CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION



HEALTH AWARENESS PACK · FEBRUARY AND AUGUST

WOMEN'S HEALTH PACK

Health, safety and fairness for women at work

> Reproductive Health Month is February; National Women's Month is August, with National Women's Day on 9 August.[1]

February is Reproductive Health Month, with pregnancy awareness week, and August is National Women's Month, with National Women's Day on 9 August.[1] Women carry particular health risks at work and at home: pregnancy, cancers that screening can catch early, high blood pressure, and violence. In South Africa, 46% of women aged 15 and over have hypertension.[2] This pack gives you the facts, the legal footing, a checklist and a poster.

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.

WOMEN'S HEALTH IN NUMBERS

South African figures from the Demographic and Health Survey 2016 and CANSA, global figures from the World Health Organization.

46%

of South African women aged 15 and over have hypertension; only 1 in 5 of them has it under control.[2]

13%

of South African women aged 15 and over have diabetes.[2]

1 IN 28

South African women will get breast cancer in their lifetime.[3]

1 IN 3

women worldwide have experienced physical or sexual violence.[4]

A SAFE JOB AT EVERY STAGE

From screening to pregnancy to safety from violence, the workplace can help.[5,7]

1. **Free Pap smears at 30, 40 and 50**
2. **A monthly breast self-check**
3. **Heart attack signs can differ**
4. **Safe work in pregnancy**
5. **No alcohol in pregnancy**
6. **GBV Command Centre: 0800 428 428**

WHAT EVERY TEAM SHOULD KNOW

Screening saves lives

Pap smears are free at public clinics at 30, 40 and 50, and CANSA advises a monthly breast self-examination.[3,5]

Heart signs can differ

Women are more likely than men to have shortness of breath, nausea, and back or jaw pain in a heart attack.[6]

Pregnancy needs a safe job

Pregnant and nursing workers may not do work that is hazardous to them or their child.[7]

Contraception is common

60% of sexually active women aged 15 to 49 in South Africa use contraception.[2]

IN PRACTICE · A CHEMICAL WAREHOUSE IN SASOLBURG

Precious tells her supervisor she is pregnant. That week, the practitioner reviews her tasks with her, and she moves from the solvent store to the dispatch office on the same pay. Her pregnancy is shared only with the people who need to know.[7,8]

A safe job for every stage of life. Assess risks for pregnant and nursing workers, give time for screening, and make it safe to report harassment.[7,9]

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

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WHAT THE LAW ASKS OF YOU

The law gives women specific protection at work, especially around pregnancy, and protects everyone from harassment.

LAW	WHAT IT ASKS OF THE EMPLOYER
Basic Conditions of Employment Act, section 26(1)	No employer may require or permit a pregnant or nursing employee to do work that is hazardous to her health or her child's.[7]
Basic Conditions of Employment Act, section 26(2)	During pregnancy and for six months after birth, offer suitable alternative work on no less favourable terms where night work or the job poses a danger, if practicable.[7]
Labour Relations Act, section 187	Dismissal for pregnancy, or any reason related to pregnancy, is automatically unfair.[10]
Harassment Code, 2022	Employers must take proactive steps to prevent harassment, including sexual harassment, and deal with complaints.[9]
POPIA, sections 19, 26 and 27	A pregnancy or health result is special personal information. Share it only with consent and keep it confidential.[8]

WHEN A WORKER IS PREGNANT: THREE STEPS

1. **ASSESS**
Review her tasks for hazards with her and the practitioner.[7]

2. **OFFER ALTERNATIVES**
Move night-shift or hazardous duties where practicable, on no less favourable terms.[7]

3. **KEEP IT PRIVATE**
A pregnancy is never shared without her consent.[8]

FIVE WORKPLACE ACTIONS

Assess pregnancy risks
When a worker tells you she is pregnant, review her tasks for hazards with her and the practitioner.[7]

Make screening easy
Agree how workers can attend Pap smear and mammogram appointments.[5]

Talk about it in August
Use the poster in Women's Month and again in February for reproductive health.[1]

Offer alternatives
Move night-shift or hazardous duties where practicable, on no less favourable terms.[7]

Prevent harassment
Have a policy, a safe way to report, and follow every report through.[9]

IN PRACTICE · A HOTEL IN UMHLANGA

Room attendants report that a guest made comments that left them feeling unsafe. The general manager acts under the harassment policy, refuses the guest further bookings and makes sure attendants work in pairs on that floor. The GBV Command Centre number now sits on the staff notice board.[9,11]

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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.

PREGNANCY AND NURSING

- [ ] We review tasks for hazards as soon as a worker tells us she is pregnant.
- [ ] Pregnant and nursing workers are not doing hazardous work.
- [ ] Alternative work is offered where night work or the job poses a danger.
- [ ] Managers know dismissal for pregnancy is automatically unfair.

SCREENING AND HEALTH

- [ ] Workers know how to arrange time for screening appointments.
- [ ] The nearest clinic for free Pap smears is on the notice board.
- [ ] Women's heart attack signs are part of first aid training.

SAFETY AND PRIVACY

- [ ] We have a harassment policy and a safe, confidential way to report.
- [ ] The GBV Command Centre number is on every notice board.
- [ ] A pregnancy or diagnosis is never shared without consent.
- [ ] Health information is stored apart from personnel files, with named access only.
- [ ] The poster is up and talks are booked for August and February.

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.

YOUR HEALTH MATTERS.
GET CHECKED.



1

CHECK

Nearly half of South African women have high blood pressure.

2

SCREEN

Pap smears are free at public clinics at 30, 40 and 50.

3

TELL US

Pregnant? Tell us so we can make your job safe.

YOUR HEALTH MATTERS

Check your blood pressure

Free Pap smears at 30, 40 and 50

Pregnant? Tell us

Heart signs can differ

GBV: 0800 428 428

Ambulance from a landline **10177**

Emergency from a cellphone **112**

Care Net clinics are not emergency services. In an emergency, call these first.

For confidential support at work, speak to: _____

NATIONAL WOMEN'S DAY: 9 AUGUST.

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Sources: SADHS 2016; CANSA; WHO; Basic Conditions of Employment Act; Harassment Code; Department of Justice GBV Command Centre; 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. A women's health wellness day can sit alongside 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

- **Medicals with health checks**
  Blood pressure, vision and other checks are added to a medical when the role requires them.[14]
- **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.[15]

OUR FIXED CLINICS[12,17]

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[16]

Ambulance from a landline **10177**

Emergency from a cellphone **112**

In a medical emergency, call these first. Care Net clinics are not emergency services.[18]

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. 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
3. CANSA: Breast cancer. https://cansa.org.za/breast-cancer/
4. World Health Organization: Violence against women fact sheet. https://www.who.int/news-room/fact-sheets/detail/violence-against-women
5. CANSA: Cervical cancer. https://cansa.org.za/cervical-cancer/
6. World Health Organization: Cardiovascular diseases (CVDs) fact sheet. https://www.who.int/news-room/fact-sheets/detail/cardiovascular-diseases-(cvds)
7. Basic Conditions of Employment Act 75 of 1997, section 26 (Department of Employment and Labour). https://www.labour.gov.za/DocumentCenter/Acts/Basic%20Conditions%20of%20Employment/Act%20-%20Basic%20Conditions%20of%20Employment.pdf
8. 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
9. 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
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. Department of Justice and Constitutional Development: Gender-Based Violence Command Centre. https://justice.gov.za/vg/GBV.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: Pre-employment medicals. https://carenetconsultants.co.za/pre-employment-medicals.html
15. 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.
16. Care Net Consultants: Contact us. https://carenetconsultants.co.za/contact.html
17. Care Net Consultants: Occupational health clinic Gqeberha (40 6th Road, Newton Park). https://carenetconsultants.co.za/occupational-health-clinic-gqeberha.html
18. 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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