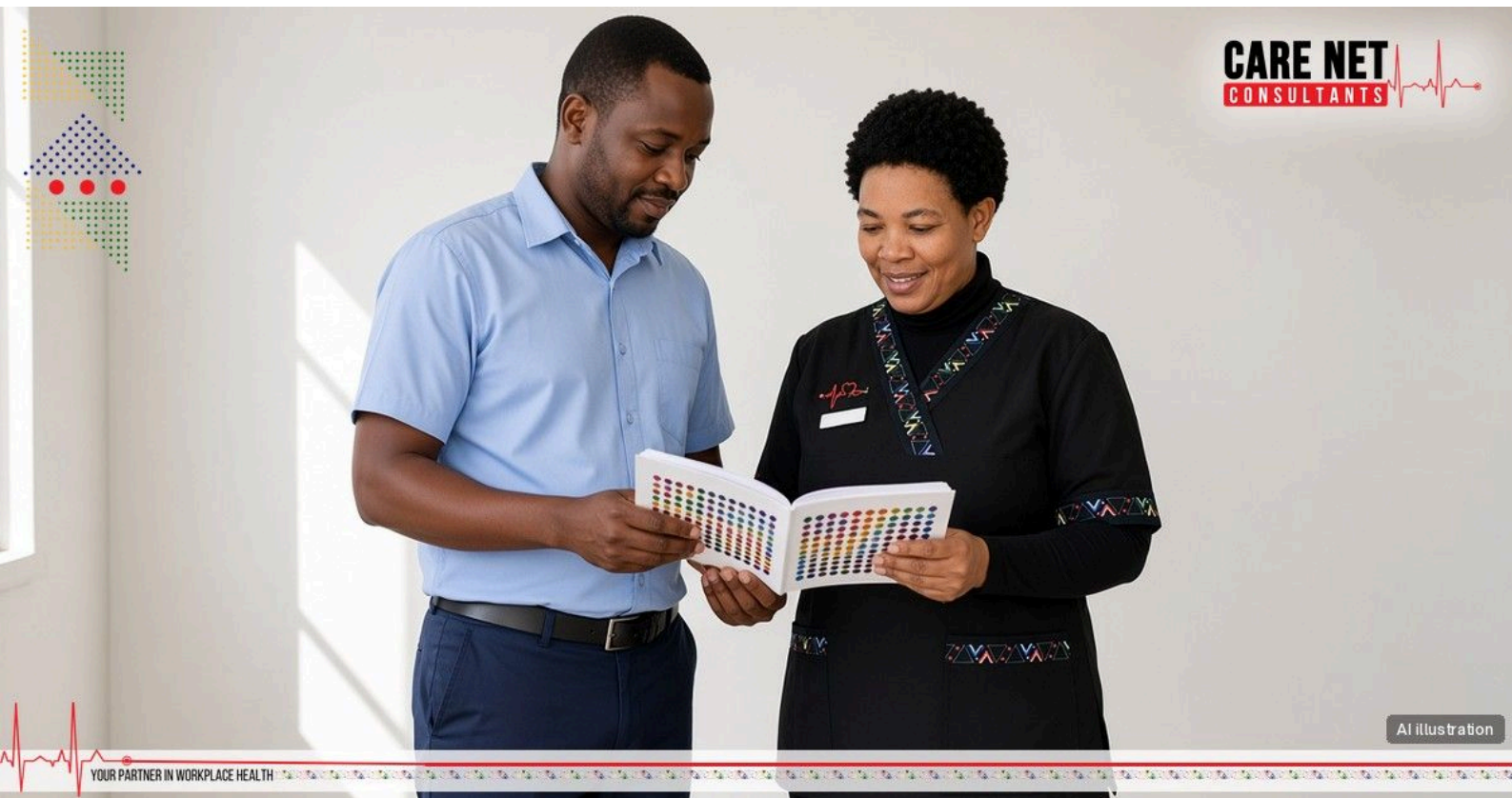


INDUSTRY HEALTH PACK

SECURITY HEALTH PACK

Fitness for the post, the night shift and the eyes that do the job



A security officer's job leans on vision, alertness and judgement, often at night. The law does not hand you a single security medical, so this pack shows where the duties come from, what a sensible medical covers, and how to plan for the shift as well as the post.

WHAT THE LAW ASKS OF YOU

These are the South African rules that matter most for a typical security 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	The employer's general duty to provide a working environment without risk to health. CNC reads this as the basis for confirming officers are fit for the work and its risks. ^[1,2]
Basic Conditions of Employment Act 75 of 1997, section 17(3)	Where an employer requires regular work after 23:00 and before 06:00, it must inform the employee of the health and safety hazards and, on request, pay for a medical examination concerning those hazards. ^[3]
Private Security Industry Regulation Act 56 of 2001, section 23	Registration requires, among other things, being fit and proper, at least 18, trained as prescribed and 'mentally sound'. The text does not list a medical certificate of fitness as a registration requirement; check the current text for amendments. ^[4]
Firearms Control Act 60 of 2000, section 9	A competency certificate may be issued to a person of stable mental condition, not inclined to violence and not dependent on any intoxicating or narcotic substance. This is a SAPS process; a medical can support it but does not replace it. ^[5]
Physical Agents Regulations, 2024 (GN 5952, as amended by GN 7149)	Cold and heat stress for outdoor posts and event duty. ^[6,7]
General Safety Regulations, regulation 2A	No one under the influence of liquor or drugs may enter or remain at the workplace. ^[8]

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 security 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. ^[9,10]
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. ^[9]
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
Fitness for duty	Tested against the demands of the post, using a properly completed risk-based exposure form. ^[2]
Vision	Faces, plates, screens and low light. WHO says uncorrected refractive error remains a leading cause of vision impairment. A screening tells you who needs a full eye examination. ^[11,2]
Hearing	Radios, alarms and calls for help. ^[2]
Armed officers	Additional firearm-related checks supporting the competency process. ^[2,5]
Night work	A medical on request for regular night workers (BCEA s17). ^[3]



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.

Vision

Missed details at the gate or on a screen.

Prevention: Screening at the medical, glasses kept current, good lighting at posts.

Night shift fatigue

Body clock disruption.

Prevention: Sensible rosters, breaks, a medical on request, reporting tiredness without blame.

Cold and heat

Outdoor posts and events.

Prevention: Warm or cool shelter, water, layered clothing, rotation.

Lone work

No one nearby if something goes wrong.

Prevention: Regular check-ins and a plan if one is missed.

Stress and trauma

Confrontation and incidents.

Prevention: Debrief after incidents, access to support, fair treatment.

Long standing

Legs, back and feet.

Prevention: Seating where possible, good footwear, movement breaks.



For your notice board

Our Eye Care Awareness 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-based exposure form completed for each post type
- ☐ Medical tests matched to the post: vision, hearing, fitness for duty
- ☐ Armed officers' firearm-related checks done and recorded
- ☐ Night workers informed of shift hazards in writing (BCEA s17)
- ☐ Process for night workers to request a medical
- ☐ Vision screening results followed up with an eye examination where needed
- ☐ Cold and heat plans for outdoor posts and events
- ☐ Lone worker check-in and response procedure
- ☐ Intoxication rule (GSR 2A) in the policy and applied fairly
- ☐ Incident debrief and support route in place
- ☐ Renewals tracked on one planner before certificates lapse
- ☐ Medical records stored confidentially (POPIA)
- ☐ Emergency numbers 10177 and 112 at every post

Checked by: _____ Date: ____ / ____ / ____

FIVE-MINUTE TOOLBOX TALK

STAYING SHARP ON THE NIGHT SHIFT

Night shift asks your body to be awake when it wants to sleep. Here is how to look after yourself and each other.

1. Sleep before the shift in a dark, quiet room. Protect that sleep like part of the job.
2. Eat light, regular meals and drink water. Heavy meals make you drowsy.
3. If you feel yourself nodding off, tell your controller. That is safety, not weakness.
4. Keep your glasses clean and with you. If screens or faces are getting harder to see, say so at your medical.
5. Dress for the cold in winter. Layers, a warm hat and gloves.
6. After a frightening incident, talk to someone. Ask about support.

Talk it through

- What is our check-in schedule tonight?
- Who needs new glasses?
- What do we do after an incident?

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

Security medicals tested against the post, with a mobile unit at your depot or muster point, weekdays and Saturdays. 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. Occupational Health and Safety Act 85 of 1993 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
2. Care Net Consultants: Safety and security medicals. <https://carenetconsultants.co.za/safety-security-medicals.html>
3. Basic Conditions of Employment Act 75 of 1997, section 17 Night work (Parliament of South Africa). https://www.parliament.gov.za/storage/app/media/Acts/1997/Act_75_of_1997_Basic_Conditions_of_Employment_Act.pdf
4. Private Security Industry Regulation Act 56 of 2001, section 23 (gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/a56-010.pdf
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9. 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>
10. Care Net Consultants: Occupational health (pre-employment, periodic and exit medicals). <https://carenetconsultants.co.za/occupational-health.html>
11. WHO: Blindness and visual impairment fact sheet. <https://www.who.int/news-room/fact-sheets/detail/blindness-and-visual-impairment>
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. 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.

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