

HEALTH PACK

SUNSMART HEALTH PACK

Sun safety for outdoor teams



South Africa has one of the highest monitored UV levels in the world, CANSA says, and UV is as dangerous for an outdoor worker as for anyone at the beach. SunSmart Skin Cancer Awareness Month runs from 1 December to 31 January. This pack gives employers the legal footing, practical controls, and a toolbox talk for the whole outdoor team.

WHAT THE LAW ASKS OF YOU

These are the South African rules that matter most for a typical outdoor 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 a working environment without risk to health and establish the hazards attached to the work, as far as reasonably practicable. Sun exposure is a hazard of outdoor work, so it belongs in the risk assessment. ^[1]
Physical Agents Regulations, 2024 (GN 5952), ultraviolet radiation	Table 1 lists ultraviolet radiation with an occupational exposure limit of 0,1 microwatt per square centimetre over 8 hours. Regulation 14 sets duties at or above that limit, including alternative working methods, limiting exposure and protective equipment. How this applies to solar UV is a question for an occupational hygienist or practitioner. ^[2]
Physical Agents Regulations, 2024, regulation 10 heat stress	Heat stress (WBGT) action level 27 °C and exposure limit 30 °C over one hour. Assess, control, inform and train, and monitor health where needed. ^[2,3]
Amendment GN 7149 of 20/02/2026	Corrected one provision and revised some tables of the Physical Agents Regulations. Heat stress was not among the changes. Read the consolidated text. ^[4]
Records	Physical agents records (training, risk assessments, monitoring, medical screening and surveillance) are kept for 40 years. ^[2]

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 outdoor employer plans for three moments in a worker's career.

WHEN	WHAT IT IS FOR
Pre-employment (baseline)	Before outdoor work starts. A confidential look at fitness for hot outdoor work, and a baseline for later comparison. ^[5]
Periodic	Where the physical agents risk assessment calls for medical screening, at the interval your practitioner sets. ^[2]
Exit	When the person leaves the job or the exposure, to close the record. ^[5]

Tests and certificates to plan for

TEST	NOTES
What a medical is	A confidential fitness assessment. It is not a skin cancer screening, and we do not present it as one. ^[6]
Heat vulnerability	Some medicines, such as certain blood pressure tablets, and conditions like diabetes, heart or kidney disease, change the risk of heat illness. The practitioner can advise on restrictions without sharing a diagnosis. ^[3,6]
Skin concerns	A worker with a spot that concerns them should see a doctor or dermatologist. CANSA Care Centres offer screening. ^[7]
Eyes	UV affects the eyes regardless of skin type; vision is checked at every CNC medical. ^[8,6]



Planning medicals?

Tell us the headcount, the site and the exposures. A sales executive replies the same working day with a fixed-price proposal.^[9]

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.

UV and skin

Skin cancer is the most common cancer worldwide (CANSa).

Prevention: Shade, long sleeves, broad-rimmed hat, sunscreen re-applied during the day.

Darker skin myth

Skin cancers do occur in darker skin and are often found later (CANSa).

Prevention: The message is for every worker, not one group.

Eyes

UV effects on the eye are independent of skin type.

Prevention: UV-blocking sunglasses or safety glasses.

Reflection

Water, concrete and light surfaces reflect UV, even in shade.

Prevention: Do not treat shade near reflective surfaces as safe.

UV Index

3 to 5 moderate, 6 to 7 high, 8 to 10 very high, 11 and above extreme (CANSa).

Prevention: From moderate up, stay out of the sun between 10:00 and 16:00 where possible.

Heat

Arrives with the sun but is a separate risk.

Prevention: Water, rest in shade, heavy work early.



For your notice board

Our SunSmart Skin Cancer 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.

☐ Sun exposure added to the risk assessment for outdoor roles

☐ Hats with neck and ear cover issued to the whole crew

☐ UV-blocking sunglasses or safety glasses issued

☐ Sunscreen available, with time to re-apply

☐ Shade where people eat and rest

☐ Heaviest outdoor work planned for cooler parts of the day

☐ UV Index checked daily in summer

☐ Heat stress plan with water and rest breaks

☐ Monthly skin check on the toolbox talk calendar

☐ Route for workers to see a doctor about a worrying spot

☐ Records of training and assessments kept for 40 years

☐ Emergency numbers 10177 and 112 known by every supervisor

Checked by: _____ Date: ____ / ____ / ____

FIVE-MINUTE TOOLBOX TALK

SPOT THE SPOT

CANSA asks everyone to check their skin once a month. It takes a few minutes, and it is the simplest habit we can build as a team.

1. Check your skin carefully every month. Ask a family member or friend to look at your back and the top of your head.
2. Look for anything new or changing, using CANSA's A B C D E guide: Asymmetry, Border, Colour, Diameter, Evolving.
3. See a doctor as soon as possible about any spot that worries you.
4. Wear a broad-rimmed hat, not a cap. It protects your neck and ears.
5. Sunscreen wears off. Put more on during the day.
6. Dark skin also needs protection. UV harms the eyes of everyone.

Talk it through

- Where is the shade on today's site?
- Who needs a new hat or glasses?
- Where can we go for a skin check?

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

Medicals for outdoor teams at a fixed clinic or with a mobile unit on site, matched to heat and sun exposure. 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.^[10]

4

fixed clinics

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.^[11]

16

mobile clinic units

From 10 employees on one site, Monday to Saturday. Most units carry inverters and battery packs.^[9]

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.^[9]

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. Physical Agents Regulations, 2024 (GN 5952, GG 52226, 06/03/2025), gov.za. https://www.gov.za/sites/default/files/gcis_document/202503/52226gon5952.pdf
3. Physical Agents Regulations, 2024, regulation 10 Heat stress (Acts Online). https://source.acts.co.za/occupational-health-and-safety-act-1993/n5952_10__heat_stress.php
4. Physical Agents Regulations, 2024: Amendment (GN 7149, GG 54177, 20/02/2026), gov.za. https://www.gov.za/sites/default/files/gcis_document/202602/54177gon7149_0.pdf
5. Care Net Consultants: Occupational health (pre-employment, periodic and exit medicals). <https://carenetconsultants.co.za/occupational-health.html>
6. Care Net Consultants: Agriculture and abattoir medicals. <https://carenetconsultants.co.za/agriculture-abattoir-medicals.html>
7. CANSA: Be SunSmart Everywhere. <https://cansa.org.za/be-sunsmart/>
8. CANSA Fact Sheet on Solar Radiation and Skin Cancer (March 2026). <https://cansa.org.za/files/2026/03/CANSA-Fact-Sheet-on-Solar-Radiation-and-Skin-Cancer-March-2026.pdf>
9. Care Net Consultants: Mobile clinics. <https://carenetconsultants.co.za/mobile-clinics.html>
10. Care Net Consultants: Fixed clinics. <https://carenetconsultants.co.za/fixed-clinics.html>
11. Care Net Consultants: Contact us and clinic addresses. <https://carenetconsultants.co.za/contact.html>
12. 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>
13. 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>
14. 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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