CARE NET CONSULTANTS
Your Partner in Workplace Health

FREE GUIDE FOR EMPLOYERS
2027 EDITION

HEALTH AWARENESS PACK · MAY

WORLD NO TOBACCO DAY

Smoke-free workplaces and help to quit



No Tobacco Awareness Month is May; World No Tobacco Day is 31 May.[1]

May is No Tobacco Awareness Month, ending with World No Tobacco Day on 31 May.[1] Tobacco kills more than 7 million people a year, including 1,6 million non-smokers exposed to second-hand smoke, and there is no safe level of exposure.[2] South African law already makes workplaces smoke-free, and most adults support that. This pack gives you the facts, the legal footing, a checklist and a poster for the notice board.

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

TOBACCO IN SOUTH AFRICA

South African figures from the Global Adult Tobacco Survey 2021, global figures from the World Health Organization.

29,4%

of South African adults, about 12,7 million people, used tobacco in 2021.[3]

1,2 MILLION

indoor workers, 11,2%, were exposed to tobacco smoke at work.[3]

40,5%

of smokers tried to quit in the past year.[3]

88,4%

of adults support a ban on smoking in indoor workplaces.[3]

WHAT TOBACCO DOES

All forms of tobacco are harmful, and second-hand smoke harms the people nearby.[2]

1. COPD and lung damage
2. Heart attack and stroke
3. Lung cancer
4. Second-hand smoke harms others
5. Nicotine is addictive
6. Help to quit works

WHAT EVERY TEAM SHOULD KNOW

Men smoke more

41,7% of men and 17,9% of women used tobacco in 2021.[3]

No safe level

All forms of tobacco use are harmful, and there is no safe level of exposure to second-hand smoke.[2]

Second-hand smoke kills

It causes heart disease and lung cancer and kills more than 1,6 million people early every year.[2]

Help to quit works

WHO's tobacco measures include offering help to quit as one of six core steps.[2]

IN PRACTICE · A FREIGHT YARD IN CITY DEEP

Drivers had been smoking at the loading-bay door, right where staff walk in. The yard manager moves the designated area to an open corner away from entrances and walkways, marks it clearly and puts no-smoking signs up at every door and in every truck cab.[4,5]

A smoke-free workplace is the law, and most people want it. Clear signs, a legal smoking area or none at all, and support to quit protect everyone on site.[3,4]

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

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WHAT THE LAW ASKS OF YOU

The Tobacco Products Control Act puts clear duties on employers. Check your premises against them this May.

LAW	WHAT IT ASKS OF THE EMPLOYER
Tobacco Products Control Act 83 of 1993, section 2(1) and (2)	No person may smoke in a public place, and an employer must ensure that no person smokes in the workplace except where the law allows.[4]
Tobacco Products Control Act, section 2(4)	Display the prescribed no-smoking signs and make the prescribed announcements.[4]
Tobacco Products Control Act, section 2(5)	Workers may object to smoking without retaliation, must not be exposed if they do not want to be, and must not be required to work where smoking is allowed.[4]
Smoking regulations, 2012	Smoking is allowed only in a demarcated outdoor area, not next to an entrance or walkway, with no under-18s and no food served. You may ban it entirely.[5]
POPIA, sections 19, 26 and 27	A worker's health information, including from a quit programme, is special personal information. Keep it confidential.[6]

A SMOKE-FREE SITE: THREE STEPS

1. **WALK THE SITE**
Check every building, vehicle and entrance against the no-smoking rules.[4]

2. **DECIDE**
Ban smoking on the premises, or set up one legal outdoor area.[5]

3. **BACK THE QUITTERS**
Share quit support and give encouragement, not jokes.[2]

FIVE WORKPLACE ACTIONS

Walk the site
Check every building, vehicle and entrance against the no-smoking rules, and fix the signs.[4]

Protect non-smokers
Make sure no one has to work in or pass through a smoking area.[4]

Talk about it on 31 May
Use the poster and a five-minute toolbox talk for World No Tobacco Day.[1]

Decide on the smoking area
Either ban smoking on the premises or set up one legal designated outdoor area.[5]

Back the quitters
Share quit support and give quitters encouragement, not jokes.[2]

IN PRACTICE · A SECURITY COMPANY IN PRETORIA

Three guards say they want to stop smoking before winter. The operations manager shares quit support in the World No Tobacco Day toolbox talk and asks the team to back them with encouragement, not jokes. The guardhouse becomes smoke-free for everyone.[2,4]

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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.

NO-SMOKING RULES

- [ ] No-smoking signs are displayed as the law requires.
- [ ] No one smokes inside any building or company vehicle.
- [ ] We have either banned smoking or set up one designated outdoor area.
- [ ] The smoking area is clearly marked and not next to an entrance or walkway.
- [ ] No food is served in the smoking area, and no under-18s use it.
- [ ] Ashtrays are provided and the area is cleaned regularly.

PROTECT EVERYONE

- [ ] No worker has to work in or pass through a smoking area.
- [ ] Workers know they may object to smoking without retaliation.

SUPPORT TO QUIT

- [ ] We share quit support with workers who want it.
- [ ] Lung and heart checks are part of our medical programme where the risk calls for it.
- [ ] Health information is stored apart from personnel files, with named access only.
- [ ] The poster is up and a toolbox talk is booked for 31 May.

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.

31 MAY · WORLD NO TOBACCO DAY

SMOKE-FREE IS THE LAW. QUIT TODAY.



1



NOT HERE

Smoke only in the designated outdoor area, if there is one.

2



PROTECT OTHERS

There is no safe level of second-hand smoke.

3



QUIT

Ask for support to quit. Help to quit works.

TOBACCO HARMS









- Your lungs
- Your heart
- Cancer risk
- People near you
- Support to quit works



Ambulance from a landline **10177**

Emergency from a cellphone **112**

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

For support to quit, speak to: _____

WORLD NO TOBACCO DAY: 31 MAY.

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Sources: WHO tobacco fact sheet; Global Adult Tobacco Survey South Africa 2021; Tobacco Products Control Act and 2012 regulations; 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. Lung function and health checks can sit inside the medical programme you already run.[7,8]



Our nurses and mobile units come to your site, from 10 employees.[8]

4 FIXED CLINICS

Walk-ins welcome. Busiest 8am to 2pm; afternoons are quieter. Saturdays for booked groups of more than 10.[7]

16 MOBILE CLINICS NATIONWIDE

A mobile clinic at your gate from 10 employees, six days a week, Monday to Saturday.[8]

ON SITE AND AT OUR CLINICS

- **Spirometry and chest X-rays**
  Spirometry when the practitioner says so, and a chest X-ray added when the job risk calls for it.[8,9]
- **Medicals with health checks**
  Blood pressure, vision and other checks are added to a medical when the role requires them.[10]
- **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.[11]

OUR FIXED CLINICS[7,13]

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[12]

Ambulance from a landline **10177**

Emergency from a cellphone **112**

In a medical emergency, call these first. Care Net clinics are not emergency services.[14]

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: Tobacco fact sheet. https://www.who.int/news-room/fact-sheets/detail/tobacco
3. World Health Organization and partners: Global Adult Tobacco Survey, South Africa 2021, fact sheet. https://cdn.who.int/media/docs/default-source/ncds/ncd-surveillance/data-reporting/south-africa/gats2021_south_africa.pdf
4. Tobacco Products Control Act 83 of 1993, section 2: Control over smoking of tobacco products (Acts Online). https://www.acts.co.za/Tobacco/2_control_over_smoking_of_tobacco_products
5. Regulations relating to the smoking of tobacco products in public places and workplaces (GN R264, GG 35198, 30/03/2012). https://www.gov.za/sites/default/files/gcis_document/201409/35198rg9724gon264.pdf
6. 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
7. Care Net Consultants: Fixed clinics and clinic addresses. https://carenetconsultants.co.za/fixed-clinics.html
8. Care Net Consultants: Mobile clinics. https://carenetconsultants.co.za/mobile-clinics.html
9. Care Net Consultants: Spirometry lung function test. https://carenetconsultants.co.za/spirometry-lung-function-test.html
10. Care Net Consultants: Pre-employment medicals. https://carenetconsultants.co.za/pre-employment-medicals.html
11. 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.
12. Care Net Consultants: Contact us. https://carenetconsultants.co.za/contact.html
13. Care Net Consultants: Occupational health clinic Gqeberha (40 6th Road, Newton Park). https://carenetconsultants.co.za/occupational-health-clinic-gqeberha.html
14. 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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