CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION

HEALTH AWARENESS PACK · 14 NOVEMBER

WORLD DIABETES DAY



Knowing the signs, getting checked and managing at work

> World Diabetes Day is 14 November on the Department of Health calendar.[1]

World Diabetes Day falls on 14 November.[1] The number of people living with diabetes rose from 200 million in 1990 to 830 million in 2022, and in South Africa 13% of women and 8% of men aged 15 and over have it.[2,3] Type 2 diabetes can often be prevented or delayed, and well-managed diabetes rarely stops anyone working. This pack gives you the facts, the legal footing, a checklist and a poster.

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General health information only, not medical advice. Speak to a healthcare professional about your own health.

DIABETES IN NUMBERS

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

13% AND 8%

of South African women and men aged 15 and over have diabetes.[3]

830 MILLION

people worldwide lived with diabetes in 2022, up from 200 million in 1990.[2]

MORE THAN HALF

of people with diabetes worldwide were not taking medication for it in 2022.[2]

2,4 MILLION

deaths worldwide were caused by diabetes in 2023.[2]

KNOW THE SIGNS

Type 2 diabetes can be quiet for years. These signs mean it is time for a test.[2]

1. Feeling very thirsty
2. Passing urine more often
3. Blurred vision
4. Tiredness
5. Losing weight without trying
6. A test is the only way to know

WHAT EVERY TEAM SHOULD KNOW

Type 2 can be quiet

Symptoms can be mild and take years to notice, so testing matters.[2]

Weight raises the risk

Diabetes is most common among South Africans who are obese.[3]

Prevent or delay it

A healthy diet, regular activity, a healthy weight and no tobacco help prevent type 2 diabetes.[2]

Complications are serious

Diabetes can cause blindness, kidney failure, heart attack, stroke and lower-limb amputation.[2]

IN PRACTICE · A DAIRY IN THE KZN MIDLANDS

Ayanda, a milking-shed worker, feels unwell halfway through an early shift. The first aider knows from the plan Ayanda chose to share that she has diabetes, sits her down and follows it. Since then, her roster includes a fixed meal break.[4,5]

Regular meals, breaks and clinic time help people manage. Workers with diabetes need predictable breaks to eat and take medicine, and time to keep check-ups.[2,5]

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

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WHAT THE LAW ASKS OF YOU

Diabetes is a health condition, not a reason to exclude someone. The law asks for fair treatment, proper breaks and privacy.

LAW	WHAT IT ASKS OF THE EMPLOYER
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.[6]
Basic Conditions of Employment Act 75 of 1997, section 14(1)	A worker on duty for more than five hours continuously gets a meal interval of at least one continuous hour.[5]
Basic Conditions of Employment Act, section 22	Every employee earns paid sick leave: the days they would normally work in six weeks, in each 36-month cycle.[5]
Employment Equity Act 55 of 1998, section 6(1)	No unfair discrimination on listed grounds, which include disability. Judge fitness by the task, not the diagnosis.[7,8]
POPIA, sections 19, 26 and 27	A diabetes diagnosis or glucose result is special personal information. Share it only with consent.[4]

SUPPORT AT WORK: THREE STEPS

1 **CHECK**
Offer a voluntary health check with confidential results and referral.[2]

2 **PLAN BREAKS**
Shifts let workers eat and take medicine on time.[5]

3 **AGREE A PLAN**
With consent, agree what first aiders should know and do.[4]

FIVE WORKPLACE ACTIONS

Offer a numbers check
Run a voluntary wellness day with confidential results and referral where needed.[2]

Agree a plan with the worker
With consent, agree what first aiders should know and do.[4]

Talk about it on 14 November
Use the poster and a five-minute toolbox talk for World Diabetes Day.[1]

Protect meal breaks
Plan shifts so workers can eat and take medicine on time.[5]

Make healthy choices easy
Water, healthier food and chances to move all lower the risk.[2,9]

IN PRACTICE · A SECURITY COMPANY IN BELLVILLE

Guards on 12-hour shifts could not always leave their posts to eat. The control room now schedules relief so every guard gets a proper meal interval, and a fridge in the guardroom lets workers store medicine privately.[5]

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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.

CHECKS AND SIGNS

- [ ] We have offered a voluntary health check in the last 12 months.
- [ ] Results go to the worker only, with referral where needed.
- [ ] Workers know the signs of diabetes and where to get tested.

BREAKS AND CARE

- [ ] Shift rosters allow regular meal intervals.
- [ ] Workers can store and take medicine privately.
- [ ] First aiders know what to do for a worker with diabetes who feels unwell.
- [ ] Workers can keep clinic appointments for chronic care.
- [ ] Canteen and vending options include healthier food and water.

FAIRNESS AND PRIVACY

- [ ] Fitness decisions rest on the task, not the diagnosis.
- [ ] Health information is stored apart from personnel files, with named access only.
- [ ] Wellness reports show group trends, never names.
- [ ] The poster is up and a toolbox talk is booked for 14 November.

OUR ACTIONS FOR THE NEXT 12 MONTHS

Completed by _____ Date _____ Next review _____

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THIRSTY? TIRED? GET TESTED.



1

TEST

Type 2 can be quiet for years. A test is the only way to know.

2

EAT WELL, MOVE MORE

A healthy diet and regular activity lower your risk.

3

STOP SMOKING

No tobacco helps prevent type 2 diabetes.

WARNING SIGNS

- Very thirsty
- Passing urine often
- Blurred vision
- Tiredness
- Weight loss without trying

Ambulance from a landline **10177**

Emergency from a cellphone **112**

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

To arrange a health check, speak to: _____

WORLD DIABETES DAY: 14 NOVEMBER.

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Sources: WHO diabetes fact sheet; South Africa Demographic and Health Survey 2016; 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. Health checks can sit inside the medical programme you already run.[10,11]



Our nurses and mobile units come to your site, from 10 employees.[11]

4 FIXED CLINICS

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

16 MOBILE CLINICS NATIONWIDE

A mobile clinic at your gate from 10 employees, six days a week, Monday to Saturday.[11]

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.[12]
- **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.[13]

OUR FIXED CLINICS[10,15]

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[14]

Ambulance from a landline **10177**

Emergency from a cellphone **112**

In a medical emergency, call these first. Care Net clinics are not emergency services.[16]

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. World Health Organization: Diabetes fact sheet. https://www.who.int/news-room/fact-sheets/detail/diabetes
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. 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
5. Basic Conditions of Employment Act 75 of 1997, sections 14 and 22 (Department of Employment and Labour). https://www.labour.gov.za/DocumentCenter/Acts/Basic%20Conditions%20of%20Employment/Act%20-%20Basic%20Conditions%20of%20Employment.pdf
6. Occupational Health and Safety Act 85 of 1993, section 8. https://www.gov.za/sites/default/files/gcis_document/201409/act85of1993.pdf
7. Employment Equity Act 55 of 1998, section 6(1) (SAFLII consolidated text). https://www.saflii.org/za/legis/consol_act/eea1998240/
8. 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
9. World Health Organization: Healthy diet fact sheet. https://www.who.int/news-room/fact-sheets/detail/healthy-diet
10. Care Net Consultants: Fixed clinics and clinic addresses. https://carenetconsultants.co.za/fixed-clinics.html
11. Care Net Consultants: Mobile clinics. https://carenetconsultants.co.za/mobile-clinics.html
12. Care Net Consultants: Pre-employment medicals. https://carenetconsultants.co.za/pre-employment-medicals.html
13. 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.
14. Care Net Consultants: Contact us. https://carenetconsultants.co.za/contact.html
15. Care Net Consultants: Occupational health clinic Gqeberha (40 6th Road, Newton Park). https://carenetconsultants.co.za/occupational-health-clinic-gqeberha.html
16. 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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