CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION

HEALTH AWARENESS PACK · MAY AND OCTOBER

HAND HYGIENE HEALTH PACK

Clean hands, healthy skin and the facilities the law requires



> World Hand Hygiene Day is 5 May; Global Handwashing Day is 15 October.[1]

World Hand Hygiene Day falls on 5 May and Global Handwashing Day on 15 October.[1] Clean hands are one of the simplest ways to stop infections spreading, at a clinic, in a kitchen or on a factory floor. In health care, about 1 in 10 patients is affected by an infection picked up during care.[2] The law requires soap and towels at work, free of charge.[3] This pack gives you the facts, the legal footing, a checklist and a poster.

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

CLEAN HANDS STOP INFECTION

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

1 IN 10

patients, on average, is affected by an infection picked up during health care.[2]

35 TO 70%

fewer health care infections and less antimicrobial resistance with infection prevention and control.[2]

UP TO 70%

fewer health care infections with good water, sanitation, hygiene and hand hygiene action.[2]

136 MILLION

health care infections resistant to antibiotics are estimated to occur every year.[2]

THE BASICS, BY LAW

Employers must provide washbasins with soap and towels, free of charge.[3]



WHAT EVERY TEAM SHOULD KNOW

Food handlers carry extra risk

Hygiene-related health is part of food handler medicals.[4]

Skin needs care too

Cleaners face dermatitis from frequent washing and chemicals; a baseline skin check finds it early.[5]

Infection control saves money

Infection prevention and control is cost saving in every income setting.[2]

It slows resistance

Preventing infections means fewer antibiotics are needed, which slows antimicrobial resistance.[2]

IN PRACTICE · A CATERING COMPANY IN KHAYELITSHA

The morning shift found the soap dispensers empty again. The kitchen manager adds a washroom check to every shift's opening list, keeps spare soap and paper towels in the store and puts a handwashing sign above every basin. Food handlers' medicals are brought up to date.[3,4]

Working washbasins, soap and towels, every shift. Hand hygiene only happens when the basics are there. Check them before you run the talk.[3]

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

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WHAT THE LAW ASKS OF YOU

The Facilities Regulations set clear minimums for washing facilities. Check every site against them this May.

LAW	WHAT IT ASKS OF THE EMPLOYER
Facilities Regulations, 2004, regulation 2(1)	Provide sanitary facilities at the workplace in line with the national building standards.[3]
Facilities Regulations, regulation 2(3)(a)	Make toilet paper available free of charge to employees.[3]
Facilities Regulations, regulation 2(3)(c)	Provide towels, paper towels, hot-air blowers or clean portions of continuous cloth towels at washbasins.[3]
Facilities Regulations, regulation 2(3)(d)	Provide toilet soap or a similar cleansing agent free of charge to employees.[3]
Occupational Health and Safety Act 85 of 1993, section 8(2)(d)	Establish what hazards to health are attached to the work, including biological agents and skin irritants.[6]

CLEAN HANDS: THREE STEPS

1 **CHECK**
Every basin has running water, soap and towels, on every shift.[3]

2 **WASH**
Use soap and water, then dry hands properly.[2]

3 **PROTECT SKIN**
Gloves and moisturiser where hands are washed often or chemicals are used.[5]

FIVE WORKPLACE ACTIONS

Walk the washrooms
Check every basin has running water, soap and towels, on every shift.[3]

Protect the skin
Provide gloves and moisturiser where hands are washed often or chemicals are used.[5]

Talk about it on 5 May
Use the poster and a toolbox talk, and again on 15 October.[1]

Put basins where work happens
Make handwashing easy near kitchens, workshops and break areas.[3]

Check food handlers
Include hygiene-related health in food handler medicals.[4]

IN PRACTICE · A CLEANING TEAM AT A MIDRAND OFFICE PARK

Two cleaners reported cracked, sore hands. The supervisor issues suitable gloves and moisturiser, books baseline skin checks for the team and asks everyone to report skin problems early.[5]

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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.

WASHBASINS AND SUPPLIES

- [ ] Every washbasin has running water.
- [ ] Soap or a similar cleanser is provided free of charge.
- [ ] Towels, paper towels or hot-air blowers are at every washbasin.
- [ ] Toilet paper is provided free of charge.

CHECKS AND SIGNS

- [ ] Washrooms are checked and restocked on every shift.
- [ ] Handwashing points are close to kitchens and break areas.
- [ ] A handwashing sign is up at every basin.
- [ ] The poster is up and talks are booked for 5 May and 15 October.

SKIN AND FOOD SAFETY

- [ ] Workers who wash often or handle chemicals have gloves and skin care.
- [ ] Cleaners have had a baseline skin check.
- [ ] Food handlers have up-to-date medicals.
- [ ] Workers know to report skin problems early.

OUR ACTIONS FOR THE NEXT 12 MONTHS

_____

_____

_____

Completed by _____ Date _____ Next review _____

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5 MAY AND 15 OCTOBER

CLEAN HANDS. STOP GERMS. USE SOAP.



1



WASH

Use soap and water.

2



DRY

Dry your hands properly.

3



REPORT

No soap or towels? Tell your supervisor. It is the law.

WASH YOUR HANDS







- Before eating
- After the toilet
- After waste or chemicals
- With soap and water
- Then dry properly





Ambulance from a landline **10177**

Emergency from a cellphone **112**

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

To report a washroom problem, speak to: _____

WORLD HAND HYGIENE DAY: 5 MAY. GLOBAL HANDWASHING DAY: 15 OCTOBER.

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Sources: WHO World Hand Hygiene Day key facts; Facilities Regulations 2004; Occupational Health and Safety Act; 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. For cleaning and hygiene teams, our free industry pack and guide cover the medicals and surveillance that apply.[5]



Our nurses and mobile units come to your site, from 10 employees.[8]

4 FIXED CLINICS

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.[7]

16 MOBILE CLINICS NATIONWIDE

A mobile clinic at your gate from 10 employees, six days a week, Monday to Saturday.[8]

ON SITE AND AT OUR CLINICS

- **Cleaning and hygiene medicals**
  Baseline skin, lung and vision checks for cleaning roles, as set out in our cleaning and hygiene guide.[5]
- **Food handling medicals**
  On site or in clinic, without stopping the line.[4]
- **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.[9]

OUR FIXED CLINICS[7,11]

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[10]

Ambulance from a landline **10177**

Emergency from a cellphone **112**

In a medical emergency, call these first. Care Net clinics are not emergency services.[12]

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: World Hand Hygiene Day, key facts and figures. https://www.who.int/campaigns/world-hand-hygiene-day/key-facts-and-figures
3. Facilities Regulations, 2004 (GN R924, GG 26636, 03/08/2004), regulation 2. https://www.gov.za/sites/default/files/gcis_document/201409/266360.pdf
4. Care Net Consultants: Food handling medicals. https://carenetconsultants.co.za/food-handling-medicals.html
5. Care Net Consultants: Cleaning and hygiene occupational health guide. https://carenetconsultants.co.za/cleaning-and-hygiene-occupational-health-guide.html
6. Occupational Health and Safety Act 85 of 1993, section 8. https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
7. Care Net Consultants: Fixed clinics and clinic addresses. https://carenetconsultants.co.za/fixed-clinics.html
8. Care Net Consultants: Mobile clinics. https://carenetconsultants.co.za/mobile-clinics.html
9. 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.
10. Care Net Consultants: Contact us. https://carenetconsultants.co.za/contact.html
11. Care Net Consultants: Occupational health clinic Gqeberha (40 6th Road, Newton Park). https://carenetconsultants.co.za/occupational-health-clinic-gqeberha.html
12. 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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