CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION

HEALTH AWARENESS PACK · JUNE AND SEPTEMBER

SUBSTANCE ABUSE

Alcohol, drugs, fitness for work and where to get help



> SANCA drug awareness week is in June, with the International Day against Drug Abuse on 26 June; Foetal Alcohol Syndrome Day is 9 September.[1]

SANCA drug awareness week runs in late June, leading into the International Day against Drug Abuse and Illicit Trafficking on 26 June, and International Foetal Alcohol Syndrome Day falls on 9 September.[1] Alcohol and drugs harm health and safety at work, and the law is clear that no one may work under the influence.[2] Dependence is also a health condition with real help available. This pack gives you the facts, the legal footing, a checklist and a poster with helplines.

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3 Workplace actions and the law
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General health information only, not medical advice. Speak to a healthcare professional about your own health.

ALCOHOL AND DRUGS IN NUMBERS

South African figures from the Demographic and Health Survey 2016 and the SA Medical Journal; global figures from WHO and UNODC.

28%

of South African men drank 5 or more drinks on one occasion in the past month; 16% showed signs of problem drinking.[3]

111 PER 1 000

children and young people in South Africa are estimated to have foetal alcohol spectrum disorder, the highest rate in the world.[4]

2,6 MILLION

deaths worldwide were caused by alcohol in 2019.[5]

331 MILLION

people worldwide used a drug in 2024, 6,2% of people aged 15 to 64.[6]

THE FACTS AT WORK

Alcohol and drugs put safety at risk, and dependence is a health condition that can be treated.[2,5]

1. No safe level of alcohol
2. Alcohol in pregnancy harms the baby
3. Medicines can be misused
4. No one may work under the influence
5. Dependence is treatable
6. SADAG: 0800 12 13 14

WHAT EVERY TEAM SHOULD KNOW

No safe level

Alcohol harms health even at low levels, and it is an established cause of several cancers.[5]

Medicines can be misused too

About 1 in 7 South Africans used codeine medicines in a year; 2% used them for the feeling, not the medical effect.[3]

Cannabis is most used

Cannabis is by far the most widely used drug worldwide, with 256 million users in 2024.[6]

Dependence is treatable

About 209 million people live with alcohol dependence. Treatment and support work.[5]

IN PRACTICE · A QUARRY NEAR KURUMAN

A shift boss smells alcohol on a loader operator at the start of the shift. He takes him aside, away from the crew, and removes him from the machine. Testing follows the policy, and the next day the operator is offered the SANCA and SADAG helplines alongside a fair process.[2,7,8]

Safety first, then support. Remove anyone who appears to be under the influence from the work area, then handle it fairly, with an offer of help.[2,8]

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

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WHAT THE LAW ASKS OF YOU

The General Safety Regulations put a direct duty on employers. A written policy makes the rule fair, consistent and known to everyone.

LAW	WHAT IT ASKS OF THE EMPLOYER
General Safety Regulations, regulation 2A(1)	An employer must not allow anyone who is or appears to be under the influence of liquor or drugs to enter or remain at the workplace.[2]
General Safety Regulations, regulation 2A(2) and (3)	No person may be under the influence of, possess or offer liquor or drugs at work. Prescribed medication is treated separately.[2]
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.[9]
Code of Good Practice: Dismissal, 2025	Ill health is assessed fairly, with alternatives considered and the employee heard, before any dismissal.[8]
POPIA, sections 19, 26 and 27	Test results are special personal information. Limit who sees them and keep them secure and confidential.[10]

IMPAIRMENT ON SHIFT: THREE STEPS

1 REMOVE SAFELY

Take the person off the task and out of the work area, without accusations in front of others.[2]

2 FOLLOW THE POLICY

Test as your policy sets out, and confirm a positive screen before acting.[2,11]

3 OFFER HELP

Share SADAG 0800 12 13 14 and SANCA, and treat asking for help as a health matter.[7]

FIVE WORKPLACE ACTIONS

Write the policy
Set out the rule, when testing happens, who does it and what support is offered, and share it with everyone.[2]

Train supervisors
Teach them to act on signs of impairment safely, without accusations in front of others.[2]

Test where the risk calls for it
Use screening for safety-critical roles as your policy and risk assessment set out.[11]

Offer a way to help
Share the SADAG and SANCA helplines and make it safe to ask for help early.[7]

Talk about it in June and September
Use the poster in SANCA week and on Foetal Alcohol Syndrome Day.[1]

IN PRACTICE · A WINE ESTATE IN STELLENBOSCH

In September, the estate manager uses Foetal Alcohol Syndrome Day to talk with workers about alcohol in pregnancy. The SANCA WhatsApp number goes on the notice board in Afrikaans, isiXhosa and English, and the alcohol policy is explained again to every new worker.[2,4,7]

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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.

A CLEAR POLICY

- [ ] We have a written alcohol and drug policy that every worker has seen.
- [ ] The policy says when testing happens and who does it.
- [ ] Workers know to declare prescribed medication that may affect safety.
- [ ] Testing for safety-critical roles follows our policy and risk assessment.
- [ ] Positive screens are confirmed before any action is taken.

SAFE AND FAIR HANDLING

- [ ] Supervisors know how to remove an impaired worker from the work area safely.
- [ ] Test results are kept confidential, with named access only.
- [ ] Incapacity steps are followed fairly where dependence is involved.

HELP AND PREVENTION

- [ ] Workers know the SADAG and SANCA helplines.
- [ ] Asking for help early is treated as a health matter.
- [ ] Pregnant workers know about the risks of alcohol in pregnancy.
- [ ] The poster is up and talks are booked for June and September.

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.

CLEAR HEAD. SAFE SHIFT. HELP IS HERE.



1 CLEAR HEAD

No one may work under the influence of alcohol or drugs.

2 TELL US

Tell your supervisor about medicine that may affect your work.

3 GET HELP

Dependence is treatable. Help is confidential.

ON EVERY SHIFT

- No alcohol or drugs at work
- Declare medicine that may affect work
- No alcohol in pregnancy
- Asking for help is OK
- Help is confidential

SADAG Substance Abuse Helpline, 24 hours **0800 12 13 14**

SANCA WhatsApp **076 535 1701**

In an emergency, call 10177, or 112 from a cellphone.

For confidential support, speak to: _____

26 JUNE: INTERNATIONAL DAY AGAINST DRUG ABUSE. 9 SEPTEMBER: FAS DAY.

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Sources: WHO alcohol fact sheet; UNODC World Drug Report 2026; SADHS 2016; SAMJ; General Safety Regulations; gov.za; 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. Drug 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

- **Drug screening for employment**
  On the same visit where your policy asks for it. Strip and cup tests and chain-of-custody testing are add-ons.[11,13]
- **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]

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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. General Safety Regulations, regulation 2A: Intoxication (GN R1031 as amended, gov.za). https://www.gov.za/sites/default/files/gcis_document/201409/251280.pdf
3. National Department of Health, Stats SA, SAMRC and ICF: South Africa Demographic and Health Survey 2016, Key Findings. https://www.samrc.ac.za/sites/default/files/attachments/2022-08/SADHS2016KeyFindings.pdf
4. South African Medical Journal: Where is the South African prevention of fetal alcohol spectrum disorder programme? A call to action. https://samajournals.co.za/index.php/samj/article/download/3278/1593/24283
5. World Health Organization: Alcohol fact sheet. https://www.who.int/news-room/fact-sheets/detail/alcohol
6. UNODC: World Drug Report 2026 press release (26/06/2026). https://www.unodc.org/unodc/en/press/releases/2026/June/unodc-world-drug-report-2026_-global-drug-markets-transforming-rapidly-as-technology--novel-drug-types-and-instability-present-traffickers-with-new-opportunities.html
7. South African Government: Alcohol and substance abuse (helplines). https://www.gov.za/Alcoholandsubstanceabuse
8. 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
9. Occupational Health and Safety Act 85 of 1993, section 8. https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.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: Pre-employment medicals. https://carenetconsultants.co.za/pre-employment-medicals.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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