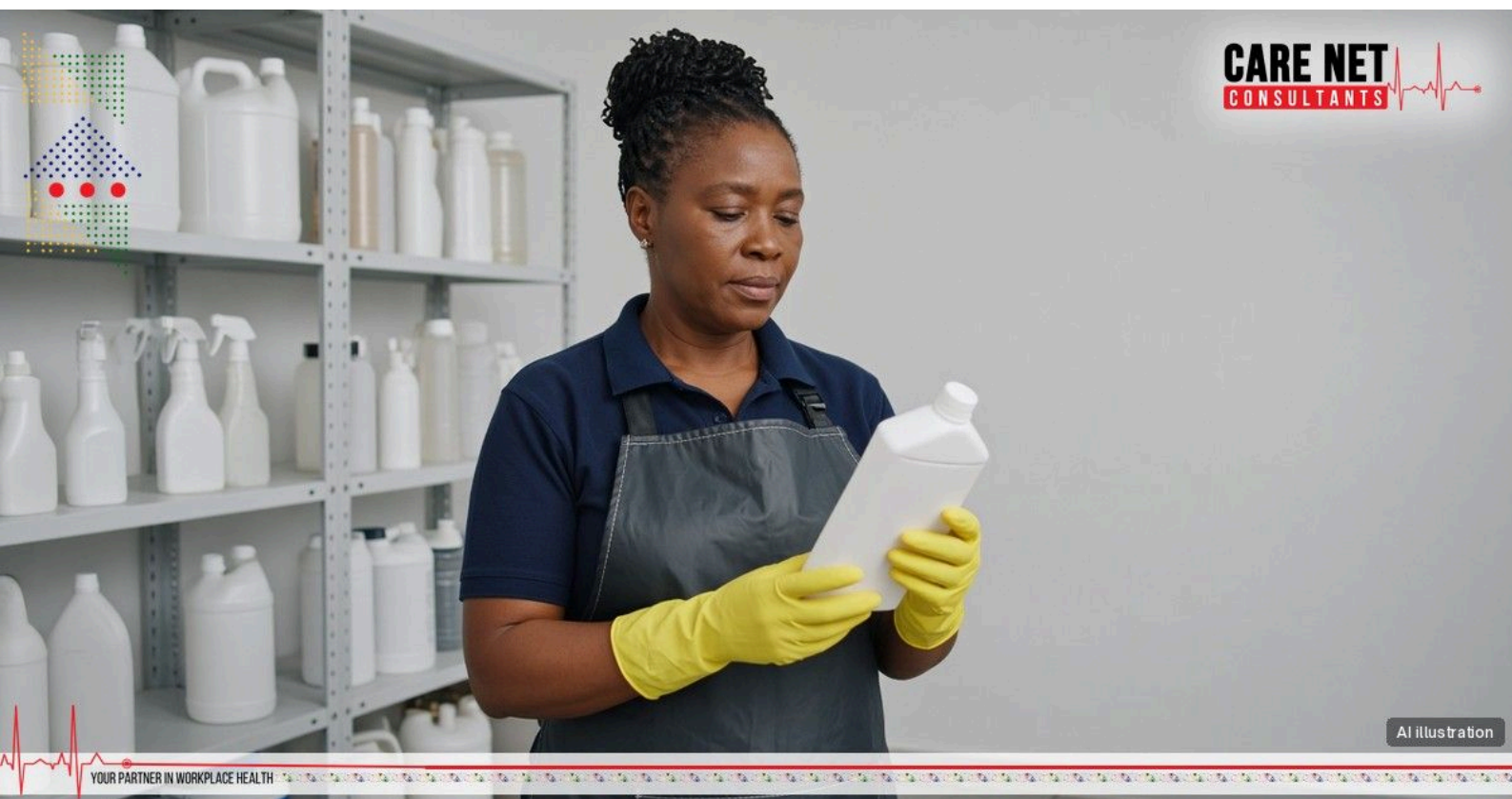


INDUSTRY HEALTH PACK

CLEANING AND HYGIENE HEALTH PACK

Chemicals, backs, biological exposure and contract teams



Cleaners keep buildings safe for everyone else. The products they use can harm their own skin and lungs, the work is hours of repetitive movement, and some jobs bring contact with blood, waste or sewage. This pack sets out the rules, the medicals and practical controls for cleaning and hygiene employers.

WHAT THE LAW ASKS OF YOU

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

LAW	WHAT IT ASKS OF THE EMPLOYER
Hazardous Chemical Agents Regulations, 2021 (GN R280), regulation 7	Many cleaning products contain hazardous chemical agents such as strong acids, alkalis, chlorine compounds and solvents. Identify them, assess exposure, control it starting with safer products, and train workers. Medical surveillance where an employee may be exposed to a listed agent or the practitioner recommends it. Initial evaluation before or within 14 days of starting; then at intervals not exceeding two years. ^[1]
Ergonomics Regulations, 2019 (GN R1589)	Assess and control ergonomic risk, train workers, and provide medical surveillance where indicated. Bending, twisting, pushing and lifting all shift are ergonomic risks under these regulations. ^[2]
Regulations for Hazardous Biological Agents, 2022 (GN R1887)	Apply where cleaners may be exposed to blood, waste, sewage or infectious agents: assess, control, train, and provide medical surveillance and vaccination where the assessment calls for it. ^[3]
POPIA 4 of 2013, sections 26 and 27	Health information is special personal information. Keep medical and vaccination records in the medical file, not the general HR file. ^[4]
Noise Exposure Regulations, 2024 (GN 5953)	85 dBA rating limit; 82 dBA action level where ototoxic chemicals or whole-body vibration are present; risk assessment at least every 24 months; baseline and periodic audiometry with written informed consent; records for 40 years. The 2003 NIHL Regulations were repealed on 06/09/2026. ^[5,6]
General Safety Regulations, regulations 2A and 3	No one under the influence of liquor or drugs may enter or remain at the workplace (2A). Regulation 3, as substituted by GN 6907, sets first aid requirements. ^[7,8]
OHS Act 85 of 1993, section 8	Provide and maintain, as far as reasonably practicable, a working environment that is safe and without risk to health. ^[9]

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 cleaning and hygiene 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. ^[1,10]
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. ^[1]
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. ^[10]

Tests and certificates to plan for

TEST	NOTES
Chemical exposure	Skin and breathing are the most common health effects; the medical checks both where the assessment calls for surveillance. ^[1,11]
Spirometry	For breathing irritation from chlorine or ammonia vapours, following the SATS guideline. ^[12,13]
Musculoskeletal check	A check and questions about pain catch problems early. ^[11]
Vaccination history	Where biological exposure is assessed, check and record vaccination. ^[3]
Risk-based form	Complete a Man Job Spec or Annexure 3 form listing each worker's job-specific risks. ^[12]



Planning medicals?

Tell us the headcount, the site and the exposures. A sales executive replies the same working day with a fixed-price proposal.^[14]

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.

Chemicals

Skin problems and breathing irritation.

Prevention: Safety data sheet for every product, safer substitutes, gloves and eye protection, never mix products.

Back and shoulder strain

Short mop handles, full buckets, overhead reach.

Prevention: Adjustable handles, wheeled buckets, smaller bin bags, extension poles, task rotation.

Blood, waste and sewage

Toilets, clinics and refuse.

Prevention: Gloves, sharps rules, vaccination where indicated.

Noise

Vacuums, polishers and pumps.

Prevention: Quieter equipment, hearing protection where needed.

Wet floors

Slips for cleaners and the public.

Prevention: Signs, good footwear, cleaning routes.

Scattered teams

Contract cleaners on many sites and shifts.

Prevention: Mobile clinic visits at shift change on the largest sites.



For your notice board

Our Global Handwashing Day 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.

- ☐ List of every cleaning product with its safety data sheet
- ☐ Chemical risk assessment done; safer products chosen where possible
- ☐ Gloves and eye protection issued for each product's hazards
- ☐ Workers trained on the products they use
- ☐ Ergonomic risk assessment done: mopping, lifting, reaching
- ☐ Adjustable mops, wheeled buckets and lifting aids supplied
- ☐ Biological exposure assessed for toilets, clinics, waste and sewage
- ☐ Vaccination offered and recorded where the assessment calls for it
- ☐ Man Job Spec or Annexure 3 completed for each worker
- ☐ Medicals planned around shifts and client sites
- ☐ Records stored confidentially, separate from HR (POPIA)
- ☐ Emergency numbers 10177 and 112 on every site

Checked by: _____ Date: ____ / ____ / ____

FIVE-MINUTE TOOLBOX TALK

KNOW WHAT IS IN THE BOTTLE

Cleaning products work because they are strong. Used wrongly they can burn skin, hurt eyes and irritate your lungs. Five minutes on staying safe.

1. Read the label before you use a product. Ask for the safety data sheet if you are unsure.
2. Never mix products. Bleach and some other cleaners can give off dangerous gas.
3. Wear the gloves and eye protection for that product.
4. Open windows or use extraction in small rooms.
5. Splash in the eyes: rinse with clean running water and get help.
6. Set your mop handle to your height and push the bucket on wheels. Your back will thank you.

Talk it through

- Which products do we use most?
- Where are the safety data sheets?
- Who has sore hands or a cough?

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

Medicals for cleaning teams at a clinic or with a mobile unit at client sites, timed around your shifts. 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.^[15]

4

fixed clinics

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.^[16]

16

mobile clinic units

From 10 employees on one site, Monday to Saturday. Most units carry inverters and battery packs.^[14]

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.^[14]

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. 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>
2. Ergonomics Regulations, 2019 (GN R1589, GG 42894, 06/12/2019), gov.za. https://www.gov.za/sites/default/files/gcis_document/201912/42894rg10177gon1589.pdf
3. 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
4. Protection of Personal Information Act 4 of 2013, sections 26 and 27 (gov.za). https://www.gov.za/sites/default/files/gcis_documen/201409/3706726-11act4of2013protectionofpersonalinforcorrect.pdf
5. Noise Exposure Regulations, 2024 (GN 5953, GG 52226, 06/03/2025), gov.za. https://www.gov.za/sites/default/files/gcis_docum/202503/52226gon5953.pdf
6. Noise Exposure Regulations, 2024, regulation 18 Repeal (Acts Online). https://api.acts.co.za/occupational-health-and-safety-act-1993/n5953_18__repeal_of_regulation.php
7. General Safety Regulations, 1986, regulation 2A Intoxication (Acts Online). https://www.acts.co.za/occupational-/gsr_nr1031_2a_in/toxication
8. General Safety Regulations, 1986, regulation 3 First aid (Acts Online, as substituted by GN 6907). https://www.acts.co.za/occupati/onal-health-and-safety-act-/gsr_nr1031_3_first_aid_emergency_equipment_and_procedures
9. Occupational Health and Safety Act 85 of 1993, section 8 (Acts Online). https://api.acts.co.za/occupational-health-and-safety-act-1993/8__general_duties_of_employers_to_their_employees.php
10. Care Net Consultants: Occupational health (pre-employment, periodic and exit medicals). <https://carenetconsultants.co.za/occupatio/nal-health.html>
11. Care Net Consultants: Cleaning, hygiene, recycling and waste management medicals. <https://carenetconsultants.co.za/cleaning-hy/giene-recycling-medicals.html>
12. Care Net Consultants: Cleaning and hygiene occupational health guide. <https://carenetconsultants.co.za/cleaning-and-hygiene-oc/cupational-health-guide.html>
13. Position statement for adult and paediatric spirometry in South Africa: 2022 update (SATS, PMC). <https://pmc.ncbi.nlm.nih.gov/arti/cles/PMC10016099/>
14. Care Net Consultants: Mobile clinics. <https://carenetconsultants.co.za/mobile-clinics.html>
15. Care Net Consultants: Fixed clinics. <https://carenetconsultants.co.za/fixed-clinics.html>
16. Care Net Consultants: Contact us and clinic addresses. <https://carenetconsultants.co.za/contact.html>
17. Western Cape Government: Know who you can call in an emergency (10177 ambulance, 112 from a cellphone). <https://www.westernc/ape.gov.za/know-who-you-can-call-emergency>
18. Occupational Health and Safety Act 85 of 1993 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.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.

Care Net Consultants (Pty) Ltd. © Care Net Consultants 2026.