CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION

HEALTH AWARENESS PACK · JULY, SEPTEMBER AND OCTOBER

MENTAL HEALTH PACK

Supporting people at work, and knowing where to get help



> Mental Illness Awareness Month is July; Mental Health Awareness Month is October, with World Mental Health Day on 10 October.[1]

Mental health has three moments on the Department of Health calendar: Mental Illness Awareness Month in July, World Suicide Prevention Day on 10 September, and Mental Health Awareness Month in October, with World Mental Health Day on 10 October.[1] Nearly 1 in 7 people worldwide live with a mental disorder, and decent work is good for mental health.[2,3] This pack gives you the facts, the legal footing, a checklist and a poster with 24-hour helplines.

INSIDE THIS PACK

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
7 Sources

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

MENTAL HEALTH AT WORK

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

1 IN 7

people worldwide, about 1,2 billion, lived with a mental disorder in 2023.[2]

16%

of working-age adults had a mental disorder in 2023.[3]

12 BILLION

working days are lost every year to depression and anxiety, costing about US$1 trillion.[3]

740 000+

people die by suicide every year. It is a leading cause of death among people aged 15 to 29.[4]

WHAT HARMS AND WHAT HELPS

Work can put mental health at risk, and it can also protect it.[3]

1. **Heavy workloads**
2. **Harassment and discrimination**
3. **Job insecurity**
4. **Managers who listen**
5. **A phased return to work**
6. **SADAG: 0800 567 567**

WHAT EVERY TEAM SHOULD KNOW

Anxiety and depression are most common

About 470 million people live with an anxiety disorder, and depression affects about 5,2% of adults.[2,5]

Treatment works

Effective treatment for depression exists, yet most people with a mental disorder do not get care.[2,5]

Managers make the difference

WHO recommends training managers to recognise and respond to distress and to listen well.[3]

Ask, listen, refer

Suicide can be prevented. A previous attempt is a strong risk factor, so take any mention seriously and connect the person with help.[4]

IN PRACTICE · A LOGISTICS OFFICE IN MIDRAND

Zanele, a planner, has been snapping at colleagues and missing deadlines. Her manager asks to talk in private, listens without judging and asks how she is coping. Zanele says she has not slept properly in weeks. Together they adjust her workload, and the manager shares the SADAG number and the confidential support options.[3,6]

SADAG Suicide Crisis Helpline: 0800 567 567, 24 hours, free. Or SMS 31393. Put this number on every notice board and in every first aid box.[6]

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

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

WHAT THE LAW ASKS OF YOU

Mental health conditions are health conditions. The law asks you to manage risks to health, treat people fairly and keep health information private.

LAW	WHAT IT ASKS OF THE EMPLOYER
Occupational Health and Safety Act 85 of 1993, section 8(1)	Provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to employees' health.[7]
Harassment Code, 2022	Employers must take proactive steps to prevent harassment, including bullying that humiliates or demeans.[8]
Employment Equity Act 55 of 1998, section 6(1)	No unfair discrimination on listed grounds, which include disability, or on any other arbitrary ground.[8,9]
Code of Good Practice: Dismissal, 2025	Physical and mental ill health are treated alike: assess it, consider alternatives and adapted duties, and hear the employee.[10]
POPIA, sections 19, 26 and 27	A mental health diagnosis is special personal information. Share it only with consent and keep it confidential.[11]

WORRIED ABOUT SOMEONE: THREE STEPS

1. **ASK**
   Ask how they are, in private. Take any mention of suicide seriously.[4]

2. **LISTEN**
   Listen without judging, and know where to refer.[3]

3. **CONNECT**
   Help them call SADAG on 0800 567 567, 24 hours, or SMS 31393.[6]

FIVE WORKPLACE ACTIONS

Look at the work itself
Review workload, job control and shift patterns on your risk assessment, not only individual coping.[3]

Act on harassment
Have a harassment policy, a safe way to report, and follow every report through.[8]

Put helplines everywhere
Display SADAG's 24-hour numbers and talk about them in July, September and October.[6]

Train your managers
Help supervisors recognise distress, listen without judging and know where to refer.[3]

Plan a supported return
Agree a phased return and adapted duties with the worker after mental health leave.[3,10]

IN PRACTICE · A CONTACT CENTRE IN DURBAN

Exit interviews kept mentioning call targets and night shifts. Management adds workload and job control to the risk assessment, gives agents more say in their rosters and trains team leaders to recognise distress. SADAG's numbers go up in every break room.[3,6]

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

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.

THE WORK ITSELF

- [ ] Psychosocial risks such as workload and job control are on our risk assessment.
- [ ] Managers have had training in recognising and responding to distress.
- [ ] We have a harassment policy and a safe, confidential way to report.
- [ ] Every report of harassment is followed through and recorded.

SUPPORT AND RETURN

- [ ] Workers know they can take sick leave for mental ill health.
- [ ] Phased return and adapted duties are considered after mental health leave.
- [ ] Mental ill health is treated like any other ill health in incapacity decisions.

HELP AND PRIVACY

- [ ] SADAG's 24-hour helpline numbers are on every notice board.
- [ ] A diagnosis is never shared without the worker's consent.
- [ ] Health information is stored apart from personnel files, with named access only.
- [ ] First aiders know to take any mention of suicide seriously and call for help.
- [ ] The poster is up and talks are booked for July, September and October.

OUR ACTIONS FOR THE NEXT 12 MONTHS

_____

_____

_____

Completed by _____ Date _____ Next review _____

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

NOT OK? THAT IS OK. REACH OUT.



1

ASK

Worried about someone? Ask how they are, in private.

2

LISTEN

Listen without judging. Take any mention of suicide seriously.

3

HELP THEM CALL

SADAG Suicide Crisis Helpline: 0800 567 567, 24 hours.

THINGS THAT HELP

- Talk to someone you trust
- Call SADAG, 24 hours
- Treatment works
- You are not alone
- It stays confidential

SADAG Suicide Crisis Helpline, 24 hours **0800 567 567** Or send an SMS to **31393** In immediate danger? Call 10177, or 112 from a cellphone.

For support at work, speak to: _____

WORLD SUICIDE PREVENTION DAY: 10 SEPTEMBER. WORLD MENTAL HEALTH DAY: 10 OCTOBER.

CARE NET CONSULTANTS
Your Partner in Workplace Health

Sources: WHO mental disorders, mental health at work, depression and suicide fact sheets; SADAG; Western Cape Government emergency numbers.

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

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. Return-to-work medicals and a wellness day can support the people plan you already have.[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

- **Return-to-work medicals**
  One of the medical types we run, at a fixed clinic or with a mobile clinic at your site, after time off for any illness.[13]
- **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: Mental disorders fact sheet. https://www.who.int/news-room/fact-sheets/detail/mental-disorders
3. World Health Organization: Mental health at work fact sheet. https://www.who.int/news-room/fact-sheets/detail/mental-health-at-work
4. World Health Organization: Suicide fact sheet. https://www.who.int/news-room/fact-sheets/detail/suicide
5. World Health Organization: Depressive disorder (depression) fact sheet. https://www.who.int/news-room/fact-sheets/detail/depression
6. SADAG: Emergency and helpline numbers. https://www.sadag.org/index.php?id=1872%3Aemergency-numbers&option=com_content&view=article
7. Occupational Health and Safety Act 85 of 1993, section 8. https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
8. 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
9. Employment Equity Act 55 of 1998, section 6(1) (SAFLII consolidated text). https://www.saflii.org/za/legis/consol_act/eea1998240/
10. Cliffe Dekker Hofmeyr: Guideline, the 2025 Code of Good Practice on Dismissal (GN 3470 of 2025), Part F: Incapacity (law-firm summary). https://www.cliffedekkerhofmeyr.com/export/sites/cdh/practice-areas/guides/downloads/The-2025-Code-of-Good-Practice-on-Dismissal.pdf
11. 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
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.

© Care Net Consultants 2026.