CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION

HEALTH AWARENESS PACK · MARCH, SEPTEMBER AND OCTOBER

EYE HEALTH PACK

Vision screening, eye protection and getting checked



> Eye Care Awareness Month runs from late September to mid-October, with World Sight Day in October.[1]

Eyes have several moments on the Department of Health calendar: glaucoma and optometry weeks in March, retina week in September, and Eye Care Awareness Month from late September to mid-October, which includes World Sight Day.[1] At least 2,2 billion people live with a near or distance vision impairment, and in at least 1 billion cases it could have been prevented or has not been addressed.[2] At work, good vision is a safety matter. This pack gives you 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
5 Poster for your notice board
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.

VISION AT WORK

Global figures from the World Health Organization; we found no recent national figure from a primary South African source.

2,2 BILLION

people have a near or distance vision impairment.[2]

1 BILLION

of those cases, at least, could have been prevented or have not yet been addressed.[2]

US$411 BILLION

is lost in productivity every year to vision impairment worldwide.[2]

OVER 50

is the age group where most people with vision impairment and blindness are found.[2]

TASKS THAT NEED GOOD EYES

Workplace vision screening checks whether a worker can see well enough for the job.[5,6]

1. Driving
2. Operating plant
3. Working at height
4. Reading chemical labels
5. Welding and flying particles
6. UV outdoors

WHAT EVERY TEAM SHOULD KNOW

The main causes

Refractive error, cataract, diabetic retinopathy, glaucoma and age-related macular degeneration.[2]

Glasses fix the most common cause

Uncorrected refractive error remains a leading cause of vision impairment everywhere.[2]

Diabetes affects the eyes

Diabetes can damage blood vessels in the eyes. Regular checks catch problems early.[3]

UV and cataract

About 10% of the 15 million people blind from cataract may owe it to UV exposure.[4]

IN PRACTICE · A TRANSPORT COMPANY IN EMALAHLENI

A coal truck driver fails the vision screen at his periodic medical. He is referred to an optometrist, gets his first pair of glasses and is rechecked after correction. His certificate of fitness records the outcome, and he is back on the road.[5]

Drivers, operators and height workers need eyes fit for the task. Screen at the medical, protect eyes on the job, and refer anyone who struggles to an optometrist.[5,7]

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

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WHAT THE LAW ASKS OF YOU

The law asks you to find hazards, control them before relying on equipment, and protect the health information you collect.

LAW	WHAT IT ASKS OF THE EMPLOYER
Occupational Health and Safety Act 85 of 1993, section 8(2)(d)	Establish, as far as is reasonably practicable, what hazards to health or safety are attached to the work.[7]
Occupational Health and Safety Act, section 8(2)(b)	Take reasonably practicable steps to eliminate or reduce a hazard before resorting to personal protective equipment such as eye protection.[7]
Physical Agents Regulations, 2024	Optical radiation, including ultraviolet and infrared, is a physical agent to assess and control.[6]
Employment Equity Act 55 of 1998, section 6(1)	No unfair discrimination on listed grounds, which include disability. Judge fitness by the task, not the label.[8,9]
POPIA, sections 19, 26 and 27	Vision results are special personal information. Share the fitness outcome, not the results, and keep records secure.[10]

EYES FIT FOR THE TASK: THREE STEPS

1 SCREEN
Add vision screening to medicals for drivers, operators and height workers.[5]

2 PROTECT
Control particles, splashes, glare and welding light, then issue eye protection.[6,7]

3 REFER
Send workers who fail to an optometrist and recheck after correction.[5]

FIVE WORKPLACE ACTIONS

List the tasks that need good eyes
Driving, operating plant, working at height and reading chemical labels all need vision checked.[5,11]

Screen at the medical
Add vision screening to pre-employment and periodic medicals for those roles.[5]

Protect eyes on the job
Control flying particles, splashes, glare and welding light, then issue the right eye protection.[6,7]

Refer and follow up
Send workers who fail screening to an optometrist and recheck after correction.[5]

Talk about it in October
Use the poster during Eye Care Awareness Month and on World Sight Day.[1]

IN PRACTICE · A STEEL FABRICATION SHOP IN VEREENIGING

Grinding sparks and welding flash kept coming up in the first aid register. The shop installs welding screens between bays, issues the right goggles and face shields for each task and puts an eyewash station beside the pickling bath.[6,7]

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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

- [ ] Roles that need good vision are listed on our risk assessment.
- [ ] Drivers, operators and height workers have vision screened at their medical.
- [ ] Results are recorded on the certificate of fitness.
- [ ] Workers who fail screening are referred and rechecked.

PROTECTION

- [ ] Eye hazards such as particles, splashes, glare and welding light are controlled at the source.
- [ ] The right eye protection is issued and worn.
- [ ] Eyewash is available where chemicals are handled.
- [ ] Outdoor workers have UV-protective sunglasses where the risk calls for it.

HEALTH AND PRIVACY

- [ ] Workers with diabetes know to have their eyes checked regularly.
- [ ] Vision results stay confidential; managers see fitness outcomes only.
- [ ] Health records are stored securely, with named access only.
- [ ] The poster is up and a toolbox talk is booked for October.

OUR ACTIONS FOR THE NEXT 12 MONTHS

Completed by _____ Date _____ Next review _____

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PROTECT YOUR EYES. GET CHECKED.



1

PROTECT

Wear your eye protection, every time.

2

CHECK

Struggling to see? Glasses often fix it.

3

DIABETES

Diabetes can damage your eyes. Have them checked.

PROTECT YOUR EYES

Goggles for grinding

UV sunglasses outdoors

Glasses if you struggle

Eyewash for splashes

Diabetes? Check your eyes

Ambulance from a landline **10177**

Emergency from a cellphone **112**

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

For a vision screening, speak to: _____

EYE CARE AWARENESS MONTH: LATE SEPTEMBER TO MID-OCTOBER.

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Sources: WHO blindness and vision impairment, diabetes and ultraviolet radiation fact sheets; Physical Agents Regulations 2024; 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. Vision screening can sit inside the medical programme you already run.[12,13]



Our nurses and mobile units come to your site, from 10 employees.[13]

4 FIXED CLINICS

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.[12]

16 MOBILE CLINICS NATIONWIDE

A mobile clinic at your gate from 10 employees, six days a week, Monday to Saturday.[13]

ON SITE AND AT OUR CLINICS

- **Workplace vision screening**
  Drivers, plant operators and height workers screened for the task, with the result on the certificate of fitness.[5]
- **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.[14]

OUR FIXED CLINICS[12,16]

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[15]

Ambulance from a landline **10177**

Emergency from a cellphone **112**

In a medical emergency, call these first. Care Net clinics are not emergency services.[17]

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. World Health Organization: Blindness and vision impairment fact sheet. https://www.who.int/news-room/fact-sheets/detail/blindness-and-visual-impairment
3. World Health Organization: Diabetes fact sheet. https://www.who.int/news-room/fact-sheets/detail/diabetes
4. World Health Organization: Ultraviolet radiation fact sheet. https://www.who.int/news-room/fact-sheets/detail/ultraviolet-radiation
5. Care Net Consultants: Workplace vision screening. https://carenetconsultants.co.za/vision-screening.html
6. Physical Agents Regulations, 2024 (GN 5952, GG 52226, 06/03/2025), heat stress and regulation 10. https://www.gov.za/sites/default/files/gcis_document/202503/52226gon5952.pdf
7. Occupational Health and Safety Act 85 of 1993, section 8. https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
8. Employment Equity Act 55 of 1998, section 6(1) (SAFLII consolidated text). https://www.saflii.org/za/legis/consol_act/eea1998240/
9. 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
10. 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
11. Care Net Consultants: Cleaning and hygiene occupational health guide. https://carenetconsultants.co.za/cleaning-and-hygiene-occupational-health-guide.html
12. Care Net Consultants: Fixed clinics and clinic addresses. https://carenetconsultants.co.za/fixed-clinics.html
13. Care Net Consultants: Mobile clinics. https://carenetconsultants.co.za/mobile-clinics.html
14. 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.
15. Care Net Consultants: Contact us. https://carenetconsultants.co.za/contact.html
16. Care Net Consultants: Occupational health clinic Gqeberha (40 6th Road, Newton Park). https://carenetconsultants.co.za/occupational-health-clinic-gqeberha.html
17. 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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