CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
NOVEMBER 2026

HEALTH AWARENESS PACK · 1 DECEMBER

WORLD AIDS DAY HEALTH PACK



Privacy, voluntary testing and support at work

> 2026 theme: Ending AIDS starts with access (UNAIDS).[1]

World AIDS Day falls on 1 December, straight after Red Ribbon Month in November on the Department of Health calendar.[2] South Africa has the world's largest HIV epidemic: about 7,8 million people were living with HIV in 2022, 7,4 million of them adults.[3,4] For an employer, that makes HIV a workplace matter, and the law is clear on testing, privacy and support. This pack gives you the facts, the legal footing, a checklist and a poster for the notice board.

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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.

HIV IN SOUTH AFRICA, AND AT WORK

The numbers below come from the latest national survey and the 2026 global estimates. Use them in toolbox talks and wellness-day material, with the source alongside.

7,8 MILLION

people living with HIV in South Africa in 2022, down from 7,9 million in 2017.[3,4]

12,7%

HIV prevalence across all ages in South Africa in 2022, down from 14,0% in 2017.[3]

22,1%

prevalence among adults aged 25 to 49 in 2022, the core working-age band.[3]

41 MILLION

people living with HIV worldwide at the end of 2025. About 5 million of them did not know their status.[5]

HIV FACTS AT A GLANCE

With treatment, HIV is a manageable chronic condition, and people living with HIV can lead long, healthy lives.[6]

1. Everyday contact is safe
2. Treatment works
3. Undetectable means untransmittable
4. Same-day rapid tests
5. PrEP, including a twice-a-year injection
6. Men lag on treatment

WHAT EVERY TEAM SHOULD KNOW

Everyday contact is safe

HIV is not passed on through ordinary day-to-day contact such as hugging, shaking hands, or sharing personal objects, food or water.[6]

Undetectable means untransmittable

People taking antiretroviral treatment who have an undetectable viral load will not transmit HIV to their sexual partners.[6]

Testing is quick

Rapid tests give same-day results, and self-tests are available. Any positive result needs confirmatory testing by a trained health or community worker.[6]

Men lag on treatment

Worldwide in 2025, 84% of women living with HIV had access to treatment, against 74% of men. That gap matters on male-heavy sites.[5]

IN PRACTICE · A MINE HOSTEL IN RUSTENBURG

At the wellness day, trained counsellors run HIV testing in a private room, with consent and counselling before and after. Mandla tests for the first time. His result is given to him alone and never reaches his supervisor. He leaves with a referral to the clinic nearest his shaft.[6,7]

Ending AIDS starts with access. The 2026 theme asks for HIV prevention, testing and treatment that people can reach near home, at low or no cost, in private and free of discrimination.[1,8] A workplace can do a great deal of that.

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

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WHAT THE LAW ASKS OF YOU

HIV at work is governed mainly by the Employment Equity Act and the Code of Good Practice on HIV and AIDS and the World of Work. These are the points that matter most for a typical employer.

LAW	WHAT IT ASKS OF THE EMPLOYER
Employment Equity Act 55 of 1998, section 7(2)	Testing an employee to find out their HIV status is prohibited unless the Labour Court has found it justifiable under section 50(4). The court can attach conditions such as counselling and confidentiality.[9]
Code of Good Practice, items 7.1.4 and 7.2.2	No employer may require a worker or a job applicant to take an HIV test. It is not a requirement when hiring, as a condition of employment, when employment ends, or for access to training.[7]
Code of Good Practice, items 5.10 and 7.1	Testing offered at work must be voluntary, with informed consent and counselling before and after. Results stay confidential and may not affect a person's job, tenure, security or advancement.[7]
Code item 6.2.1 and Technical Assistance Guidelines	A worker has no general legal duty to disclose their HIV status. If a worker chooses to tell you, you may not pass it on without their express written consent.[7,10]
POPIA, sections 19, 26 and 27	Health information is special personal information. You may process it only where the Act authorises it, and you must keep it secure and confidential.[11]

HIV AT WORK: THREE RULES

1 NO HIV IN HIRING

No HIV test and no question about HIV status at recruitment, promotion or exit.[9]

2 TESTING BY INVITATION

Voluntary counselling and testing, with informed consent, run by trained counsellors.[7]

3 LOCKED RECORDS

Keep HIV information with the health practitioner and share it only with written consent.[7,11]

FIVE WORKPLACE ACTIONS

Take HIV out of hiring
No HIV test and no question about HIV status at recruitment, promotion or exit. The Act counts a question as medical testing too. Check your forms and contractor rules.[7,9]

Lock down the records
Keep HIV-related information with the health practitioner, away from personnel files, and share it only with written consent.[10,11]

Talk about it on 1 December
Use the poster and a five-minute toolbox talk. The Code asks for accurate, up-to-date information in a language your teams understand.[7]

Make testing an invitation
Offer voluntary counselling and testing at a wellness day, run by trained counsellors with informed consent. Care Net can run it on site. Nobody is asked for a result.[7,12]

Accommodate, do not exclude
If a worker discloses, discuss reasonable accommodation, such as adapted equipment or a reorganised workstation.[7]

IN PRACTICE · A BUILDING SITE IN CAPE TOWN

The site agent finds that a labour broker's induction form asks about HIV status. He has it removed before the next intake, because contractors on site follow the same rule. The World AIDS Day toolbox talk then covers how HIV is not passed on and where workers can test privately near the site.[7,9]

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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.

POLICY AND RECRUITMENT

- [ ] We have a written HIV and AIDS workplace policy, reviewed in the last 12 months.
- [ ] Our recruitment and medical forms contain no HIV test and no question about HIV status.
- [ ] Contractors and labour brokers on our sites follow the same rule.

CONFIDENTIALITY

- [ ] HIV-related information is stored apart from personnel files, with named access only.
- [ ] Managers know a disclosed status is never shared without the worker's written consent.
- [ ] Requests for reasonable accommodation are handled confidentially.

TESTING, PREVENTION AND SUPPORT

- [ ] Our wellness day offers voluntary counselling and testing, with informed consent.
- [ ] Counselling before and after a test is given by trained counsellors.
- [ ] Workers know where to get confidential testing and treatment near the site.
- [ ] Condoms and prevention information are available on site.
- [ ] We have a procedure for occupational exposure, such as a needle-stick injury, including information on post-exposure prophylaxis.
- [ ] The World AIDS Day poster is up, and a toolbox talk is booked for 01/12/2026.

OUR ACTIONS FOR THE NEXT 12 MONTHS

_____

_____

_____

_____ _____ _____

Completed by **Date** **Next review**

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1 DECEMBER · WORLD AIDS DAY

YOUR TEST.
YOUR CHOICE.
YOUR PRIVACY.



1

TEST

Testing at work is voluntary, with counselling before and after.

2

TREAT

Treatment works. People on treatment can live long, healthy lives.

3

YOUR PRIVACY

There is no general duty to tell your employer your status.

WHAT YOU SHOULD KNOW

- Testing is voluntary
- Your status is yours
- Hugs and handshakes are safe
- Treatment works
- Undetectable means untransmittable

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, speak to: _____

ENDING AIDS STARTS WITH ACCESS: THE WORLD AIDS DAY 2026 THEME.

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Your Partner in Workplace Health

Sources: Code of Good Practice on HIV and AIDS and the World of Work (2012); WHO HIV and AIDS fact sheet (27/07/2026); UNAIDS World AIDS Day 2026; 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. For World AIDS Day, a wellness day with on-site HIV counselling and testing can sit alongside the medical programme you already run.[13,14]



Our nurses and mobile units come to your site, from 10 employees.[14]

4 FIXED CLINICS

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.[13]

16 MOBILE CLINICS NATIONWIDE

A mobile clinic at your gate from 10 employees, six days a week, Monday to Saturday.[14]

ON SITE AND AT OUR CLINICS

- **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.[12]

OUR FIXED CLINICS[13,16]

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 24/11/2026. 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. UNAIDS: World AIDS Day 2026, Ending AIDS starts with access. https://www.unaids.org/en/2026-world-aids-day
2. 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
3. HSRC: SABSSM VI, Sixth South African National HIV Prevalence, Incidence, Behaviour and Communication Survey 2022, summary sheet. https://hsrc.ac.za/wp-content/uploads/2023/11/SABSSMVI-SUMMARY-SHEET-2023.pdf
4. HSRC: New HIV survey highlights progress and ongoing disparities in South Africa's HIV epidemic (27/11/2023). https://hsrc.ac.za/press-releases/phsb/new-hiv-survey-highlights-progress-and-ongoing-disparities-in-south-africas-hiv-epidemic/
5. UNAIDS: Global HIV and AIDS statistics, Fact sheet 2026 (2025 data). https://www.unaids.org/en/resources/fact-sheet
6. World Health Organization: HIV and AIDS fact sheet (27/07/2026). https://www.who.int/news-room/fact-sheets/detail/hiv-aids
7. Code of Good Practice on HIV and AIDS and the World of Work (GN 451, GG 35435, 15/06/2012), gov.za. https://www.gov.za/sites/default/files/gcis_document/201409/35435gon451.pdf
8. World Health Organization: World AIDS Day 2026, Ending AIDS starts with access. https://www.who.int/news-room/events/detail/2026/12/01/default-calendar/world-aids-day-2026---ending-aids-starts-with-access
9. Employment Equity Act 55 of 1998, sections 1, 7 and 50(4) (SAFLII consolidated text). https://www.saflii.org/za/legis/consol_act/eea1998240/
10. Department of Employment and Labour: Technical Assistance Guidelines on HIV and AIDS and the World of Work (2012), section 2.5. https://www.labour.gov.za/DocumentCenter/Publications/Employment%20Equity/Technical%20Assitance%20Guidelines%20on%20HIV%20and%20AIDS%20and%20the%20World%20of%20Work%202012.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: 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.
13. Care Net Consultants: Fixed clinics and clinic addresses. https://carenetconsultants.co.za/fixed-clinics.html
14. Care Net Consultants: Mobile clinics. https://carenetconsultants.co.za/mobile-clinics.html
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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