## **TERMS OF REFERENCE**

## **OCCUPATIONAL HEALTH AND SAFETY SPECIALIST**

**KARACHI WATER AND SEWERAGE SERVICES IMPROVEMENT PROJECT (KWSSIP)**

Karachi is Pakistan’s largest city, main seaport and international trade hub. It encounters numerous challenges among which water supply and sewerage are the worst affected services, falling far short of the city’s expanding needs. To mitigate this gap, develop these services for Karachi and strengthen the Karachi Water and Sewerage Corporation (KWSC) to become a financially viable and technically well performing water utility that ensures clean, safe drinking water and sewerage services to public, the Government of Sindh GoS / KWSC partnered with the World Bank Group through the Karachi Water and Sewerage Services Improvement Project (KWSSIP). The KWSSIP encompass a USD 1.6 billion reform led investment program in 4 Phases to be implemented in 12 years. The Phase 1 KWSSIP has an investment portfolio of USD 100 million. The PC-1 for the Second Phase of KWSSIP amounting to US$600 Million (PKR167.10 billion) has been approved by ECNEC. The project has been approved by the World Bank Board on 12th December 2024. The project is being implemented by the Government of Sindh (GoS) and the Karachi Water and Sewerage Corporation (KWSC) through multiple procurement processes, expected to occur within a short timeframe. The project activities aim to achieve key milestones, including addressing environmental aspects associated with the proposed project components.

### **Project Components**

KWSSIP has been developed for institutional and governance reforms in KWSC, along with strategic investments to improve water and sewerage infrastructure in Karachi.

The project includes the following components:

**Component 1 – Operational & Enabling Environment Reform**

1. Institutional Reforms and Capacity Building in HR
2. Implementation of Communication Program & Capacity Development of CRM
3. Implementation of Gender Action Plan
4. Capacity Building in Asset Management, GIS and Data Collection Strategy
5. Preparation and Implementation of Water Safety Plans
6. Outsourcing of Metering & O&M
7. Advance Studies for the adaptation of Trenchless technology of Infrastructure development in Karachi Water and Sewerage Program
8. Financial Management improvement

**Component 2 – Infrastructure Investments**

1. Rehabilitating Water Supply and Sewerage in Selected Low-Income Communities
2. Priority Sewer Network Rehabilitation and Extension:
3. Priority Water Network Rehabilitation including O&M equipment, meters & DMAs to reduce NRW
4. Priority Works for Reducing Energy Consumption:
5. K-IV Augmentation and Downstream Allied Works:
6. Rehabilitation of Existing Filtration Plants (NEK K-II, 100 MGD, Pipri JBIC 50 MGD)
7. Viability Gap Funding (VGF) to support PPP Interventions

**Component 3 – Project Management and Studies**

1. Design Review and Construction Supervision of the Proposed Sub-Projects of Phase-2:
2. Follow-up studies on energy audits:
3. Preparation of KWSSIP -3, feasibility, E&S study, designing & PC-1, follow up study from the Master Plan Study

**Component 4 – Contingent Emergency Response Component**

**Back Ground**

KWSSIP -2 financed by the World Bank and AIIB, involves large-scale civil works related to water and wastewater infrastructure. **Since this is a high-risk project**, with activities such as deep excavation, utility shifting, heavy equipment operations, and work in congested urban environments, strong health and safety oversight is essential to mitigate risks to workers and surrounding communities.

In line with the Environmental and Social Commitment Plan (ESCP) and the World Bank’s Environmental and Social Framework (ESF), the Project Implementation Unit (PIU) requires services of a Health and Safety Specialist. The Health and Safety Specialist will be central to promoting safe project execution and institutionalizing Health and Safety systems across all implementing partners. The Specialist will **report to the** **Senior Environmental Specialist and Senior Social Development Specialist under KWSSIP-2** and coordinate closely with supervision consultants, contractors, and KWSC teams.

1. **Scope of Work**

The Health & Safety Specialist will undertake the following responsibilities:

1. **Strategic Oversight and Compliance Assurance**
* Ensure all supervision consultants and contractors implement project-specific Health and Safety Management Plans (HSMPs) aligned with national laws, World Bank ESF (particularly ESS2), and ISO 45001 standards.
* Review and provide approval of OHS documentation submitted by contractors through the supervision consultants, including risk assessments, method statements, and site-specific safety plans.
* Maintain a system for tracking OHS compliance across all project components and contractors.
1. **Monitoring and Auditing of Supervision Firms and Contractors**
* Conduct independent site audits and field visits to validate supervision consultants’ H&S monitoring reports.
* Evaluate whether contractors are implementing adequate H&S measures and whether supervision consultants are enforcing H&S obligations.
* Flag systemic issues or patterns of non-compliance and initiate enforcement procedures through the Project Director.
1. **Institutional Strengthening and Capacity Building**
* Build the capacity of PIU, supervision firms, and contractors through periodic training sessions, workshops, and coaching on construction safety, donor requirements, and emerging best practices.
* Support the development and use of standardized tools such as H&S audit checklists, incident registers, and inspection templates.
1. **Risk Management and Corrective Action Oversight**
* Review incident reports from consultants and contractors; validate root cause analyses and corrective action plans for serious or recurring safety issues.
* Lead investigations for critical or fatal incidents and provide guidance to prevent recurrence.
* Provide strategic advice on managing high-risk activities such as working at heights, confined space entry, excavation, lifting operations, and hazardous materials.
1. **Reporting and Coordination**
* Prepare and submit consolidated H&S performance reports (monthly, quarterly, and annually) to the World Bank and relevant government stakeholders.
* Maintain a centralized OHS compliance monitoring dashboard for all works packages under the project.
* Participate in World Bank missions and respond to queries related to health and safety performance.
1. **Policy Guidance and System Strengthening**
* Provide technical input into the development and refinement of PIU’s OHS policies, procedures, and manuals.
* Advise the PIU on contractual enforcement of H&S obligations, including penalties and incentives for contractors and consultants.
* Support the PIU in ensuring that grievance redress mechanisms are responsive to worker safety concerns
1. **Other Responsibilities**
* Perform other H&S-related duties as assigned by the Project Director to support safe execution of construction works.
1. **Qualification and Experience Requirements**

**Education:**

* Bachelor’s degree in Occupational Health & Safety, Civil/Construction Engineering, Industrial Safety, Environmental Engineering, or related discipline.
* A Master’s degree or specialized postgraduate diploma in Construction Safety Management or Occupational Health & Safety is an advantage.

**Experience:**

* Minimum 10 years of professional experience in managing health and safety for construction or civil infrastructure projects.
* Proven experience in World Bank/IFC or other donor-funded construction projects with environmental and social compliance requirements.
* Demonstrated ability to implement OHS protocols during earthworks, structural works, utilities installation, and urban infrastructure construction.
* Experience conducting OHS training, inspections, audits, and investigations on construction sites.
* Strong knowledge of Pakistani labor laws, international OHS standards, and construction safety regulations.

**Certification Requirements**

**Mandatory:**

* NEBOSH International General Certificate in Occupational Health and Safety or equivalent.

**Preferred (at least one of the following):**

* NEBOSH International Diploma in Occupational Health and Safety
* Certified Safety Professional (CSP) by the Board of Certified Safety Professionals (USA)
* ISO 45001:2018 Lead Auditor Certification
* IOSH Managing Safely Certificate
* Certified Construction Health and Safety Technician (CHST) – preferred for heavy civil works
* Valid First Aid, Fire Safety, and Working at Height Training certificates

**Reporting Line:**

* Occupational Health and Safety Specialist will Report to Senior Environmental Specialist and Senior Social Development Specialist.

**Contract Duration:**

* The Specialist is required to work for the KWSSIP-2 for the period of Two (02) years. The Probation Period will be for 3 months; Contract can be terminated with one month notice period by either party. The position is based in Karachi with travel requirements to the site as & when required.

**Salary and Benefit:**

* Market competitive salary (lump-sum with no other benefits) based on qualification and experience will be offered.

**Selection Process:**

* An individual will be selected in accordance with process stipulated in Section VII of “Approved Selection Methods: Consulting Services, Clause 7.34, Approved Selection Methods for Individual Consultants under The World Bank Procurement Regulations for IPF Borrowers (Fifth Edition September 2023).