

INDUSTRY HEALTH PACK

AGRICULTURE HEALTH PACK

Heat, sun, chemicals and machinery on the farm



Farm work happens where the weather is. Since 06/09/2026 the Physical Agents Regulations, 2024 give heat, cold and vibration their own numbers, method and paper trail. This pack covers those rules, the medicals a typical farm or packhouse needs, and practical steps for the season.



YOUR PARTNER IN WORKPLACE HEALTH

WHAT THE LAW ASKS OF YOU

These are the South African rules that matter most for a typical agriculture employer. They are summarised from the regulations themselves; read the gazetted text for the full duties.

LAW	WHAT IT ASKS OF THE EMPLOYER
Physical Agents Regulations, 2024 (GN 5952)	Table 1 sets heat stress (WBGT) at an action level of 27 °C and an exposure limit of 30 °C, measured over one hour. Regulation 10 deals with heat stress. Risk assessment at least every 24 months, medical screening where the assessment calls for it, records for 40 years (reg 18). They replaced the Environmental Regulations for Workplaces, 1987 on 06/09/2026. ^[1,2,3]
Physical Agents amendment, GN 7149 of 20/02/2026	Corrected one provision and revised some tables. Heat stress was not among the changes. ^[4]
Physical Agents Regulations, 2024, ultraviolet	Table 1 lists ultraviolet radiation with an exposure limit of 0,1 microwatt per square centimetre over 8 hours; regulation 14 sets duties at or above that limit. How it applies to solar UV is a question for a hygienist or practitioner. ^[1]
Hazardous Chemical Agents Regulations, 2021, regulation 7	Medical surveillance where workers may be exposed to listed agents, such as some pesticides, or where the practitioner recommends it. Initial evaluation before or within 14 days of starting; then at intervals not exceeding two years. ^[5]
Noise Exposure Regulations, 2024 (GN 5953)	Tractors, pumps and packhouse machinery: 85 dBA limit, 82 dBA action level where whole-body vibration or ototoxic chemicals are present. ^[6]
Hazardous Biological Agents Regulations, 2022 (GN R1887)	Apply where workers may be exposed to biological agents, for example around animals and abattoirs. ^[7]
OHS Act 85 of 1993, section 8	Safe working environment, and establishing the hazards attached to the work, as far as reasonably practicable. ^[8]

Numbers in red refer to the sources on the last page. This pack is general information, not legal or medical advice.

THE MEDICALS **YOUR TEAM NEEDS**

Medical surveillance follows the exposure. Your risk assessment decides who is tested and for what, and your practitioner sets the programme. A typical agriculture employer plans for three moments in a worker's career.

WHEN	WHAT IT IS FOR
Pre-employment (baseline)	Before the person starts, or for chemical exposure immediately before or within 14 days of starting (HCA regulation 7). Sets the baseline that later results are compared with. ^[5,9]
Periodic	At the interval your risk assessment and occupational medicine practitioner set. For hazardous chemical agents, at intervals not exceeding two years unless the practitioner specifies otherwise. ^[5]
Exit	When the person leaves the job or the exposure. It closes the record and shows the worker's health at the end of exposure. ^[9]

Tests and certificates to plan for

TEST	NOTES
Fitness for hot work	A confidential medical lets the practitioner advise on medication or conditions that make heat more dangerous, without sharing a diagnosis with the employer. ^[10]
Exposure-matched tests	CNC matches tests to the real exposure, from pesticides to noise, using your risk-based form. ^[10]
Audiometry and spirometry	Where noise or dust and chemicals are assessed as a risk. ^[6,5,11]
Vision	Keystone with colour vision for tractor and plant operators. ^[10]
Seasonal intake	From 10 workers on one site, a mobile clinic clears a seasonal intake in one planned window. ^[10]



Planning medicals?

Tell us the headcount, the site and the exposures. A sales executive replies the same working day with a fixed-price proposal.^[12]

Request a quote:

carenetconsultants.co.za/forms/quote-request.html

THE MAIN RISKS, AND WHAT HELPS

Prevention starts at the source: remove or reduce the hazard first, then protect the person. Medicals check that the controls are working.

Heat stress

Limits now sit in Table 1.

Prevention: Shade at water points, cool water within reach, heavy work early, buddy checks, time for new workers to acclimatise.

Sun (UV)

CANSA says South Africa has one of the highest monitored UV levels in the world.

Prevention: Hats that cover neck and ears, long sleeves, UV-blocking sunglasses, sunscreen, monthly skin check.

Pesticides and chemicals

Mixing and spraying.

Prevention: Follow the label, correct PPE, washing facilities, surveillance where required.

Vibration and noise

Long hours on tractors.

Prevention: Maintained seats, cab doors closed, hearing protection.

Cold

Cold rooms and winter pruning.

Prevention: Insulated clothing, warm breaks, time limits.

Malaria on travel

Seasonal workers who travel to risk areas.

Prevention: Prevention advice before travel; any fever after travel is checked the same day (WHO).



For your notice board

Our SunSmart Skin Cancer Awareness Month poster is part of the free Care Net Health Awareness Pack, with posters for the South African health calendar in A4, A3 and A0.

carenetconsultants.co.za/health-awareness-pack.html

YOUR ONE-PAGE CHECKLIST

Print it, tick it, and file it with your risk assessment. Anything left unticked is your next action.

- ☐ Heat stress assessed for each outdoor and packhouse task
- ☐ Water, shade and rest breaks planned for every team
- ☐ Heavy work moved to cooler hours in summer
- ☐ Sun exposure in the risk assessment; hats and sunglasses for the whole crew
- ☐ Chemical register and HCA assessment for pesticides
- ☐ Spray teams trained, with PPE and washing facilities
- ☐ Noise and vibration assessed for tractors and machinery
- ☐ Cold rooms and winter work assessed (cold stress)
- ☐ Risk-based exposure form completed for each job before medicals
- ☐ Seasonal workers medically assessed before they start
- ☐ Travel to malaria areas known and covered in the risk assessment
- ☐ Records kept for 40 years and stored confidentially (POPIA)
- ☐ First aid kit and trained first aider with every remote team
- ☐ Emergency numbers 10177 and 112 known by every supervisor

Checked by: _____ Date: ____ / ____ / ____

FIVE-MINUTE TOOLBOX TALK

WORKING IN THE HEAT

You know the heat better than anyone. This talk is about the moment it starts to win, and what we do about it.

1. Drink water often, before you feel thirsty. A cup each, from the cool water point.
2. Rest in the shade when you can. Use your breaks.
3. Watch your buddy. Confusion, stumbling, a headache or stopping sweating are warning signs. Stop work and get help.
4. If you are new or have been away, your body needs a few days to get used to the heat.
5. Some medicines change how the body handles heat. Mention them at your medical; it stays confidential.
6. Wear your hat and long sleeves. The sun burns even when it is cloudy.

Talk it through

- Where is the nearest water and shade on today's block?
- Who is new to the team this week?
- What do we do if someone collapses?

Ambulance from
a landline**10177**Emergency from
a cellphone**112**

Save both numbers in your phone today. Know where the first aid kit is and who the first aider is on your shift.

Talk given by: _____ Date: ____ / ____ / ____ Number attending: ____

HOW CARE NET CAN HELP

Agriculture medicals on the farm with a mobile unit, matched to heat, chemical, noise and machinery exposures. Every medical includes a risk-based exposure form and a review by an occupational health nursing practitioner, and is captured in My Clinic Online, our POPIA-aware record system.^[13]

4

fixed clinics

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.^[14]

16

mobile clinic units

From 10 employees on one site, Monday to Saturday. Most units carry inverters and battery packs.^[12]

Our fixed clinics

Midrand

875 16th Road Midrand, Unit 2 Alphen Square
North, Randjespark, Midrand, 1685
+27 60 070 2723

Elandsfontein

Cnr North Reef and Atlas Road, Shop 2 Delmond
Centre, Elandsfontein, 1429
+27 60 070 2723

Brackenfell, Cape Town

Cnr Kruis and Capricorn Way, Unit 15 Reserve 1,
Western Cape, 7560
+27 60 070 2723

Gqeberha

40 6th Avenue, Gqeberha, 6045
+27 60 070 2723

Get in touch

Request a quote

carenetconsultants.co.za/forms/quote-request.html

A sales executive replies the same working day with a fixed-price proposal.^[12]

Book medicals

carenetconsultants.co.za/forms/booking-request.html

Call or WhatsApp

+27 60 070 2723 | wa.me/27600702723

Email

salesdesk@carenetconsultants.co.za

Ambulance from a
landline

10177

Emergency from a
cellphone

112

In a medical emergency call these first. Care Net clinics are not emergency services.

SOURCES

Accessed October 2026. Legal summaries are drawn from the gazetted regulations on gov.za, labour.gov.za and health.gov.za, and from Acts Online. Health facts come from the named organisations. Care Net service details come from carenetconsultants.co.za.

1. Physical Agents Regulations, 2024 (GN 5952, GG 52226, 06/03/2025), gov.za. https://www.gov.za/sites/default/files/gcis_document/202503/52226gon5952.pdf
2. Physical Agents Regulations, 2024, regulation 10 Heat stress (Acts Online). https://source.acts.co.za/occupational-health-and-safety-act-1993/n5952_10__heat_stress.php
3. Physical Agents Regulations, 2024, regulation 21 Repeal (Acts Online). https://api.acts.co.za/occupational-health-and-safety-act-1993/n5952_21__repeal_of_regulation.php
4. Physical Agents Regulations, 2024: Amendment (GN 7149, GG 54177, 20/02/2026), gov.za. https://www.gov.za/sites/default/files/gcis_document/202602/54177gon7149_0.pdf
5. Regulations for Hazardous Chemical Agents, 2021 (GN R280, GG 44348, 29/03/2021), labour.gov.za. <https://www.labour.gov.za/DocumentCenter/Regulations%20and%20Notices/Regulations/Occupational%20Health%20and%20Safety/Regulations%20for%20Hazardous%20Chemical%20Agents%2C%202021%20Notice%20R11263%20GG44348%2029%20March%202021.pdf>
6. Noise Exposure Regulations, 2024 (GN 5953, GG 52226, 06/03/2025), gov.za. https://www.gov.za/sites/default/files/gcis_document/202503/52226gon5953.pdf
7. Regulations for Hazardous Biological Agents, 2022 (GN R1887), Acts Online. https://www.acts.co.za/occupational-health-and-safety-act-1993/r1887_regulations_for_hazardou
8. Occupational Health and Safety Act 85 of 1993 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
9. Care Net Consultants: Occupational health (pre-employment, periodic and exit medicals). <https://carenetconsultants.co.za/occupational-health.html>
10. Care Net Consultants: Agriculture and abattoir medicals. <https://carenetconsultants.co.za/agriculture-abattoir-medicals.html>
11. Position statement for adult and paediatric spirometry in South Africa: 2022 update (SATS, PMC). <https://pmc.ncbi.nlm.nih.gov/articles/PMC10016099/>
12. Care Net Consultants: Mobile clinics. <https://carenetconsultants.co.za/mobile-clinics.html>
13. Care Net Consultants: Fixed clinics. <https://carenetconsultants.co.za/fixed-clinics.html>
14. Care Net Consultants: Contact us and clinic addresses. <https://carenetconsultants.co.za/contact.html>
15. Western Cape Government: Know who you can call in an emergency (10177 ambulance, 112 from a cellphone). <https://www.westerncape.gov.za/know-who-you-can-call-emergency>
16. CANSA: Be SunSmart Everywhere. <https://cansa.org.za/be-sunsmart/>
17. WHO: World Malaria Day. <https://www.who.int/campaigns/world-malaria-day>
18. Protection of Personal Information Act 4 of 2013, sections 26 and 27 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/3706726-11act4of2013protectionofpersonalinforcorrect.pdf

This pack is general information for employers. It is not legal or medical advice. Read the regulations for the full requirements, and speak to a qualified practitioner about individual health concerns. Worker medical information is special personal information under POPIA: keep it confidential and share fitness outcomes, not diagnoses.

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