CAPACITY HEALTH®
OCCUPATIONAL HEALTH & WELLNESS

COMPANY PROFILE
2026



OCCUPATIONAL HEALTH & WELLNESS

Healthy People. *Safer* Workplaces.

Doctor-led medical surveillance, on-site clinical services and Employee Wellness Programmes for South African employers.

MEDICAL SURVEILLANCE • ON-SITE CLINICAL SERVICES • EMPLOYEE WELLNESS (EWP) • RISK MANAGEMENT



We bring occupational healthcare to where your people work, so every employee goes home healthy and every employer stays compliant.

OUR PROMISE

Healthy People. *Safer Workplaces.*

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Welcome

Thank you for considering Capacity Health. This profile introduces who we are, the services we deliver and how we work alongside employers to protect their people and their business.



01

SECTION 01

About Us

A doctor-led, black female-owned occupational health and employee wellness provider, protecting South African workforces since 2023.

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WHO WE ARE

Doctor-led occupational health, *built for South African workplaces.*

Capacity Health (Pty) Ltd is a South African occupational health and Employee Wellness Programme (EWP) provider, established in 2023 by Dr Joy Maseko.

We specialise in medical surveillance, on-site clinical services, health risk management and comprehensive Employee Wellness Programmes. Everything we do operates under stringent medical oversight, which guarantees compliance, informed clinical decision-making and holistic employee wellbeing.

We provide both regulated occupational health examinations, aligned to employers' legal obligations, and structured EWP services that support the physical, psychological and social wellbeing of employees.



MIDRAND, GAUTENG

OUR MANDATE IS CLEAR

Protect
workforce health

Reduce
employer liability

Ensure
audit readiness

Promote
employee wellbeing

2023
FOUNDED BY DR JOY MASEKO

100%
BLACK FEMALE-OWNED

14
INTEGRATED SERVICES

8+
INDUSTRIES SERVED

JM

Dr Joy Maseko

FOUNDER & CLINICAL LEAD

- MBChB
- Diploma in Anaesthesiology (SA)
- Fellowship of the College of Anaesthetists
- MMed
- Postgraduate Diploma in Occupational Health

2023 FOUNDED IN MIDRAND, GAUTENG

LEADERSHIP & CLINICAL GOVERNANCE

Led by a *specialist medical doctor.*

Capacity Health was founded by Dr Joy Maseko, a black female entrepreneur and specialist medical doctor with postgraduate training in occupational health.

Her clinical depth across medicine, anaesthesiology and occupational health shapes the standard of care in every programme we run. Dr Maseko personally oversees our clinical protocols, so that each assessment is medically sound, ethically delivered and legally defensible.

Clinical governance

All medical surveillance decisions are made under medical practitioner oversight. Our clinical protocols align with national legislation and accepted occupational health standards.

Quality control

Structured internal quality control, documentation protocols and compliance-aligned reporting ensure consistency and defensibility across both occupational health and wellness services.

OUR MULTIDISCIPLINARY NETWORK

- Medical practitioner oversight
- Occupational health nursing
- HPCSA-registered counsellors
- Accredited lab & radiology partners



VISION, MISSION & VALUES

OUR VISION

To be a recognised leader in occupational health compliance, workforce medical risk management and integrated Employee Wellness Programme delivery across South Africa.

OUR MISSION

To deliver structured, defensible and compliant occupational health and employee wellness services that protect both employees and employers, while promoting sustainable workforce health and wellbeing.

Our Values

Expertise

Seasoned occupational health professionals with industry-specific knowledge.

Client-Centric

Solutions tailored to your operations, sites and budget.

Diversity & Inclusion

A black female-owned company advancing a transformed healthcare sector.

Compliance

Current with South African occupational health legislation.

Confidentiality & Ethics

Medical information protected under POPIA and HPCSA rules.

Innovation

Mobile clinics and smart reporting that minimise disruption.

WHY CHOOSE US

One partner for *compliance and wellbeing.*

Our integrated medical and wellness services protect your people, your licence to operate and your bottom line.



Defensible outcomes

Fitness-for-work decisions and certificates that stand up to scrutiny.

Reduced liability

No more exposure from incomplete or non-compliant medical certificates.

Safe placement

Employees deployed to roles that match their medical fitness.

Risk-based surveillance

Testing driven by job profile and hazard exposure.

Audit-ready records

Complete, traceable documentation, ready when inspectors ask.

Integrated wellbeing

Confidential counselling and early intervention through EWP.

On-site capability

Our mobile clinic screens large groups with minimal downtime.

Doctor-led oversight

Every surveillance decision is overseen by a medical practitioner.

Operational & administrative framework

A structured, appointment-based system with advance booking for predictable scheduling and minimal disruption.

- Defined booking procedures & controlled patient flow
- Documented turnaround times & reporting commitments
- Secure handling & restricted access to medical records
- Compliance with privacy & ethical obligations
- Confidential case management for EWP counselling
- Standard payment terms: 30 days from invoice

COMPLIANCE & PROFESSIONAL ALIGNMENT

Aligned to South African law *and professional standards.*

We support employers in meeting their statutory obligations, with every service designed around the legislation that governs your workplace.

01 Occupational Health and Safety Act
Act 85 of 1993

02 Mine Health and Safety Act
Act 29 of 1996

03 Compensation for Occupational Injuries and Diseases Act (COIDA)
Act 130 of 1993

04 Hazardous Chemical Agents Regulations
2021

05 Noise-Induced Hearing Loss Regulations
2003

06 Protection of Personal Information Act (POPIA)
Act 4 of 2013

SASOM member

Capacity Health is a member of the South African Society of Occupational Medicine, a special interest group of the South African Medical Association with links to the International Commission on Occupational Health, and aligns its clinical governance with SASOM principles.

HPCSA-registered professionals

We work with a multidisciplinary network of HPCSA-registered and appropriately qualified professionals, under recognised ethical clinical practice requirements.

Confidential by design. Medical information is special personal information. It is processed by registered health professionals, kept under restricted access and disclosed only as POPIA, the National Health Act and HPCSA ethical rules allow.



02

SECTION 02

Our Services

Fourteen integrated services covering the full employee health journey, from the first medical to the last day on site.

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SERVICES AT A GLANCE

Eight core services, *one accountable partner.*

Regulated occupational health examinations and structured wellness services, delivered on site, at our facility or through our mobile clinic.



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01

Medical Surveillance Programmes

Risk-based medicals aligned to every job profile.



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02

Diagnostic Testing & Screening

Calibrated tests that give surveillance its evidence.



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03

Mobile Occupational Clinic & X-Ray Services

A fully equipped clinic that comes to your site.



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04

Occupational Health & Safety Risk Assessments

Identify health hazards before they cause harm.



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05

Employee Wellness Programme (EWP)

Confidential support for employees and families.



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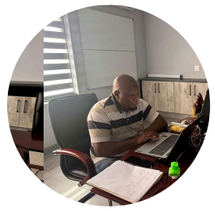
06

Chronic Disease & Pain Management

Keeping employees with chronic conditions well at work.



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07

Absenteeism & Risk Management

Medical insight behind every absenteeism decision.



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08

Wellness Days, Training & Health Promotion

Engaging wellness days, campaigns and training.

Plus six more services On-site clinics · Injury on duty & COIDA · HIV/AIDS & TB · Drug & alcohol testing · Training · Compliance audits p.20



01 — COMPLIANCE MEDICALS
Medical Surveillance Programmes

Risk-based medicals aligned to each job profile and hazard exposure, so every worker is placed safely and every certificate stands up to an audit.

We implement medical surveillance built on your health risk assessment and a job-specific hazard exposure matrix. Every examination is performed under medical practitioner oversight, outcomes are classified consistently, and each certificate of fitness is traceable, documented and legally defensible.

WHAT'S INCLUDED

- Pre-employment (baseline) medicals
- Periodic medicals
- Exit medicals
- Fitness-to-work assessments
- Return-to-work evaluations
- Working at heights & confined space fitness
- Driver and operator medicals
- Medical surveillance matrix development

THE VALUE TO YOU

- Defensible fitness-for-work outcomes
- Reduced liability from non-compliant certificates
- Audit-ready records for inspections and client audits

MEDICAL OUTCOMES ARE CLASSIFIED AS: Fit | Fit with Restrictions | Temporarily Unfit | Permanently Unfit

IDEAL FOR: Mining | Construction | Manufacturing | Logistics

02 — COMPLIANCE MEDICALS
Diagnostic Testing & Screening

Accurate, calibrated testing that gives your medical surveillance programme the evidence it needs.

Our clinicians perform the tests your risk profile calls for, on site or at our facility. Chest X-rays and laboratory tests are completed through accredited radiology and laboratory partners, and every result feeds directly into the employee's fitness assessment.

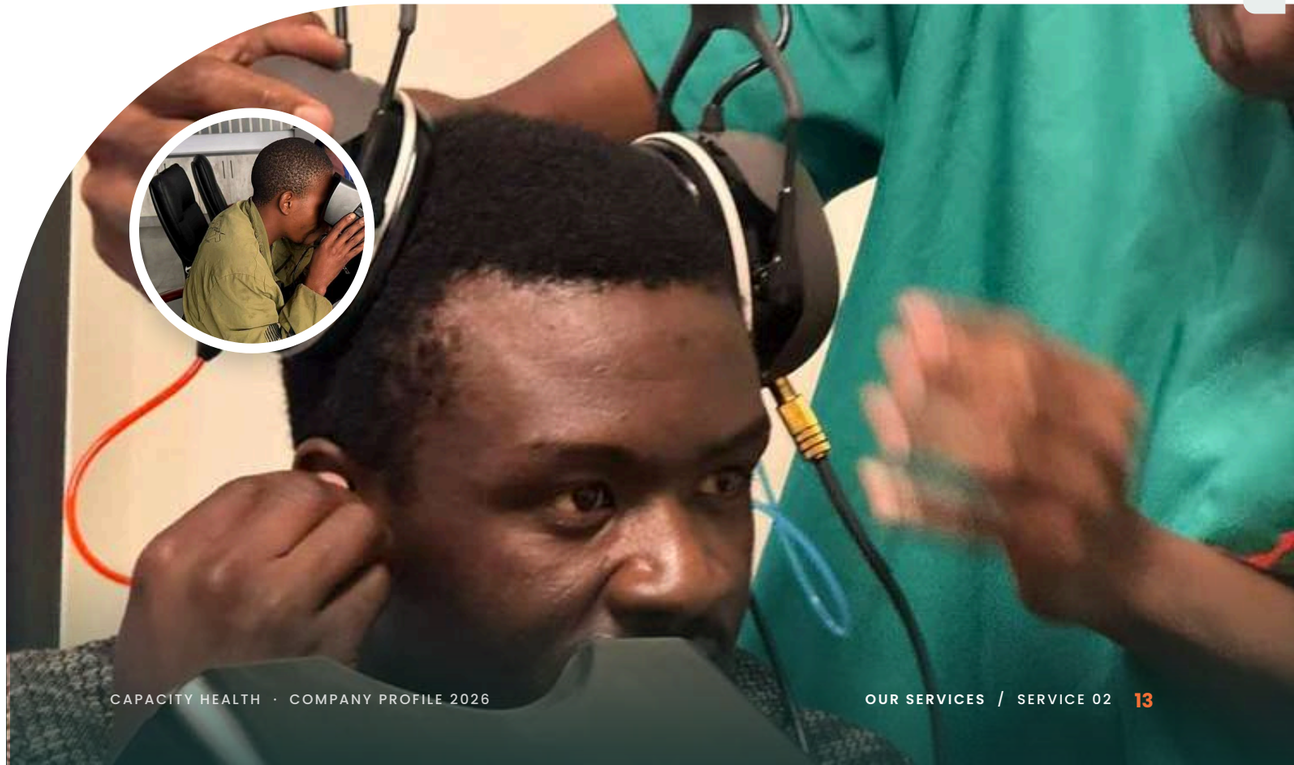
WHAT'S INCLUDED

- Audiometry (baseline & periodic)
- Spirometry (lung function)
- Vision screening
- Blood pressure, pulse & vital signs
- Glucose & cholesterol
- Urinalysis & BMI
- ECG
- Drug & alcohol screening
- Biological monitoring
- Chest X-rays (accredited radiology)
- Laboratory testing (accredited labs)

THE VALUE TO YOU

- Early detection of hearing loss and occupational lung disease
- Objective evidence behind every fitness decision
- Multiple tests completed in a single visit

IDEAL FOR: Noise zones | Dust & chemicals | Drivers & operators | Food handlers





ON-SITE SERVICES & RISK

03 Mobile Occupational Clinic & X-Ray Services

A fully equipped mobile occupational clinic that brings care to your gate, across Gauteng and surrounding provinces.

Our mobile clinic deploys on site to support both medical surveillance and selected wellness interventions. Large groups are seen through structured booking and controlled patient flow, so your operation keeps running while your people are screened.

WHAT'S INCLUDED

- On-site pre-employment, periodic & exit medicals
- Audiometry, spirometry & vision testing on site
- Chest X-rays through accredited radiology partners
- Screening days for large workforce groups
- Structured booking management
- Deployment to remote and multi-site operations

THE VALUE TO YOU

- Reduced employee downtime and travel
- Operational efficiency for large groups
- One consistent standard across every site

IDEAL FOR Mining · Construction · Manufacturing · Remote facilities

ON-SITE SERVICES & RISK

04 Occupational Health & Safety Risk Assessments

Understand the health risks in your workplace before they turn into injuries, illness or claims.

We identify and evaluate occupational health hazards across your operation, including noise, dust, chemicals, ergonomics, heat and psychosocial stressors. Findings become a practical control plan and a risk-based surveillance matrix that meets your obligations under the OHS Act and its regulations.

WHAT'S INCLUDED

- Health hazard identification & risk assessment
- Noise, chemical & ergonomic risk review
- Medical surveillance matrix per job profile
- Heat stress & fatigue risk assessment
- Compliance gap analysis & audit readiness
- Recommendations & management reporting

THE VALUE TO YOU

- Clear, prioritised health risk controls
- Testing targeted to real exposure, no more and no less
- Evidence of due diligence for inspectors and insurers

IDEAL FOR Manufacturing · Mining · Construction · Agriculture





05 EMPLOYEE WELLBEING
Employee Wellness Programme (EWP)

Confidential, professional support for employees and their immediate families, structured to meet public sector and corporate requirements.

Our EWP supports physical, psychological and social wellbeing through a multidisciplinary network of HPCSA-registered and appropriately qualified professionals. Every case is handled in strict confidence under POPIA and professional ethical codes.

WHAT'S INCLUDED

- Counselling: face-to-face, telephonic & virtual
- 24/7 employee support & referral pathways
- Trauma & critical incident intervention
- Stress, anxiety, burnout & work-life balance
- Management consultation on wellness & performance
- Referral & case management to specialists
- Orientation sessions for staff & management
- Monthly de-identified utilisation reports

THE VALUE TO YOU

- Early intervention before problems escalate
- Healthier, more engaged teams
- Measurable, confidential programme reporting

IDEAL FOR: Public sector · Municipalities · Corporate · Healthcare

06 EMPLOYEE WELLBEING
Chronic Disease & Pain Management

Helping employees with chronic conditions stay healthy, productive and safely at work.

Hypertension, diabetes, high cholesterol, HIV and chronic pain are among the biggest drivers of absenteeism and lost productivity. We screen, monitor and support affected employees in the workplace, coordinate with their treating doctors, and guide employers to safe, fair fitness decisions.

WHAT'S INCLUDED

- Chronic condition screening & risk identification
- Hypertension, diabetes & cholesterol monitoring
- Chronic pain assessment & management plans
- Medication adherence & lifestyle support
- Coordination with treating doctors
- Fitness-for-work & reasonable accommodation advice

THE VALUE TO YOU

- Fewer complications and sick days
- Employees supported to stay at work
- Safer, better-informed placement decisions

IDEAL FOR: All industries · Shift workers · Ageing workforces





PRODUCTIVITY & CULTURE

07 Absenteeism & Risk Management

Turn absenteeism data into action, with medical insight behind every decision.

We help employers identify the occupational health and wellness trends that drive absenteeism and workforce risk. Medical surveillance findings are integrated with EWP interventions, and employees are managed safely and fairly back to work.

WHAT'S INCLUDED

- Absenteeism pattern analysis
- Occupational & psychosocial risk identification
- Incapacity & sick-leave management support
- Return-to-work clearance & support
- Management advisory input
- Surveillance findings linked to EWP support

THE VALUE TO YOU

- Lower absenteeism and its hidden costs
- Fair, well-documented incapacity processes
- Early warning of emerging workforce risks

IDEAL FOR Large workforces | Shift operations | Public sector

PRODUCTIVITY & CULTURE

08 Wellness Days, Training & Health Promotion

Energising wellness days and practical training that get your people invested in their own health.

We plan and run on-site wellness days, health campaigns and awareness workshops, bringing together screening stations, health talks and trusted partners. Employees leave knowing their numbers, and you receive an aggregated health risk report to guide your wellness strategy.

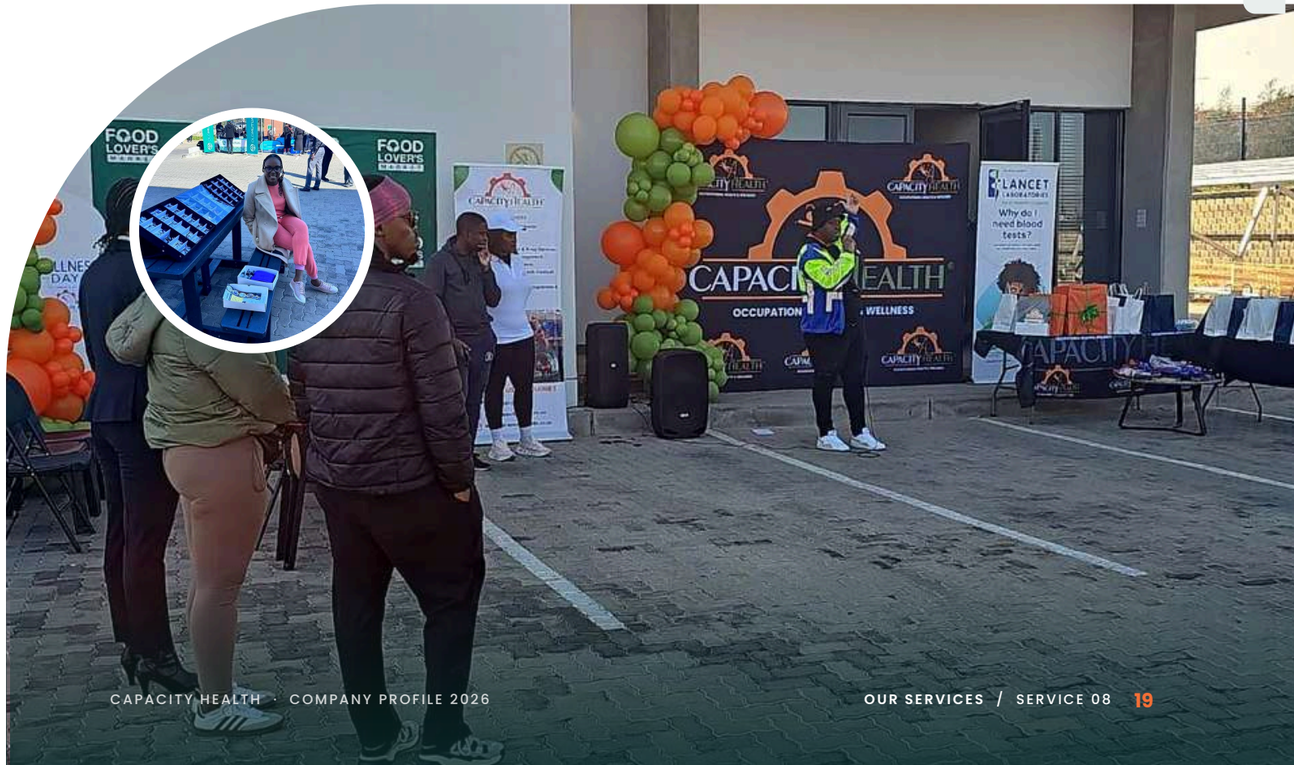
WHAT'S INCLUDED

- On-site wellness days & screening stations
- Health promotion & awareness campaigns
- Workshops: stress, fatigue, nutrition & lifestyle
- Employee & management training
- Health talks aligned to the national health calendar
- Aggregated, de-identified health risk reporting

THE VALUE TO YOU

- Engaged, health-aware employees
- Early identification of health risks
- Data to target your wellness investment

IDEAL FOR All industries | Head offices | Factories & sites



MORE SERVICES

Six more ways we *protect your workforce.*

Beyond our core programmes, Capacity Health delivers clinical, wellness and compliance services that complete your occupational health offering.



09 CLINICAL CARE
On-Site Clinics & Primary Healthcare

Staffed workplace clinics that treat your people on site, so minor illness and injury never become a lost day, with or without medical aid.

- Occupational health nurses on site
- Chronic medication & monitoring
- Primary healthcare consultations
- Emergency & injury care



10 CLINICAL CARE
Injury on Duty & COIDA Management

Prompt treatment and properly managed COIDA claims when an employee is injured at work or develops an occupational disease.

- Injury treatment & referral
- Case management to closure
- COIDA reporting support
- Occupational disease reporting



11 EMPLOYEE WELLNESS
HIV/AIDS & TB Workplace Programmes

Voluntary, confidential and stigma-free programmes that keep employees tested, treated and at work.

- HIV counselling & testing (HCT)
- Workplace HIV & TB policy
- TB screening & adherence support
- Education & peer educators



12 COMPLIANCE & SAFETY
Drug & Alcohol Testing

Fair, documented and defensible substance testing that keeps intoxicated persons off your site.

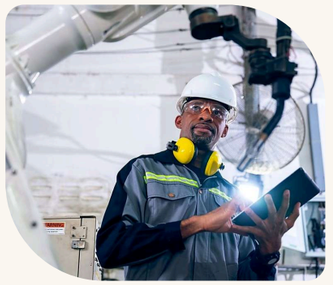
- Breathalyser & urine screening
- Laboratory confirmation
- Pre-employment, random & post-incident
- Policy & supervisor training



13 COMPLIANCE & SAFETY
Health, Safety & First Aid Training

Practical training, on site or at a venue, that turns your employees into your first line of defence.

- First aid training (Levels 1–3)
- Hazard-specific awareness
- H&S representative training
- Wellness & lifestyle sessions



14 COMPLIANCE & SAFETY
OHS Compliance Audits & Advisory

Independent occupational health audits and ongoing advice that keep your business inspection-ready.

- Audits & gap analysis
- Medical records & POPIA compliance
- Policy & procedure development
- H&S committee support

14 Services. *One accountable partner.*

Combine any of our services into one programme, with one point of contact, one booking system and one set of reports.

01	Medical Surveillance Programmes	08	Wellness Days, Training & Health Promotion
02	Diagnostic Testing & Screening	09	On-Site Clinics & Primary Healthcare
03	Mobile Occupational Clinic & X-Ray Services	10	Injury on Duty & COIDA Management
04	Occupational Health & Safety Risk Assessments	11	HIV/AIDS & TB Workplace Programmes
05	Employee Wellness Programme (EWP)	12	Drug & Alcohol Testing
06	Chronic Disease & Pain Management	13	Health, Safety & First Aid Training
07	Absenteeism & Risk Management	14	OHS Compliance Audits & Advisory

03

SECTION 03

How We Work

A simple, four-step approach that fits around your operation, not the other way round.

01

Consult

We discuss your workplace, risks, headcount and goals, and visit your site if needed.

02

Assess

We complete or review your health risk assessment and build a medical surveillance matrix.

03

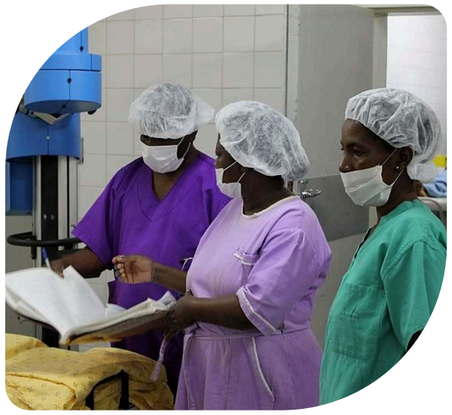
Deliver

Our team runs medicals, clinics, screenings and programmes on site or at our facility.

04

Report & Improve

You receive certificates, records and management reports, with recommendations for the next cycle.



Our service standards

All examinations and wellness interventions are conducted under controlled booking, defined turnaround times and documented clinical governance, for full traceability, regulatory compliance and confidentiality.

Controlled booking

Advance booking protocols and controlled patient flow.

Defined turnaround

Documented turnaround times and reporting commitments.

Traceable records

Documented clinical governance for every examination.

Confidentiality

Restricted access to medical records, POPIA-aligned.

INDUSTRIES WE SERVE

Trusted across *high-risk and regulated sectors.*

Our combined occupational health and EWP capability is especially valuable to organisations that need compliance and wellbeing delivered together.



Manufacturing & Industrial

Chemical agents, noise and ergonomic risk: surveillance, audiometry, spirometry and fitness certification.



Construction & Engineering

Pre-employment and periodic medicals, heights and confined-space fitness, drug and alcohol screening.



Mining & Resources

Medicals aligned to the Mine Health and Safety Act, NIHL surveillance, heat stress and exit medicals.



Transport & Logistics

Driver medicals, vision screening, fitness for long-distance operators, drug and alcohol testing.



Healthcare & Pharmaceutical

Occupational exposure assessments, immunisation advisory and confidential record management.



Agriculture

Pesticide exposure surveillance and mobile clinic deployment to remote farms and packhouses.



Hospitality, Tourism & Food

Food handler medicals, health screening and wellness programmes for service teams.



Public Sector & Municipalities

Integrated surveillance and EWP delivery for large, geographically dispersed workforces.

“Every examination documented. Every certificate traceable. Every outcome defensible. That is the standard of care your people deserve.

OUR STANDARD

Quality you can stand behind.

GET IN TOUCH

Let’s build a healthier, *safer workplace together.*

Tell us about your workforce, sites and compliance needs. We will recommend the right mix of services and send you a tailored quotation.

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Request a quote online

Scan to request a quote

Or call **+27 76 245 2615** to book a site visit, a screening day or a consultation with our team.

MOBILE CLINIC DEPLOYMENT ACROSS GAUTENG AND SURROUNDING PROVINCES



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OCCUPATIONAL HEALTH & WELLNESS

Healthy People. *Safer Workplaces.*

OCCUPATIONAL HEALTH & EMPLOYEE WELLNESS PROGRAMME PROVIDER

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