CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION

HEALTH AWARENESS PACK · JANUARY, SEPTEMBER AND OCTOBER

CERVICAL AND WOMEN'S CANCERS



Screening, early detection and time to get checked

> Cervical Cancer Awareness Month is in January and September; Breast Cancer Awareness Month is October.[1]

Cervical cancer has two months on the Department of Health calendar, January (with a prevention week) and September, and October is Breast Cancer Awareness Month.[1] Cervical cancer is the cancer South African women die of most, yet it is largely preventable through HPV vaccination and screening, and curable if found early.[2,3] Breast cancer is the most common cancer in South African women.[4] One pack covers all three moments in the year: the facts, the legal footing, a checklist and a poster.

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2 Key facts and warning signs
3 Workplace actions and the law
4 Employer checklist
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6 How Care Net can help
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General health information only, not medical advice. Speak to a healthcare professional about your own health.

CANCERS WE CAN FIND EARLY

South African figures from CANSA and the Department of Health, global figures from the World Health Organization. Use them with the source alongside.

1 IN 41

South African women will get cervical cancer in their lifetime.[2]

8 382

women in South Africa were diagnosed with cervical cancer in 2024, and about one died every 67 minutes.[5]

1 IN 28

South African women will get breast cancer in their lifetime.[4]

6 TIMES

more likely: women living with HIV and cervical cancer, compared with women without HIV.[3]

SCREENING AND SIGNS AT A GLANCE

Screening finds cancer early, and some changes always need a clinic visit.[2,6]

1. A breast lump or thickening
2. Skin dimpling or a nipple change
3. Free Pap smears at 30, 40 and 50
4. A mammogram every year from 40
5. HPV vaccine for Grade 5 girls
6. Men at risk: PSA test from 45

WHAT EVERY TEAM SHOULD KNOW

HPV causes cervical cancer

Persistent infection with human papillomavirus (HPV) causes cervical cancer; types 16 and 18 are the high-risk ones.[2,3]

Screening finds it early

Pap smears are free at public clinics at 30, 40 and 50. Women living with HIV qualify at diagnosis, then every three years if clear.[2]

Know your breasts

See a clinic about a lump or thickening, a change in shape, skin dimpling, a nipple change or fluid. Most lumps are not cancer.[6]

Mammograms from 40

CANSA advises a mammogram every year from 40, and every two years from 55, or yearly if preferred.[4]

IN PRACTICE · A CLOTHING FACTORY IN ATLANTIS

Most of the machinists are women over 30. The HR officer arranges with the local clinic for small groups to attend Pap smears during working hours, staggered so the line keeps running. Nobody is asked for results, and the clinic details go on the notice board.[2,7]

Time off to get checked saves lives. Screening only works if women can get to the clinic. Make it easy to attend a Pap smear or mammogram, and keep every result private.[3,7]

Small red numbers refer to the sources on the last page.

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WHAT THE LAW ASKS OF YOU

No law requires cancer screening at work. The law does protect workers who are ill, and it protects the health information you hold about them.

LAW	WHAT IT ASKS OF THE EMPLOYER
Occupational Health and Safety Act 85 of 1993, section 8(1)	Provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to employees' health.[8]
Employment Equity Act 55 of 1998, section 6(1)	No unfair discrimination on listed grounds, which include disability and HIV status. Decisions about a worker who is ill should rest on the job.[9,10]
Basic Conditions of Employment Act, section 22	Every employee earns paid sick leave: the days they would normally work in six weeks, in each 36-month cycle.[11]
Code of Good Practice: Dismissal, 2025	Where ill health affects work, assess it, consider alternatives such as adapted duties, and let the employee state their case.[12]
POPIA, sections 19, 26 and 27	A screening result or diagnosis is special personal information. Share it only with consent and keep it secure and confidential.[7]

SCREENING AT WORK: THREE STEPS

1 MAKE TIME
Agree a simple way to attend screening without losing pay or goodwill.[11]

2 SHARE WHERE TO GO
Put the nearest clinic for free Pap smears on the notice board.[2]

3 KEEP IT PRIVATE
Never ask for results. The worker decides who knows.[7]

FIVE WORKPLACE ACTIONS

Make screening time easy
Agree a simple way for workers to attend screening appointments without losing pay or goodwill.[11]

Share where to go
Put up the nearest public clinic for free Pap smears at 30, 40 and 50, and CANSA's screening advice.[2]

Talk about it three times
Use the poster in January, September and October, with a five-minute toolbox talk each time.[1]

Support workers in treatment
Plan adapted duties and flexible hours with the worker, based on what the job needs.[12]

Keep it confidential
Never ask for results. A worker decides who knows about a diagnosis.[7]

IN PRACTICE · AN INSURANCE OFFICE IN SANDTON

When a claims assessor starts chemotherapy, her manager meets her with HR to agree flexible hours and a lighter workload during treatment. Her diagnosis is shared only with the people she names. The October toolbox talk covers breast changes that need a clinic visit.[6,7,12]

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YOUR ONE-PAGE CHECKLIST

Work through it with HR and your health and safety representative. Tick what is in place; anything unticked becomes your plan for the year.

SCREENING MADE EASY

- [ ] Workers know they may attend a screening appointment, and how to arrange the time.
- [ ] The nearest public clinic offering free Pap smears is on the notice board.
- [ ] CANSA's breast and cervical screening advice is shared with all staff.
- [ ] Women living with HIV know they qualify for a Pap smear every three years.

KNOW THE SIGNS

- [ ] Managers know the signs of breast cancer that need a clinic visit.
- [ ] Men's health, including prostate screening, is part of the conversation.
- [ ] The poster is up and talks are booked for January, September and October.

SUPPORT AND PRIVACY

- [ ] Sick leave and flexible hours are explained to anyone in treatment.
- [ ] Adapted duties are considered before any decision about ill health.
- [ ] We never ask a worker for screening results.
- [ ] Health information is stored apart from personnel files, with named access only.
- [ ] Wellness reports show group trends, never names.

OUR ACTIONS FOR THE NEXT 12 MONTHS

_____

_____

_____

Completed by _____ Date _____ Next review _____

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JANUARY, SEPTEMBER AND OCTOBER

GET CHECKED. CATCH IT EARLY.



1

BOOK IT

Pap smears are free at public clinics at 30, 40 and 50.

2

CHECK IT

See a clinic about any breast lump or change, even if it does not hurt.

3

CATCH IT EARLY

Cervical cancer is largely preventable. Screening helps.

SEE A CLINIC ABOUT

- A breast lump
- Skin or nipple changes
- Pap smear at 30, 40 and 50
- Mammogram yearly from 40
- Results stay private

Ambulance from a landline **10177**

Emergency from a cellphone **112**

Care Net clinics are not emergency services. In an emergency, call these first.

To arrange time for screening, speak to: _____

CERVICAL CANCER: JANUARY AND SEPTEMBER. BREAST CANCER: OCTOBER.

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Sources: CANSA cervical and breast cancer pages; WHO cervical and breast cancer fact sheets; National Department of Health; Western Cape Government emergency numbers.

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HOW CARE NET CAN HELP

Care Net runs occupational health programmes for employers: medicals and certificates of fitness at our fixed clinics, or with a mobile clinic at your site. A wellness day can bring women's and men's health into the programme you already run.[13,14]



Our nurses and mobile units come to your site, from 10 employees.[14]

4 FIXED CLINICS

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.[13]

16 MOBILE CLINICS NATIONWIDE

A mobile clinic at your gate from 10 employees, six days a week, Monday to Saturday.[14]

ON SITE AND AT OUR CLINICS

- **Medicals with health checks**
  Blood pressure, vision and other checks are added to a medical when the role requires them.[15]
- **On-site HIV counselling and testing**
  At workplace wellness days, Care Net offers on-site HIV counselling and testing: voluntary and confidential, with counselling before and after the test.[16]

OUR FIXED CLINICS[13,18]

Midrand
875 16th Road Midrand, Unit 2 Alphen Square North, Randjespark, Midrand, 1684
+27 60 070 2723

Elandsfontein
Cnr North Reef & Atlas Road, Shop 1 Delmond Centre, Elandsfontein, 1601
+27 60 070 2723

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

Gqeberha
40 6th Road, Newton Park, Gqeberha, 6045
+27 60 070 2723

GET IN TOUCH

Request a quote	carenetconsultants.co.za/forms/quote-request.html
Book medicals	carenetconsultants.co.za/forms/booking-request.html
Call or WhatsApp	+27 60 070 2723 | api.whatsapp.com/send/?phone=27600702723
Email	salesdesk@carenetconsultants.co.za[17]

Ambulance from a landline **10177**

Emergency from a cellphone **112**

In a medical emergency, call these first. Care Net clinics are not emergency services.[19]

General health information only, not medical advice. Speak to a healthcare professional about your own health.

SOURCES

Accessed 26/11/2026. Health figures come from the named organisations; legal points are summarised from the Acts and Codes themselves; Care Net details come from carenetconsultants.co.za. Photographs show the Care Net team at work. Illustrations are drawn for Care Net.

1. National Department of Health: 2026 Health Awareness Calendar. https://www.health.gov.za/wp-content/uploads/2026/01/Health-Awareness-Calendar-for-2026-Final.pdf
2. CANSA: Cervical cancer. https://cansa.org.za/cervical-cancer/
3. World Health Organization: Cervical cancer fact sheet (10/11/2026). https://www.who.int/news-room/fact-sheets/detail/cervical-cancer
4. CANSA: Breast cancer. https://cansa.org.za/breast-cancer/
5. South African Government: Health on commitment to eliminate cervical cancer by 2030 (17/11/2026). https://www.gov.za/news/media-statements/health-commitment-eliminate-cervical-cancer-2030-17-nov-2026
6. World Health Organization: Breast cancer fact sheet. https://www.who.int/news-room/fact-sheets/detail/breast-cancer
7. Protection of Personal Information Act 4 of 2013, sections 19, 26 and 27 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/3706726-11act4of2013protectionofpersonalinforcorrect.pdf
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9. Employment Equity Act 55 of 1998, section 6(1) (SAFLII consolidated text). https://www.saflii.org/za/legis/consol_act/eea1998240/
10. Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace (GN 1890, GG 46056, 18/03/2022), Department of Employment and Labour edition. https://www.labour.gov.za/DocumentCenter/Code%20of%20Good%20Practice/Employment%20Equity/Prevention%20and%20elimination%20harassment%20in%20the%20workplace-English%20version.pdf
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12. Cliffe Dekker Hofmeyr: Guideline, the 2025 Code of Good Practice on Dismissal (GN 3470 of 2025), Part F: Incapacity (law-firm summary). https://www.cliffedekkerhofmeyr.com/export/sites/cdh/practice-areas/guides/downloads/The-2025-Code-of-Good-Practice-on-Dismissal.pdf
13. Care Net Consultants: Fixed clinics and clinic addresses. https://carenetconsultants.co.za/fixed-clinics.html
14. Care Net Consultants: Mobile clinics. https://carenetconsultants.co.za/mobile-clinics.html
15. Care Net Consultants: Pre-employment medicals. https://carenetconsultants.co.za/pre-employment-medicals.html
16. Care Net Consultants: service confirmed by Care Net management on 24/11/2026 (on-site HIV counselling and testing at workplace wellness days); not yet listed on carenetconsultants.co.za.
17. Care Net Consultants: Contact us. https://carenetconsultants.co.za/contact.html
18. Care Net Consultants: Occupational health clinic Gqeberha (40 6th Road, Newton Park). https://carenetconsultants.co.za/occupational-health-clinic-gqeberha.html
19. Western Cape Government: Know who you can call in an emergency (ambulance 10177, cellphone emergency 112). https://www.westerncape.gov.za/know-who-you-can-call-emergency

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

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