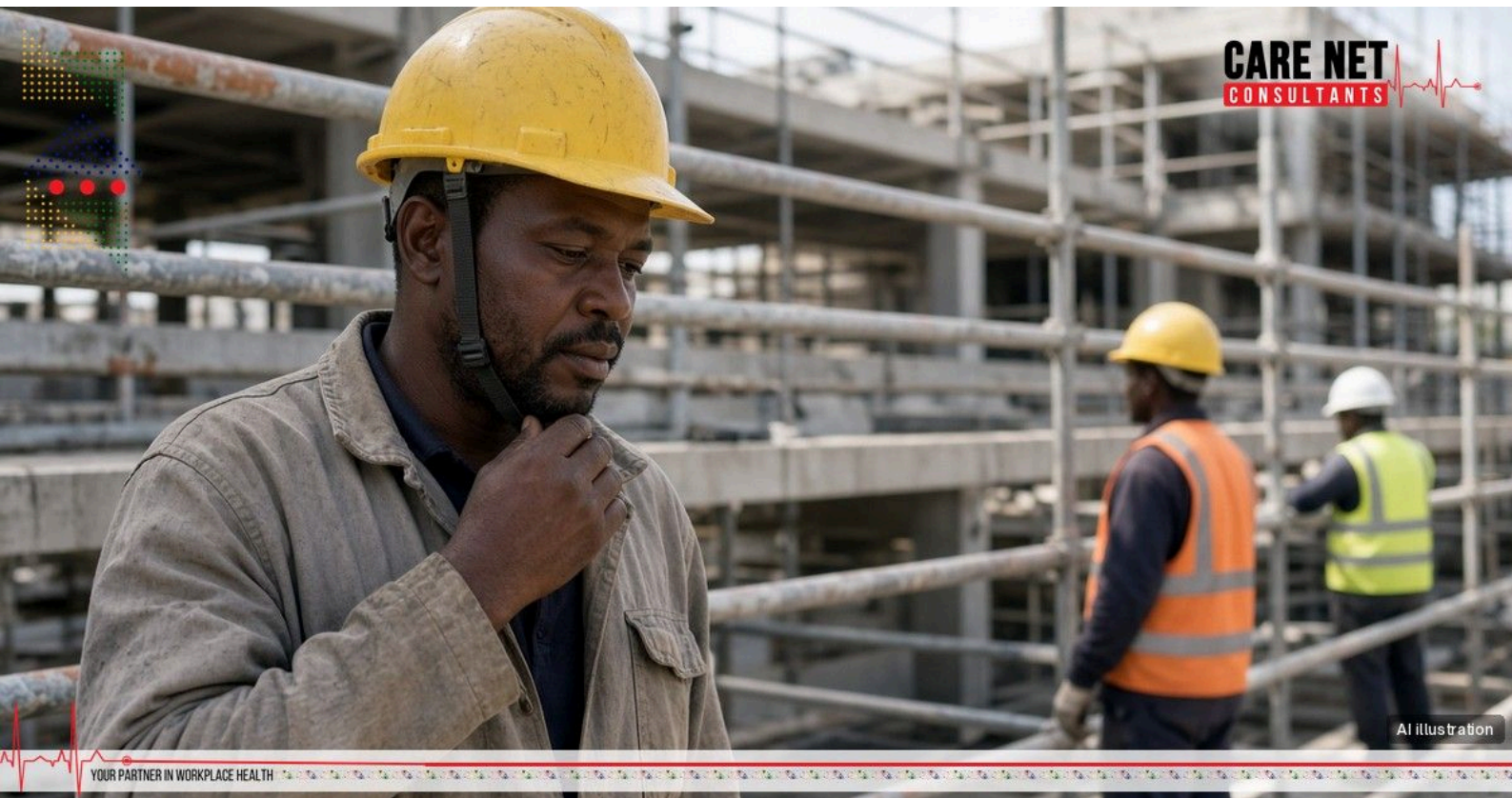


INDUSTRY HEALTH PACK

CONSTRUCTION HEALTH PACK

Annexure 3, work at height and the medicals your site file needs



On a construction site the medical certificate is part of the safety system. The Construction Regulations, 2014 make the Annexure 3 certificate of fitness a condition of work, and they put the employer's half of that form in your hands. This pack shows what to fill in, what to test and what to check before the next audit.

WHAT THE LAW ASKS OF YOU

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

LAW	WHAT IT ASKS OF THE EMPLOYER
Construction Regulations, 2014 (GN R84), regulation 7(8) and Annexure 3	Every employee must hold a valid medical certificate of fitness, specific to the construction work, issued by an occupational health practitioner in the form of Annexure 3. The employer completes the starred columns before the medical: occupation, possible exposures, job specific requirements and protective equipment. The form states the certificate is valid for one year. ^[1,2]
Construction Regulations, 2014, regulations 9, 17(12), 22 and 23	Risk assessments by a competent person before and during construction work (reg 9). Medical fitness and a certificate for suspended platform work (17(12)), tower crane operators (22) and operators of construction vehicles and mobile plant (23(1)(d)(ii)). ^[1]
Construction Regulations, 2014, regulation 10	The fall protection plan must include the process for evaluating employees' medical fitness to work at a fall risk position, and the records of it. ^[3]
OHS Act 85 of 1993, sections 8 and 38	A working environment that is safe and without risk to health, as far as reasonably practicable. Failing to comply with section 8 is an offence: up to R50 000, up to one year in prison, or both. ^[4]
Noise Exposure Regulations, 2024 (GN 5953)	85 dBA rating limit; 82 dBA action level where ototoxic chemicals or whole-body vibration are present; 24-month risk assessment; baseline and periodic audiometry; 40-year records. ^[5]
Physical Agents Regulations, 2024 (GN 5952, as amended by GN 7149)	Heat stress, cold and vibration, with a heat stress action level of 27 °C and limit of 30 °C (WBGT, over one hour) in Table 1. ^[6,7]
Hazardous Chemical Agents Regulations, 2021 and Asbestos Abatement Regulations, 2020	Surveillance where workers are exposed to listed chemical agents or dusts. Renovation work that may disturb asbestos has its own regulations. ^[8,9]

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 construction 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. ^[8,10]
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. ^[8]
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
Worker categories	CNC builds construction medicals around four categories: general, working at heights, plant and cranes, and electrical. Each needs a certificate and a completed Annexure 3. ^[2]
Vision	Snellen for general and heights medicals; Keystone screen, including colour vision, for operators and electricians. ^[2]
Audiometry	Baseline and periodic for noise-exposed workers. Hearing screening follows SANS 10083. ^[2,5]
Spirometry	For dust and fume exposures, following the SA Thoracic Society guideline. ^[2,11]
Add-ons	Chest X-ray, drug strip test, multi-drug cup test with chain of custody, and biological monitoring when the job risk calls for them. ^[2]



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.

Falls from height

The fall protection plan must cover medical fitness.

Prevention: Height medical for every climber, fall arrest checked daily, rescue plan in place.

Plant and cranes

Operators carry loads over other people.

Prevention: Operator medical with vision, hearing and reaction tests, current certificates.

Noise

Breakers, grinders and compactors.

Prevention: Hearing protection in noise zones, baseline audiograms.

Dust

Cutting, drilling and demolition.

Prevention: Wet cutting, extraction, respirators, spirometry where indicated.

Heat and sun

Outdoor work through summer.

Prevention: Water, shade, heavy work early, hats with neck cover.

Bone health

Worldwide, about 1 in 5 men over 50 will have an osteoporosis related fracture (IOF).

Prevention: Know the risk factors; a fall at height costs more for fragile bone.



For your notice board

Our Prevention of Injuries 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.

- ☐ Risk assessment by a competent person before work starts (reg 9)
- ☐ Annexure 3 starred columns completed per trade, not copied for everyone
- ☐ Exposures on Annexure 3 match the site risk assessment
- ☐ Employee name, ID number and company number on every certificate
- ☐ Every certificate in date (the form states one year)
- ☐ Fall protection plan includes medical fitness evaluation and records
- ☐ Crane, plant and suspended platform workers hold job-specific certificates
- ☐ Electricians and operators screened for colour vision
- ☐ Noise and dust exposures assessed; baseline audiograms on file
- ☐ Heat stress plan for summer: water, shade, rest, timing
- ☐ Workers who changed jobs over the break re-assessed before starting
- ☐ Exit medicals for leavers and contract end
- ☐ Medical records stored confidentially (POPIA)
- ☐ Emergency numbers 10177 and 112 posted at the site office

Checked by: _____ Date: ____ / ____ / ____

FIVE-MINUTE TOOLBOX TALK

BEFORE YOU CLIMB

Most of us feel fine most days. Work at height asks a sharper question: am I fit to climb today? Take five minutes to talk it through.

1. Your height medical says you were fit on the day it was done. If anything has changed since, tell your supervisor before you go up.
2. New medication, a dizzy spell, a bad night or a recent illness all matter at height.
3. Check your harness, lanyard and anchor before every climb. If it is damaged, it does not go up.
4. Carry water and drink before you are thirsty, especially in summer.
5. Never climb alone without a rescue plan. Know who comes for you and how.
6. Alcohol and drugs have no place on site. If a colleague is not right, say something.

Talk it through

- Has anyone's job changed since their last medical?
- Where is our rescue kit and who is trained to use it?
- What do we do if someone feels unwell at height?

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

Annexure 3 medicals at a fixed clinic or on site, with help completing the employer's columns from your risk assessment. 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. Construction Regulations, 2014 (GN R84, GG 37305, 07/02/2014), including Annexure 3, gov.za. https://www.gov.za/sites/default/files/gcis_document/201409/37305rg10113gon84.pdf
2. Care Net Consultants: Construction medicals. <https://carenetconsultants.co.za/construction-medicals.html>
3. Construction Regulations, 2014, regulation 10 Fall protection (Acts Online). https://source.acts.co.za/occupational-health-and-safety-act-1993/cr2014_nr84_10__fall_protection.php
4. Occupational Health and Safety Act 85 of 1993 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
5. 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
6. 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
7. 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
8. 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>
9. Asbestos Abatement Regulations, 2020 (GN R1196, GG 43893, 10/11/2020), as amended 20/05/2022, labour.gov.za. [https://www.labour.gov.za/DocumentCenter/Regulations%20and%20Notices/Regulations/Occupational%20Health%20and%20Safety/Asbestos%20Abatement%20Regulations%202020%20as%20Amended%20-%2020%20May%202022%20\(Notice%2011435\).pdf](https://www.labour.gov.za/DocumentCenter/Regulations%20and%20Notices/Regulations/Occupational%20Health%20and%20Safety/Asbestos%20Abatement%20Regulations%202020%20as%20Amended%20-%2020%20May%202022%20(Notice%2011435).pdf)
10. Care Net Consultants: Occupational health (pre-employment, periodic and exit medicals). <https://carenetconsultants.co.za/occupational-health.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. IOF: Epidemiology of osteoporosis and fragility fractures. <https://www.osteoporosis.foundation/facts-statistics/epidemiology-of-osteoporosis-and-fragility-fractures>
17. 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.

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