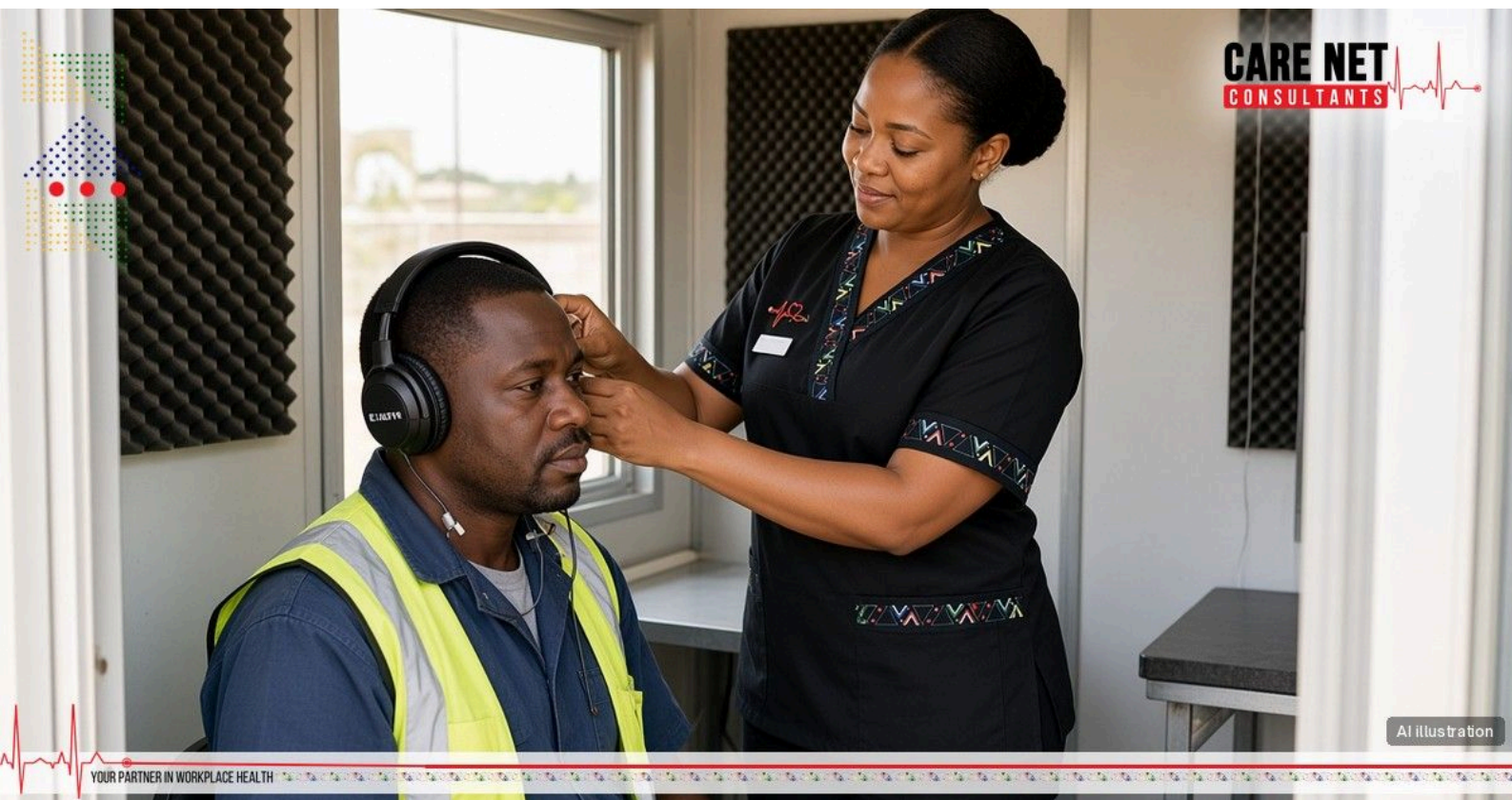


INDUSTRY HEALTH PACK

MANUFACTURING HEALTH PACK

Noise, chemicals, machinery and the medicals that go with them



A factory floor carries more than one exposure at a time: noise, fumes and dust, vibration, heat and moving machines. This pack sets out what the law asks of you, which medicals a typical plant needs, and the checks that keep your file ready for an inspector.

WHAT THE LAW ASKS OF YOU

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

LAW	WHAT IT ASKS OF THE EMPLOYER
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. Section 38 makes failing to comply with section 8 an offence. ^[1]
Noise Exposure Regulations, 2024 (GN 5953)	Noise rating limit of 85 dBA (or a peak of 137 dBC). A lower action level of 82 dBA (peak 135 dBC) applies where people are also exposed to ototoxic chemicals or whole-body vibration. Risk assessment at least every 24 months (reg 7), monitoring by an approved inspection authority at least every 24 months where limits are reached (reg 8), training before exposure and yearly (reg 4), medical screening with written informed consent (reg 9), records kept for 40 years (reg 14). The 2003 NIHL Regulations were repealed on 06/09/2026. ^[2,3]
Physical Agents Regulations, 2024 (GN 5952, as amended by GN 7149 of 20/02/2026)	Limits and action levels for heat, cold, vibration and other physical agents. Risk assessment at least every 24 months, medical screening where the assessment calls for it, records for 40 years. They replaced the Environmental Regulations for Workplaces, 1987 on 06/09/2026. ^[4,5,6]
Hazardous Chemical Agents Regulations, 2021 (GN R280), regulation 7	Medical surveillance where an employee may be exposed to an agent in Table 4 of Annexure 2, where an identifiable disease may relate to the exposure, or where the occupational health practitioner recommends it. Initial evaluation before or within 14 days of starting; later examinations at intervals not exceeding two years. ^[7]
Driven Machinery Regulations, 2015 (GN R540), regulation 18(11)	Every lifting machine, such as a forklift or overhead crane, must be operated by a person trained for that type of machine. The 2024 National Code of Practice for training providers asks for an employer declaration or medical certificate of fitness, and an eye test covering day and night vision and depth perception, before training. ^[8,9]
General Safety Regulations, regulation 2A	No person who is, or appears to be, under the influence of liquor or drugs may be allowed to enter or remain at the workplace. ^[10]
Ergonomics Regulations, 2019 (GN R1589)	Apply to ergonomic risks such as repetitive work, awkward postures and manual handling on production lines. ^[11]

Numbers in red refer to the sources on the last page. This pack is general information, not legal or medical advice.

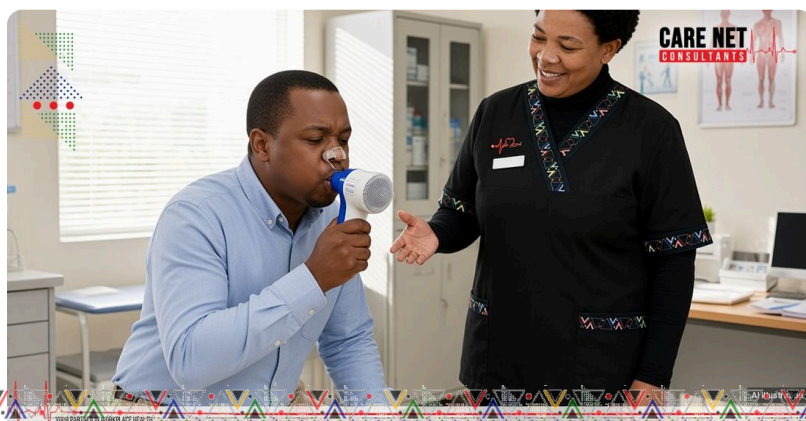
THE MEDICALS **YOUR TEAM NEEDS**

Medical surveillance follows the exposure. Your risk assessment decides who is tested and for what, and your practitioner sets the programme. A typical manufacturing 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. ^[7,12]
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. ^[7]
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. ^[12]

Tests and certificates to plan for

TEST	NOTES
Audiometry	Baseline before noise exposure, then periodic, per the Code of Practice for Audiometry. CNC hearing screening follows SANS 10083. ^[2,13]
Spirometry	Where the chemical or dust risk assessment calls for it. Measures FVC, FEV1 and the FEV1/FVC ratio, as defined by the SA Thoracic Society. ^[14,7]
Vision	Keystone screen with colour vision for operators; Snellen for general workers. ^[13]
Fitness to work	Operators of forklifts and plant are tested for the vision, hearing and reaction the machine needs. ^[13]
Certificate of fitness	Issued against your risk-based exposure form, with any restrictions recorded. ^[13]



Planning medicals?

Tell us the headcount, the site and the exposures. A sales executive replies the same working day with a fixed-price proposal.^[15]

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.

Noise

Hearing damage builds slowly and is permanent.

Prevention: Remove noise at source first, demarcate noise zones, issue and fit hearing protection, test hearing on schedule.

Fumes, dust and solvents

Some chemicals harm the lungs; some also make noise damage worse (ototoxic).

Prevention: Air monitoring, extraction, the right respirator, spirometry where the risk assessment calls for it.

Vibration

Hand-arm and whole-body vibration now have limits in the Physical Agents Regulations.

Prevention: Low-vibration tools, maintained seats and mounts, job rotation.

Heat

Furnaces, ovens and roofs in summer.

Prevention: Water, cool breaks, heavy work in cooler hours.

Moving machinery

Forklifts and cranes need trained, fit operators.

Prevention: Training per DMR 18(11), operator medicals with vision and reaction.

Manual handling

Repetitive lifting on lines.

Prevention: Lifting aids, job rotation, an ergonomic risk assessment.



For your notice board

Our World Hearing 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.

- ☐ Noise risk assessment done by a competent person in the last 24 months
- ☐ Noise zones demarcated and hearing protection worn correctly inside them
- ☐ Exposed employees trained before exposure, refresher in the last 12 months
- ☐ Health and safety representative informed before assessment, monitoring and screening
- ☐ Baseline audiogram on file for every noise-exposed worker
- ☐ Written informed consent recorded for screening and surveillance
- ☐ Chemical register and HCA risk assessment current; Table 4 agents identified
- ☐ Physical agents (heat, cold, vibration) assessed under the 2024 regulations
- ☐ Forklift and crane operators trained for their machine and medically fit
- ☐ Risk-based exposure form completed per job before each medical
- ☐ Certificates of fitness in date, restrictions known to supervisors
- ☐ Exit medicals booked for leavers and people moving out of exposure
- ☐ Records kept for 40 years and stored confidentially (POPIA)
- ☐ Intoxication rule (GSR 2A) in your policy and applied fairly

Checked by: _____ Date: ____ / ____ / ____

FIVE-MINUTE TOOLBOX TALK

LOOK AFTER YOUR HEARING

Hearing loss from noise does not hurt and does not come back. You only get one set of ears, so this talk is five minutes well spent.

1. If you have to raise your voice to talk to someone an arm's length away, the area is likely to be noisy. Ask whether it is a noise zone.
2. Wear hearing protection for the whole time you are in a noise zone. Taking it off for a few minutes matters more than you think.
3. Fit earplugs properly: roll, pull the ear up and back, insert, hold. Earmuffs must seal; hair, glasses and caps can break the seal.
4. Tell your supervisor if your protection is damaged, dirty or uncomfortable. There are other sizes and types.
5. Ringing in the ears after a shift is a warning sign. Mention it at your next medical.
6. Some solvents can affect hearing too. Read the label and ask if you are unsure.

Talk it through

- Where are the noise zones on our floor?
- Which of us find our protection uncomfortable?
- When is our next hearing test?

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

Plant medicals at a fixed clinic or on site with a mobile unit, matched to your noise, chemical and machinery exposures. 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.^[16]

4

fixed clinics

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.^[17]

16

mobile clinic units

From 10 employees on one site, Monday to Saturday. Most units carry inverters and battery packs.^[15]

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.^[15]

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.

- Occupational Health and Safety Act 85 of 1993 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
- 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
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- Care Net Consultants: Contact us and clinic addresses. <https://carenetconsultants.co.za/contact.html>
- 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>
- Protection of Personal Information Act 4 of 2013, sections 26 and 27 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/3706726-11act4of2013protectionofpersonalinformationcorrect.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.

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