintenance: Maintain lines and structures: Cleaning:	
1.4.1. Cleaning insulators	
1.4.2. Cleaning cross arms	
1.4.3. Cleaning bolts and nuts	
1.4.4. Cleaning electrical connections	
1.4.5. Cleaning anti climbing devices	
1.4.6. Cleaning labels	
1.4.7. Cleaning identification markers	
1.5. Maintenance: Maintain lines and structures: Conductor work:	
1.5.1. Stringing	
1.5.2. Binding in	
1.5.3. Jointing	
1.5.4. Earthing	
1.6. Maintenance: Maintain lines and structures: Trenches and structures:	

1.6.1. Excavating	
1.6.2. Back filling	
1.6.3. Compacting	
1.7. Maintenance: Maintain lines and structures: Foot patrols	
1.8. Maintenance: Maintain lines and structures: Vehicle patrols	
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting:	
1.9.1. Inspecting performance	
1.9.2. Reporting performance	
1.10. Maintenance: Maintain substations and control rooms: Batteries:	
1.10.1. Inspecting batteries	
1.10.2. Topping batteries up with electrolyte	
1.10.3. Cleaning of batteries	
1.10.4. Testing the Specific Gravity of batteries	
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found	
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control	
1.13. Maintenance: Work order feedback and clearance	
2. Repair:	
2.1. Repair: Being on standby:	
2.1.1. “Standby” could include any of the mentioned tasks	
2.2. Repair: Restoring equipment and structures on lines and substations:	
2.2.1. Replacing plant and equipment under supervision	
2.2.2. Securing plant and equipment under supervision	
2.2.3. Cleaning plant and equipment under supervision	
2.2.4. Executing foot patrols to identify and report faulty plant	
2.2.5. Executing vehicle patrols to identify and report faulty plant	
2.2.6. Switching on Low Volt networks	
3. Building:	
3.1. Building: Poles and structures:	
3.1.1. Dressing poles and structures	

3.1.2. Erecting poles and structures	
3.1.3. Installing poles and structures	
3.1.4. Dismantling poles and structures	
3.2. Building: Installing and dismantling:	
3.2.1. Installing and dismantling transformers	
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)	
3.2.3. Installing and dismantling metering points	
3.2.4. Installing and dismantling isolators	
3.2.5. Installing and dismantling drop out fuse links	
3.3. Building: Conductors:	
3.3.1. Conductor stringing (cable pulling)	
3.3.2. Conductor binding (connecting two cables)	
3.3.3. Conductor jointing (attaching cable)	
3.3.4. Conductor earthing	
3.4. Building: Securing trenches and structures:	
3.4.1. Excavating	
3.4.2. Back filling	
3.4.3. Compacting	
4. Health and Safety:	
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor	
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use	
4.3. Using and caring for personal protective equipment as per requirement	
4.4. Effecting statutory and non-statutory appointment	
5. Customer service:	
5.1. Reading cyclic and demand meters on small power users	
5.2. Sealing cyclic and demand meters on small power users	
5.3. Conforming to the Customer Service Charter	
5.4. Giving milestone feedback	
6. House keeping (maintain an ergonomically sound and hygienic workplace):	
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping	
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors	
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows	
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).	
6.5. Executing safe and economic handling, stacking and storing of material	
6.6. Erecting barricades and danger notification	
6.7. Preparing system earthing (securing high risk work area before working)	

Annexure 7: Informed Consent for Subject A

Personal Details

Initials	A	Surname	Συβφεχτ	
Department	ΦΣ	Gender	**Male** Ξ	**Female**
Site location	Ματοοστερ	Date of birth	12 / 02 / 1972	
Job Title	Τεχηνιχιαν	Date	30 / 08 / 2007	

I hereby voluntarily consent to undergo the Physical Ability Assessment. I confirm that I was fully informed with regards to the purpose and procedure of the evaluation.

1.	Do you suffer from high blood pressure?	Yes	Ξ
2.	Have you ever been told that you have high blood pressure?	Yes	Ξ
3.	Do you presently take any medication for high blood pressure?	Yes	Ξ
4.	Have you injured your back in the last 6 months?	Yes	Ξ
5.	Do you suffer from pain in your lower back at present?	Yes	Ξ
6.	Have you ever been diagnosed with heart problems?	Yes	Ξ
7.	Do you suffer from pain in the chest or heart?	Yes	Ξ
8.	Do you have a hernia?	Yes	Ξ
9.	Do you have osteoporosis?	Yes	Ξ
10.	Family history re: Cardiac diseases, osteoporosis, and chronic diseases?	Yes	Ξ

If you have answered YES to any of the above questions, please specify:

N/A

Have you had any operations in any of the following?

Wrist	N/A	Arms	N/A	Legs	N/A	Back	N/A

Are there any other reasons why you can not perform the physical ability assessment? Please specify:

Ηαδ σεριουσ ωριστ ινφυρψ. ΡΙγητ ωριστ, αρμ ανδ σηουλδερ ισ ϖερψ ωεακ. Υνχονφορταβλε το υσε ριγητ αρμ.

I declare that all the information regarding my health is true and correct. I give my consent that the results may be used for report and research purposes, knowing that all my information will be kept confidential. I expressly undertake that in the event of any unforeseen injury during the test, I shall not hold either the evaluator or the evaluator's employer, or my employer, liable for any claim I may have resulting from such test / injury. I am aware that I may withdraw my consent or discontinue with the assessment at any time.

Signature ΣυβφεχτΑ Date 30 / 08 / 2007

Annexure 8: Physical ability data form for Subject A

Physical Measurements

						Comments
Height (cm)	1	7	4.	2		
Weight (kg)		8	3.	8		
Resting systolic BP (mmHg)		1	2	4		
Resting diastolic BP (mmHg)			8	4		
Flexibility (cm)		4	1.	5		
3 minute step-up test (b / min)		1	2	8	M	
Grip Strength Right (kg)		1	3.	9	D	Wrist injury
Grip Strength Left (kg)		3	8.	4	M	
Arm / Shoulder Muscle Strength (kg)		4	0.	5	D	Weak right arm and shoulder
Back Muscle Strength (kg)		8	5.	5	M	
Leg Muscle Strength (kg)		2	4	3	M	
Stomach Muscle Endurance (reps/min)			2	5	M	
Lifting strength above head (kg)		D	N	D	D	Did not do test (could not lift iron bars high enough)
Lifting strength from floor – right (kg)			3	8	D	Weak right arm and shoulder
Lifting strength from floor – left (kg)		6	3.	5	M	
Arm adduction strength (kg)		2	8.	9	D	Weak right arm and shoulder
Shoulder endurance – right (seconds)				0	D	Could not lift 5 kg weight to eye height
Shoulder endurance – left (seconds)			3	0	M	
Balance (seconds)				6	M	

Additional information

Very weak in right arm and shoulder

Annexure 9: Job Accommodation Mask for Subject A

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
Physical Ability Tests	**Lifting strength above head**	**Lifting strength from floor (Right & Left)**	**Arm adduc-tion strength**	**Shoulder endurance at eye level (Right & Left)**	**Balance test**	**Arm / Shoulder strength**	**Back strength**	**Leg strength**	**3 minute step test**	**Grip strength (Right & Left)**	**1 minute abdominal endurance test**
Test Results (M = Meets min. requirement) (D = Does not meet requirement)	**D**	**D**	**D**	**D**	M	**D**	M	M	M	**D**	M
1. Maintenance:											
1.1. Maintenance: Perform vegetation control in company`s servitudes (4.3%)											
1.1.1. Operating veg. control machines: chainsaw	X			X							
1.1.2. Operating veg. control machines: brush cutter											
1.1.3. Operating veg. control machines: wheateater										X	
1.1.4. Manual veg. clearing: bow saw						X				X	
1.1.5. Manual veg. clearing: panga										X	
1.1.6. Manual veg. clearing: axe	X					X				X	
1.1.7. Manual veg. clearing: branch cutters (on link stick)	X			X		X				X	

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.1.8 Applying growth control chemicals with "spray gun"		X				X					
1.2. Maintenance: Maintain access routes and security infrastructure (2.83%)											
1.2.1. Installing fences and gates		X		X						X	
1.2.2. Inspecting fences and gates											
1.2.3. Restoring fences and gates		X		X						X	
1.2.4. Restoring & maintaining of roads and drainage systems						X					
1.2.5. Reporting conditions of roads and drainage systems											
1.3. Maintenance: Maintain lines and structures: Replacing and securing (5.43%)											
1.3.1. Replacing and securing insulators	X	X	X	X		X				X	
1.3.2. Replacing and securing cross arms	X	X	X	X		X				X	
1.3.3. Replacing and securing bolts and nuts				X						X	
1.3.4. Replacing and securing electrical connections	X	X	X	X		X				X	
1.3.5. Replacing and securing anti climbing devices	X	X	X	X		X				X	
1.3.6. Replacing and securing labels and identification markers (pole numbers)				X						X	
1.4. Maintenance: Maintain lines and structures: Cleaning (4.13%)											
1.4.1. Cleaning insulators				X							
1.4.2. Cleaning cross arms				X							
1.4.3. Cleaning bolts and nuts				X							
1.4.4. Cleaning electrical connections				X							
1.4.5. Cleaning anti climbing devices				X							
1.4.6. Cleaning labels				X							

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.4.7. Cleaning identification markers				X							
1.5. Maintenance: Maintain lines and structures: Conductor work (5.44%)											
1.5.1. Stringing										X	
1.5.2. Binding in	X			X		X				X	
1.5.3. Jointing	X		X	X		X				X	
1.5.4. Earthing										X	
1.6. Maintenance: Maintain lines and structures: Trenches and structures (4.06%)											
1.6.1. Excavating	X					X				X	
1.6.2. Back filling						X				X	
1.6.3. Compacting	X									X	
1.7. Maintenance: Maintain lines and structures: Foot patrols (2.46%)											
1.8. Maintenance: Maintain lines and structures: Vehicle patrols (5.08%)											
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting (2.65%)											
1.9.1. Inspecting performance											
1.9.2. Reporting performance											
1.10. Maintenance: Maintain substations and control rooms: Batteries (4.26%)											
1.10.1. Inspecting batteries											
1.10.2. Topping batteries up with electrolyte											
1.10.3. Cleaning of batteries											
1.10.4. Testing the Specific Gravity of batteries											
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found (4.19%)											

Critical physical demands	Lifting above head with two hands	One handed lifting from floor	Arm ad-duction	Shoulder endurance at eye level	Balance	Arm flexion strength	Back extension strength	Leg extension strength	Cardio (walking, climbing, etc.)	Grip strength	Trunk stability
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control (4.52%)	X			X		X				X	
1.13. Maintenance: Work order feedback and clearance (5.34%)											
2. Repair											
2.1. Repair: Being on standby (5.3%)											
2.1.1. "Standby" could include any of the mentioned tasks	X	X	X	X		X				X	
2.2. Repair: Restoring equipment and structures on lines and substations (3.86%)											
2.2.1. Replacing plant and equipment under supervision	X	X	X	X		X				X	
2.2.2. Securing plant and equipment under supervision	X	X	X	X		X				X	
2.2.3. Cleaning plant and equipment under supervision	X	X		X		X				X	
2.2.4. Executing foot patrols to identify and report faulty plant											
2.2.5. Executing vehicle patrols to identify and report faulty plant											
2.2.6. Switching on Low Volt networks	X	X		X		X				X	

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3. Building											
3.1. Building: Poles and structures (5.33%)											
3.1.1. Dressing poles and structures				X							
3.1.2. Erecting poles and structures	X										
3.1.3. Installing poles and structures	X										
3.1.4. Dismantling poles and structures	X			X						X	
3.2. Building: Installing and dismantling (5.19%)											
3.2.1. Installing and dismantling transformers	X	X		X		X				X	
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)	X	X		X		X				X	
3.2.3. Installing and dismantling metering points		X		X						X	
3.2.4. Installing and dismantling isolators	X	X		X		X				X	
3.2.5. Installing and dismantling drop out fuse links	X	X		X		X				X	
3.3. Building: Conductors (5.32%)											
3.3.1. Conductor stringing										X	
3.3.2. Conductor binding	X			X		X				X	
3.3.3. Conductor jointing	X		X	X		X				X	
3.3.4. Conductor earthing										X	
3.4. Building: Securing trenches and structures (4.97%)											
3.4.1. Excavating	X					X				X	

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3.4.2. Back filling						X				X	
3.4.3. Compacting	X									X	
4. Health and Safety (5.04%)											
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor											
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use											
4.3. Using and caring for personal protective equipment as per requirement											
4.4. Effecting statutory and non-statutory appointment											
5. Customer service (5.31%)											
5.1. Reading cyclic and demand meters on small power users											
5.2. Sealing cyclic and demand meters on small power users											
5.3. Conforming to the Customer Service Charter											
5.4. Giving milestone feedback											

Critical physical demands	Lifting above head with two hands	One handed lifting from floor	Arm ad-duction	Shoulder endurance at eye level	Balance	Arm flexion strength	Back extension strength	Leg extension strength	Cardio (walking, climbing, etc.)	Grip strength	Trunk stability
6. House keeping: Maintain an ergonomically sound and hygienic workplace (4.99%)											
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping											
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors		X									
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows		X		X							
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).	X			X		X				X	
6.5. Executing safe and economic handling, stacking and storing of material	X	X				X				X	
6.6. Erecting barricades and danger notification	X			X		X				X	
6.7. Preparing system earthing (securing high risk work area before working)										X	

Percentage of total work outputs that can be performed by subject	**34.33%**

Annexure 10: Job Accommodation Report Form for Subject A

SA ELEC	JOB ACCOMMODATION REPORT FORM

Initials and Surname	A. Subject
Date of Birth	12 / 02 / 1972
Gender	M
Job Title	Technician
Department	FS
Site Location	Matooster
Date	30 / 08 / 2007

Comments

Conditions / Findings:
Initial injury: Fracture of right wrist & dislocation of right shoulder
Currently: Extreme weakness in right wrist, arm and shoulder. Using right arm causes discomfort in wrist
and arm.

Test results BELOW minimum physical requirements:
Grip strength – right
Arm/shoulder muscle strength
Lifting strength above head
Lifting strength from floor - right
Arm adduction strength
Shoulder endurance - right

Percentage of total work outputs that can be performed by subject	**34.33 %**

Task specific job accommodation recommendations:

(tasks NOT recommended are marked with "X")

1. Maintenance:	
1.1. Maintenance: Perform vegetation control in company`s servitudes:	
1.1.1. Operating veg. control machines: chainsaw	X
1.1.2. Operating veg. control machines: brush cutter	
1.1.3. Operating veg. control machines: wheateater	X
1.1.4. Manual veg. clearing: bow saw	X
1.1.5. Manual veg. clearing: panga	X
1.1.6. Manual veg. clearing: axe	X
1.1.7. Manual veg. clearing: branch cutters (on link stick)	X
1.1.8 Applying growth control chemicals with "spray gun"	X
1.2. Maintenance: Maintain access routes and security infrastructure:	
1.2.1. Installing fences and gates	X
1.2.2. Inspecting fences and gates	
1.2.3. Restoring fences and gates	X
1.2.4. Restoring & maintaining of roads and drainage systems	X
1.2.5. Reporting conditions of roads and drainage systems	
1.3. Maintenance: Maintain lines and structures: Replacing and securing:	
1.3.1. Replacing and securing insulators	X
1.3.2. Replacing and securing cross arms	X
1.3.3. Replacing and securing bolts and nuts	X
1.3.4. Replacing and securing electrical connections	X
1.3.5. Replacing and securing anti climbing devices	X
1.3.6. Replacing and securing labels and identification markers (pole numbers)	X
1.4. Maintenance: Maintain lines and structures: Cleaning:	
1.4.1. Cleaning insulators	X
1.4.2. Cleaning cross arms	X
1.4.3. Cleaning bolts and nuts	X
1.4.4. Cleaning electrical connections	X
1.4.5. Cleaning anti climbing devices	X
1.4.6. Cleaning labels	X
1.4.7. Cleaning identification markers	X
1.5. Maintenance: Maintain lines and structures: Conductor work:	
1.5.1. Stringing	X
1.5.2. Binding in	X
1.5.3. Jointing	X
1.5.4. Earthing	X
1.6. Maintenance: Maintain lines and structures: Trenches and structures:	

1.6.1. Excavating	X
1.6.2. Back filling	X
1.6.3. Compacting	X
1.7. Maintenance: Maintain lines and structures: Foot patrols:	
1.8. Maintenance: Maintain lines and structures: Vehicle patrols:	
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting:	
1.9.1. Inspecting performance	
1.9.2. Reporting performance	
1.10. Maintenance: Maintain substations and control rooms: Batteries:	
1.10.1. Inspecting batteries	
1.10.2. Topping batteries up with electrolyte	
1.10.3. Cleaning of batteries	
1.10.4. Testing the Specific Gravity of batteries	
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found:	
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control:	X
1.13. Maintenance: Work order feedback and clearance:	
2. Repair:	
2.1. Repair: Being on standby:	
2.1.1. “Standby” could include any of the mentioned tasks	X
2.2. Repair: Restoring equipment and structures on lines and substations:	
2.2.1. Replacing plant and equipment under supervision	X
2.2.2. Securing plant and equipment under supervision	X
2.2.3. Cleaning plant and equipment under supervision	X
2.2.4. Executing foot patrols to identify and report faulty plant	
2.2.5. Executing vehicle patrols to identify and report faulty plant	
2.2.6. Switching on Low Volt networks	X
3. Building:	
3.1. Building: Poles and structures:	

3.1.1. Dressing poles and structures	X
3.1.2. Erecting poles and structures	X
3.1.3. Installing poles and structures	X
3.1.4. Dismantling poles and structures	X
3.2. Building: Installing and dismantling:	
3.2.1. Installing and dismantling transformers	X
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)	X
3.2.3. Installing and dismantling metering points	X
3.2.4. Installing and dismantling isolators	X
3.2.5. Installing and dismantling drop out fuse links	X
3.3. Building: Conductors:	
3.3.1. Conductor stringing (cable pulling)	X
3.3.2. Conductor binding (connecting two cables)	X
3.3.3. Conductor jointing (attaching cable)	X
3.3.4. Conductor earthing	X
3.4. Building: Securing trenches and structures:	
3.4.1. Excavating	X
3.4.2. Back filling	X
3.4.3. Compacting	X
4. Health and Safety:	
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor	
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use	
4.3. Using and caring for personal protective equipment as per requirement	
4.4. Effecting statutory and non-statutory appointment	
5. Customer service:	
5.1. Reading cyclic and demand meters on small power users	
5.2. Sealing cyclic and demand meters on small power users	
5.3. Conforming to the Customer Service Charter	
5.4. Giving milestone feedback	
6. House keeping (maintain an ergonomically sound and hygienic workplace):	
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping	
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors	X
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows	X
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).	X
6.5. Executing safe and economic handling, stacking and storing of material	X
6.6. Erecting barricades and danger notification	X
6.7. Preparing system earthing (securing high risk work area before working)	X

Annexure 11: Informed Consent for Subject B

Personal Details

Initials	B	Surname	Συβφεχτ	
Department	ΦΣ	Gender	**Male**	**Female** Ξ
Site location	Ροοσσενεκαλ	Date of birth	07 / 10 / 1983	
Job Title	Τεχηνιχιαν	Date	14 / 09 / 2007	

I hereby voluntarily consent to undergo the Physical Ability Assessment. I confirm that I was fully informed with regards to the purpose and procedure of the evaluation.

1.	Do you suffer from high blood pressure?	Yes	Ξ
2.	Have you ever been told that you have high blood pressure?	Yes	Ξ
3.	Do you presently take any medication for high blood pressure?	Yes	Ξ
4.	Have you injured your back in the last 6 months?	Yes	Ξ
5.	Do you suffer from pain in your lower back at present?	Yes	Ξ
6.	Have you ever been diagnosed with heart problems?	Yes	Ξ
7.	Do you suffer from pain in the chest or heart?	Yes	Ξ
8.	Do you have a hernia?	Yes	Ξ
9.	Do you have osteoporosis?	Yes	Ξ
10.	Family history re: Cardiac diseases, osteoporosis, and chronic diseases?	Ξ	No

If you have answered YES to any of the above questions, please specify:

10	Μψ μοτηερ συφφερσ φρομ διαβετεσ ανδ ηιγη βλοοδ πρεσσυρε

Have you had any operations in any of the following?

Wrist	N/A	Arms	N/A	Legs	N/A	Back	N/A

Are there any other reasons why you can not perform the physical ability assessment? Please specify:

N/A

I declare that all the information regarding my health is true and correct. I give my consent that the results may be used for report and research purposes, knowing that all my information will be kept confidential. I expressly undertake that in the event of any unforeseen injury during the test, I shall not hold either the evaluator or the evaluator's employer, or my employer, liable for any claim I may have resulting from such test / injury. I am aware that I may withdraw my consent or discontinue with the assessment at any time.

Signature Συβφεχτ**B** Date 14 / 09 / 2007

Annexure 12: Physical Ability Data Form for Subject B

Physical Measurements

						Comments
Height (cm)	1	6	5.	9		
Weight (kg)		7	6.	7		
Resting systolic BP (mmHg)		1	2	4		
Resting diastolic BP (mmHg)			8	0		
Flexibility (cm)		4	5.	2		
3 minute step-up test (b / min)		1	6	4	D	
Grip Strength Right (kg)		3	9.	5	M	
Grip Strength Left (kg)		4	1.	9	M	
Arm / Shoulder Muscle Strength (kg)		7	4.	5	M	
Back Muscle Strength (kg)			9	0	M	
Leg Muscle Strength (kg)	2	0	2.	5	M	
Stomach Muscle Endurance (reps/min)				7	D	
Lifting strength above head (kg)		2	8.	5	M	
Lifting strength from floor – right (kg)			5	4	M	
Lifting strength from floor – left (kg)			5	4	M	
Arm adduction strength (kg)		2	3.	3	D	
Shoulder endurance – right (seconds)			2	5	M	
Shoulder endurance – left (seconds)			2	5	M	
Balance (seconds)				8	M	

Additional information

N/A

Annexure 13: Job Accommodation Mask for Subject B

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
Physical Ability Tests	**Lifting strength above head**	**Lifting strength from floor (Right & Left)**	**Arm adduc-tion strength**	**Shoulder endurance at eye level (Right & Left)**	**Balance test**	**Arm / Shoulder strength**	**Back strength**	**Leg strength**	**3 minute step test**	**Grip strength (Right & Left)**	**1 minute abdominal endurance test**
Test Results (M = Meets min. requirement) (D = Does not meet requirement)	M	M	**D**	M	M	M	M	M	**D**	M	**D**
1. Maintenance:											
1.1. Maintenance: Perform vegetation control in company`s servitudes (4.3%)											
1.1.1. Operating veg. control machines: chainsaw											X
1.1.2. Operating veg. control machines: brush cutter											
1.1.3. Operating veg. control machines: wheateater											
1.1.4. Manual veg. clearing: bow saw									X		
1.1.5. Manual veg. clearing: panga									X		
1.1.6. Manual veg. clearing: axe									X		X
1.1.7. Manual veg. clearing: branch cutters (on link stick)											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.1.8 Applying growth control chemicals with "spray gun"											
1.2. Maintenance: Maintain access routes and security infrastructure (2.83%)											
1.2.1. Installing fences and gates											
1.2.2. Inspecting fences and gates											
1.2.3. Restoring fences and gates											
1.2.4. Restoring & maintaining of roads and drainage systems											
1.2.5. Reporting conditions of roads and drainage systems											
1.3. Maintenance: Maintain lines and structures: Replacing and securing (5.43%)											
1.3.1. Replacing and securing insulators			X								X
1.3.2. Replacing and securing cross arms			X								X
1.3.3. Replacing and securing bolts and nuts											
1.3.4. Replacing and securing electrical connections			X								X
1.3.5. Replacing and securing anti climbing devices			X								X
1.3.6. Replacing and securing labels and identification markers (pole numbers)											
1.4. Maintenance: Maintain lines and structures: Cleaning (4.13%)											
1.4.1. Cleaning insulators											
1.4.2. Cleaning cross arms											
1.4.3. Cleaning bolts and nuts											
1.4.4. Cleaning electrical connections											
1.4.5. Cleaning anti climbing devices											
1.4.6. Cleaning labels											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.4.7. Cleaning identification markers											
1.5. Maintenance: Maintain lines and structures: Conductor work (5.44%)											
1.5.1. Stringing									X		X
1.5.2. Binding in											X
1.5.3. Jointing			X								X
1.5.4. Earthing											
1.6. Maintenance: Maintain lines and structures: Trenches and structures (4.06%)											
1.6.1. Excavating									X		
1.6.2. Back filling									X		
1.6.3. Compacting									X		X
1.7. Maintenance: Maintain lines and structures: Foot patrols (2.46%)									X		
1.8. Maintenance: Maintain lines and structures: Vehicle patrols (5.08%)											
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting (2.65%)											
1.9.1. Inspecting performance											
1.9.2. Reporting performance											
1.10. Maintenance: Maintain substations and control rooms: Batteries (4.26%)											
1.10.1. Inspecting batteries											
1.10.2. Topping batteries up with electrolyte											
1.10.3. Cleaning of batteries											
1.10.4. Testing the Specific Gravity of batteries											
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found (4.19%)											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control (4.52%)									X		X
1.13. Maintenance: Work order feedback and clearance (5.34%)											
2. Repair											
2.1. Repair: Being on standby (5.3%)											
2.1.1. "Standby" could include any of the mentioned tasks			X						X		X
2.2. Repair: Restoring equipment and structures on lines and substations (3.86%)											
2.2.1. Replacing plant and equipment under supervision			X						X		X
2.2.2. Securing plant and equipment under supervision			X						X		X
2.2.3. Cleaning plant and equipment under supervision									X		X
2.2.4. Executing foot patrols to identify and report faulty plant									X		
2.2.5. Executing vehicle patrols to identify and report faulty plant											
2.2.6. Switching on Low Volt networks											X

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3. Building											
3.1. Building: Poles and structures (5.33%)											
3.1.1. Dressing poles and structures											
3.1.2. Erecting poles and structures											X
3.1.3. Installing poles and structures											X
3.1.4. Dismantling poles and structures											X
3.2. Building: Installing and dismantling (5.19%)											
3.2.1. Installing and dismantling transformers											X
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)											X
3.2.3. Installing and dismantling metering points											
3.2.4. Installing and dismantling isolators											X
3.2.5. Installing and dismantling drop out fuse links											X
3.3. Building: Conductors (5.32%)											
3.3.1. Conductor stringing									X		X
3.3.2. Conductor binding											X
3.3.3. Conductor jointing			X								X
3.3.4. Conductor earthing											
3.4. Building: Securing trenches and structures (4.97%)											
3.4.1. Excavating									X		

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3.4.2. Back filling									X		
3.4.3. Compacting									X		X
4. Health and Safety (5.04%)											
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor											
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use											
4.3. Using and caring for personal protective equipment as per requirement											
4.4. Effecting statutory and non-statutory appointment											
5. Customer service (5.31%)											
5.1. Reading cyclic and demand meters on small power users											
5.2. Sealing cyclic and demand meters on small power users											
5.3. Conforming to the Customer Service Charter											
5.4. Giving milestone feedback											

Critical physical demands	Lifting above head with two hands	One handed lifting from floor	Arm ad-duction	Shoulder endurance at eye level	Balance	Arm flexion strength	Back extension strength	Leg extension strength	Cardio (walking, climbing, etc.)	Grip strength	Trunk stability
6. House keeping: Maintain an ergonomically sound and hygienic workplace (4.99%)											
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping											X
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors											X
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows											X
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).									X		X
6.5. Executing safe and economic handling, stacking and storing of material											X
6.6. Erecting barricades and danger notification											
6.7. Preparing system earthing (securing high risk work area before working)											

Percentage of total work outputs that can be performed by subject	**41.29%**

Annexure 14: Job Accommodation Report Form for Subject B

SA ELEC	JOB ACCOMMODATION REPORT FORM

Initials and Surname	B. Subject
Date of Birth	07 / 10 / 1983
Gender	F
Job Title	Technician
Department	FS
Site Location	Roossenekal
Date	14 / 09 / 2007

Comments

Conditions / Findings:
Was referred by her supervisor because of insufficient physical ability to perform the tasks related to the
technician position.

Test results BELOW minimum physical requirements:
Cardiovascular fitness
Stomach muscle endurance
Arm adduction strength

Percentage of total work outputs that can be performed by subject	**41.29 %**

Task specific job accommodation recommendations:

(tasks NOT recommended are marked with "X")

1. Maintenance:	
1.1. Maintenance: Perform vegetation control in company`s servitudes:	
1.1.1. Operating veg. control machines: chainsaw	X
1.1.2. Operating veg. control machines: brush cutter	
1.1.3. Operating veg. control machines: wheateater	
1.1.4. Manual veg. clearing: bow saw	X
1.1.5. Manual veg. clearing: panga	X
1.1.6. Manual veg. clearing: axe	X
1.1.7. Manual veg. clearing: branch cutters (on link stick)	
1.1.8 Applying growth control chemicals with "spray gun"	
1.2. Maintenance: Maintain access routes and security infrastructure:	
1.2.1. Installing fences and gates	
1.2.2. Inspecting fences and gates	
1.2.3. Restoring fences and gates	
1.2.4. Restoring & maintaining of roads and drainage systems	
1.2.5. Reporting conditions of roads and drainage systems	
1.3. Maintenance: Maintain lines and structures: Replacing and securing:	
1.3.1. Replacing and securing insulators	X
1.3.2. Replacing and securing cross arms	X
1.3.3. Replacing and securing bolts and nuts	
1.3.4. Replacing and securing electrical connections	X
1.3.5. Replacing and securing anti climbing devices	X
1.3.6. Replacing and securing labels and identification markers (pole numbers)	
1.4. Maintenance: Maintain lines and structures: Cleaning:	
1.4.1. Cleaning insulators	
1.4.2. Cleaning cross arms	
1.4.3. Cleaning bolts and nuts	
1.4.4. Cleaning electrical connections	
1.4.5. Cleaning anti climbing devices	
1.4.6. Cleaning labels	
1.4.7. Cleaning identification markers	
1.5. Maintenance: Maintain lines and structures: Conductor work:	
1.5.1. Stringing	X
1.5.2. Binding in	X
1.5.3. Jointing	X
1.5.4. Earthing	
1.6. Maintenance: Maintain lines and structures: Trenches and structures:	

1.6.1. Excavating	X
1.6.2. Back filling	X
1.6.3. Compacting	X
1.7. Maintenance: Maintain lines and structures: Foot patrols:	X
1.8. Maintenance: Maintain lines and structures: Vehicle patrols:	
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting:	
1.9.1. Inspecting performance	
1.9.2. Reporting performance	
1.10. Maintenance: Maintain substations and control rooms: Batteries:	
1.10.1. Inspecting batteries	
1.10.2. Topping batteries up with electrolyte	
1.10.3. Cleaning of batteries	
1.10.4. Testing the Specific Gravity of batteries	
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found:	
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control:	X
1.13. Maintenance: Work order feedback and clearance:	
2. Repair:	
2.1. Repair: Being on standby:	
2.1.1. “Standby” could include any of the mentioned tasks	X
2.2. Repair: Restoring equipment and structures on lines and substations:	
2.2.1. Replacing plant and equipment under supervision	X
2.2.2. Securing plant and equipment under supervision	X
2.2.3. Cleaning plant and equipment under supervision	X
2.2.4. Executing foot patrols to identify and report faulty plant	X
2.2.5. Executing vehicle patrols to identify and report faulty plant	
2.2.6. Switching on Low Volt networks	X
3. Building:	
3.1. Building: Poles and structures:	

3.1.1. Dressing poles and structures	
3.1.2. Erecting poles and structures	X
3.1.3. Installing poles and structures	X
3.1.4. Dismantling poles and structures	X
3.2. Building: Installing and dismantling:	
3.2.1. Installing and dismantling transformers	X
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)	X
3.2.3. Installing and dismantling metering points	
3.2.4. Installing and dismantling isolators	X
3.2.5. Installing and dismantling drop out fuse links	X
3.3. Building: Conductors:	
3.3.1. Conductor stringing (cable pulling)	X
3.3.2. Conductor binding (connecting two cables)	X
3.3.3. Conductor jointing (attaching cable)	X
3.3.4. Conductor earthing	
3.4. Building: Securing trenches and structures:	
3.4.1. Excavating	X
3.4.2. Back filling	X
3.4.3. Compacting	X
4. Health and Safety:	
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor	
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use	
4.3. Using and caring for personal protective equipment as per requirement	
4.4. Effecting statutory and non-statutory appointment	
5. Customer service:	
5.1. Reading cyclic and demand meters on small power users	
5.2. Sealing cyclic and demand meters on small power users	
5.3. Conforming to the Customer Service Charter	
5.4. Giving milestone feedback	
6. House keeping (maintain an ergonomically sound and hygienic workplace):	
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping	X
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors	X
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows	X
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).	X
6.5. Executing safe and economic handling, stacking and storing of material	X
6.6. Erecting barricades and danger notification	
6.7. Preparing system earthing (securing high risk work area before working)	

Annexure 15: Informed Consent for Subject C

Personal Details

Initials	*C*	Surname	*Subject*	
Department	*FS*	Gender	**Male** *X*	**Female**
Site location	*Thlabane*	Date of birth	*11 March 1959*	
Job Title	*Technician*	Date	*18 Sep 2007*	

I hereby voluntarily consent to undergo the Physical Ability Assessment. I confirm that I was fully informed with regards to the purpose and procedure of the evaluation.

1.	Do you suffer from high blood pressure?	*X*	No
2.	Have you ever been told that you have high blood pressure?	*X*	No
3.	Do you presently take any medication for high blood pressure?	*X*	No
4.	Have you injured your back in the last 6 months?	Yes	*X*
5.	Do you suffer from pain in your lower back at present?	Yes	*X*
6.	Have you ever been diagnosed with heart problems?	Yes	*X*
7.	Do you suffer from pain in the chest or heart?	Yes	*X*
8.	Do you have a hernia?	Yes	*X*
9.	Do you have osteoporosis?	Yes	*X*
10.	Family history re: Cardiac diseases, osteoporosis, and chronic diseases?	Yes	*X*

If you have answered YES to any of the above questions, please specify:

1 - 3	*Diagnosed with high blood pressure in 2002. Have been on chronic medication for high blood pressure since then (under control).*

Have you had any operations in any of the following?

Wrist	*N/A*	Arms	*N/A*	Legs	*Yes*	Back	*N/A*

Are there any other reasons why you can not perform the physical ability assessment? Please specify:

My left lower leg have been amputated. I may struggle with some of the physical tests.

I declare that all the information regarding my health is true and correct. I give my consent that the results may be used for report and research purposes, knowing that all my information will be kept confidential. I expressly undertake that in the event of any unforeseen injury during the test, I shall not hold either the evaluator or the evaluator's employer, or my employer, liable for any claim I may have resulting from such test / injury. I am aware that I may withdraw my consent or discontinue with the assessment at any time.

Signature *SubjectC* Date *18 Sep 2007*

Annexure 16: Physical Ability Data Form for Subject C

Physical Measurements

							Comments
Height (cm)		1	8	3			
Weight (kg)		8	9.	5			
Resting systolic BP (mmHg)		1	3	8			
Resting diastolic BP (mmHg)			8	6			
Flexibility (cm)		3	3.	9			
3 minute step-up test (b / min)		D	N	D	D	Could not perform step test due to amputation / prosthesis	
Grip Strength Right (kg)		5	8.	2	M		
Grip Strength Left (kg)		5	5.	9	M		
Arm / Shoulder Muscle Strength (kg)	1	0	2.	5	M		
Back Muscle Strength (kg)		1	0	6	M		
Leg Muscle Strength (kg)	1	7	5.	5	M		
Stomach Muscle Endurance (reps/min)			1	7	M		
Lifting strength above head (kg)			3	9	M		
Lifting strength from floor – right (kg)			6	5	M		
Lifting strength from floor – left (kg)		5	1.	5	M		
Arm adduction strength (kg)		4	4.	4	M		
Shoulder endurance – right (seconds)			3	7	M		
Shoulder endurance – left (seconds)			4	0	M		
Balance (seconds)		D	N	D	D	Did not perform balance test due to amputation / prosthesis	

Additional information

Annexure 17: Job Accommodation Mask for Subject C

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
Physical Ability Tests	**Lifting strength above head**	**Lifting strength from floor (Right & Left)**	**Arm adduc-tion strength**	**Shoulder endurance at eye level (Right & Left)**	**Balance test**	**Arm / Shoulder strength**	**Back strength**	**Leg strength**	**3 minute step test**	**Grip strength (Right & Left)**	**1 minute abdominal endurance test**
Test Results (M = Meets min. requirement) (D = Does not meet requirement)	M	M	M	M	**D**	M	M	M	**D**	M	M
1. Maintenance:											
1.1. Maintenance: Perform vegetation control in company`s servitudes (4.3%)											
1.1.1. Operating veg. control machines: chainsaw					X						
1.1.2. Operating veg. control machines: brush cutter											
1.1.3. Operating veg. control machines: wheateater											
1.1.4. Manual veg. clearing: bow saw									X		
1.1.5. Manual veg. clearing: panga									X		
1.1.6. Manual veg. clearing: axe									X		
1.1.7. Manual veg. clearing: branch cutters (on link stick)											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.1.8 Applying growth control chemicals with "spray gun"											
1.2. Maintenance: Maintain access routes and security infrastructure (2.83%)											
1.2.1. Installing fences and gates											
1.2.2. Inspecting fences and gates											
1.2.3. Restoring fences and gates											
1.2.4. Restoring & maintaining of roads and drainage systems											
1.2.5. Reporting conditions of roads and drainage systems											
1.3. Maintenance: Maintain lines and structures: Replacing and securing (5.43%)											
1.3.1. Replacing and securing insulators					X						
1.3.2. Replacing and securing cross arms					X						
1.3.3. Replacing and securing bolts and nuts					X						
1.3.4. Replacing and securing electrical connections					X						
1.3.5. Replacing and securing anti climbing devices					X						
1.3.6. Replacing and securing labels and identification markers (pole numbers)											
1.4. Maintenance: Maintain lines and structures: Cleaning (4.13%)											
1.4.1. Cleaning insulators					X						
1.4.2. Cleaning cross arms					X						
1.4.3. Cleaning bolts and nuts					X						
1.4.4. Cleaning electrical connections					X						
1.4.5. Cleaning anti climbing devices					X						
1.4.6. Cleaning labels											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.4.7. Cleaning identification markers											
1.5. Maintenance: Maintain lines and structures: Conductor work (5.44%)											
1.5.1. Stringing									X		
1.5.2. Binding in					X						
1.5.3. Jointing					X						
1.5.4. Earthing					X						
1.6. Maintenance: Maintain lines and structures: Trenches and structures (4.06%)											
1.6.1. Excavating									X		
1.6.2. Back filling									X		
1.6.3. Compacting									X		
1.7. Maintenance: Maintain lines and structures: Foot patrols (2.46%)									X		
1.8. Maintenance: Maintain lines and structures: Vehicle patrols (5.08%)											
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting (2.65%)											
1.9.1. Inspecting performance											
1.9.2. Reporting performance											
1.10. Maintenance: Maintain substations and control rooms: Batteries (4.26%)											
1.10.1. Inspecting batteries											
1.10.2. Topping batteries up with electrolyte											
1.10.3. Cleaning of batteries											
1.10.4. Testing the Specific Gravity of batteries											
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found (4.19%)											

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control (4.52%)					X				X		
1.13. Maintenance: Work order feedback and clearance (5.34%)											
2. Repair											
2.1. Repair: Being on standby (5.3%)											
2.1.1. "Standby" could include any of the mentioned tasks					X				X		
2.2. Repair: Restoring equipment and structures on lines and substations (3.86%)											
2.2.1. Replacing plant and equipment under supervision					X				X		
2.2.2. Securing plant and equipment under supervision					X				X		
2.2.3. Cleaning plant and equipment under supervision					X				X		
2.2.4. Executing foot patrols to identify and report faulty plant									X		
2.2.5. Executing vehicle patrols to identify and report faulty plant											
2.2.6. Switching on Low Volt networks					X						

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3. Building											
3.1. Building: Poles and structures (5.33%)											
3.1.1. Dressing poles and structures					X						
3.1.2. Erecting poles and structures											
3.1.3. Installing poles and structures											
3.1.4. Dismantling poles and structures					X						
3.2. Building: Installing and dismantling (5.19%)											
3.2.1. Installing and dismantling transformers					X						
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)					X						
3.2.3. Installing and dismantling metering points											
3.2.4. Installing and dismantling isolators					X						
3.2.5. Installing and dismantling drop out fuse links					X						
3.3. Building: Conductors (5.32%)											
3.3.1. Conductor stringing									X		
3.3.2. Conductor binding					X						
3.3.3. Conductor jointing					X						
3.3.4. Conductor earthing					X						
3.4. Building: Securing trenches and structures (4.97%)											
3.4.1. Excavating									X		

Critical physical demands	**Lifting above head with two hands**	**One handed lifting from floor**	**Arm ad-duction**	**Shoulder endurance at eye level**	**Balance**	**Arm flexion strength**	**Back extension strength**	**Leg extension strength**	**Cardio (walking, climbing, etc.)**	**Grip strength**	**Trunk stability**
3.4.2. Back filling									X		
3.4.3. Compacting									X		
4. Health and Safety (5.04%)											
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor											
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use											
4.3. Using and caring for personal protective equipment as per requirement											
4.4. Effecting statutory and non-statutory appointment											
5. Customer service (5.31%)											
5.1. Reading cyclic and demand meters on small power users											
5.2. Sealing cyclic and demand meters on small power users											
5.3. Conforming to the Customer Service Charter											
5.4. Giving milestone feedback											

Critical physical demands	Lifting above head with two hands	One handed lifting from floor	Arm ad-duction	Shoulder endurance at eye level	Balance	Arm flexion strength	Back extension strength	Leg extension strength	Cardio (walking, climbing, etc.)	Grip strength	Trunk stability
6. House keeping: Maintain an ergonomically sound and hygienic workplace (4.99%)											
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping											
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors											
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows					X						
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).					X				X		
6.5. Executing safe and economic handling, stacking and storing of material					X						
6.6. Erecting barricades and danger notification					X						
6.7. Preparing system earthing (securing high risk work area before working)					X						

Percentage of total work outputs that can be performed by subject	**37.16%**

Annexure 18: Job Accommodation Report Form for Subject C

SA ELEC	JOB ACCOMMODATION REPORT FORM

Initials and Surname	C. Subject
Date of Birth	11 / 03 / 1959
Gender	M
Job Title	Technician
Department	FS
Site Location	Thlabane
Date	18 / 09 / 2007

Comments

Conditions / Findings:
Left lower leg was amputated just below the knee. Subject is using a prosthesis. Subject is fairly mobile
and could perform most of the physical ability tests. Some of the tests did cause discomfort and this
may have influenced performance. Subject could not perform step test and balance test.

Test results BELOW minimum physical requirements:
Cardiovascular fitness test – did not perform test
Balance test – did not perform test

Percentage of total work outputs that can be performed by subject	**37.16 %**

Task specific job accommodation recommendations:

(tasks NOT recommended are marked with "X")

1. Maintenance:	
1.1. Maintenance: Perform vegetation control in company`s servitudes:	
1.1.1. Operating veg. control machines: chainsaw	X
1.1.2. Operating veg. control machines: brush cutter	
1.1.3. Operating veg. control machines: wheateater	
1.1.4. Manual veg. clearing: bow saw	X
1.1.5. Manual veg. clearing: panga	X
1.1.6. Manual veg. clearing: axe	X
1.1.7. Manual veg. clearing: branch cutters (on link stick)	
1.1.8 Applying growth control chemicals with "spray gun"	
1.2. Maintenance: Maintain access routes and security infrastructure:	
1.2.1. Installing fences and gates	
1.2.2. Inspecting fences and gates	
1.2.3. Restoring fences and gates	
1.2.4. Restoring & maintaining of roads and drainage systems	
1.2.5. Reporting conditions of roads and drainage systems	
1.3. Maintenance: Maintain lines and structures: Replacing and securing:	
1.3.1. Replacing and securing insulators	X
1.3.2. Replacing and securing cross arms	X
1.3.3. Replacing and securing bolts and nuts	X
1.3.4. Replacing and securing electrical connections	X
1.3.5. Replacing and securing anti climbing devices	X
1.3.6. Replacing and securing labels and identification markers (pole numbers)	
1.4. Maintenance: Maintain lines and structures: Cleaning:	
1.4.1. Cleaning insulators	X
1.4.2. Cleaning cross arms	X
1.4.3. Cleaning bolts and nuts	X
1.4.4. Cleaning electrical connections	X
1.4.5. Cleaning anti climbing devices	X
1.4.6. Cleaning labels	
1.4.7. Cleaning identification markers	
1.5. Maintenance: Maintain lines and structures: Conductor work:	
1.5.1. Stringing	X
1.5.2. Binding in	X
1.5.3. Jointing	X
1.5.4. Earthing	X
1.6. Maintenance: Maintain lines and structures: Trenches and structures:	

1.6.1. Excavating	X
1.6.2. Back filling	X
1.6.3. Compacting	X
1.7. Maintenance: Maintain lines and structures: Foot patrols:	X
1.8. Maintenance: Maintain lines and structures: Vehicle patrols:	
1.9. Maintenance: Maintain substations and control rooms: Security and safety lighting:	
1.9.1. Inspecting performance	
1.9.2. Reporting performance	
1.10. Maintenance: Maintain substations and control rooms: Batteries:	
1.10.1. Inspecting batteries	
1.10.2. Topping batteries up with electrolyte	
1.10.3. Cleaning of batteries	
1.10.4. Testing the Specific Gravity of batteries	
1.11. Maintenance: Maintain substations and control rooms: Reporting any other abnormality found:	
1.12. Maintenance: Maintain substation and control rooms: Executing vegetation control:	X
1.13. Maintenance: Work order feedback and clearance:	
2. Repair:	
2.1. Repair: Being on standby:	
2.1.1. “Standby” could include any of the mentioned tasks	X
2.2. Repair: Restoring equipment and structures on lines and substations:	
2.2.1. Replacing plant and equipment under supervision	X
2.2.2. Securing plant and equipment under supervision	X
2.2.3. Cleaning plant and equipment under supervision	X
2.2.4. Executing foot patrols to identify and report faulty plant	X
2.2.5. Executing vehicle patrols to identify and report faulty plant	
2.2.6. Switching on Low Volt networks	X
3. Building:	
3.1. Building: Poles and structures:	

3.1.1. Dressing poles and structures	X
3.1.2. Erecting poles and structures	
3.1.3. Installing poles and structures	
3.1.4. Dismantling poles and structures	X
3.2. Building: Installing and dismantling:	
3.2.1. Installing and dismantling transformers	X
3.2.2. Installing and dismantling reclosers and sectionalisers (breakers)	X
3.2.3. Installing and dismantling metering points	
3.2.4. Installing and dismantling isolators	X
3.2.5. Installing and dismantling drop out fuse links	X
3.3. Building: Conductors:	
3.3.1. Conductor stringing (cable pulling)	X
3.3.2. Conductor binding (connecting two cables)	X
3.3.3. Conductor jointing (attaching cable)	X
3.3.4. Conductor earthing	X
3.4. Building: Securing trenches and structures:	
3.4.1. Excavating	X
3.4.2. Back filling	X
3.4.3. Compacting	X
4. Health and Safety:	
4.1. Reporting all safety incidents, unsafe conditions and abnormal conditions to immediate supervisor	
4.2. Inspecting and reporting non-conformance of tools and equipment immediately before use	
4.3. Using and caring for personal protective equipment as per requirement	
4.4. Effecting statutory and non-statutory appointment	
5. Customer service:	
5.1. Reading cyclic and demand meters on small power users	
5.2. Sealing cyclic and demand meters on small power users	
5.3. Conforming to the Customer Service Charter	
5.4. Giving milestone feedback	
6. House keeping (maintain an ergonomically sound and hygienic workplace):	
6.1. Cleaning of work sites, work stations and infrastructures: Sweeping	
6.2. Cleaning of work sites, work stations and infrastructures: cleaning floors	
6.3. Cleaning of work sites, work stations and infrastructures: cleaning windows	X
6.4. Executing site restoration in accordance with environmental control measures (restoration in cases of plant growth, storm damage, etc.).	X
6.5. Executing safe and economic handling, stacking and storing of material	X
6.6. Erecting barricades and danger notification	X
6.7. Preparing system earthing (securing high risk work area before working)	X