

DEPARTMENT OF EMPLOYMENT AND LABOUR

# INSPECTION

## AND ENFORCEMENT SERVICES



The Departments of Employment and Labour, Home Affairs, and the South African Police Service ramp up workplace inspections with a stop in Thaba Nchu

#Yazini



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A NATION THAT WORKS FOR ALL





## The Departments of Employment and Labour, Home Affairs, and the South African Police Service ramp up workplace inspections with a stop in Thaba Nchu

As part of efforts to intensify workplace inspections, the Department of Employment and Labour has conducted yet another sting operation in the Free State.

In the latest instalment of workplace inspections, Deputy Minister of Employment and Labour Jomo Sibiya, on 10 June 2026, led a joint blitz operation focusing on labour law compliance, immigration compliance, and addressing criminal activity.

A multi-departmental team comprising the Department of Employment and Labour, the Department of Home Affairs, and the South African Police Service descended on Thaba Nchu, a town in the Free State province. The town is located approximately 60 kilometres east of Bloemfontein and about 142 kilometres from Maseru in Lesotho.

The cultural and agricultural hub is named Thaba Nchu, meaning “Black Mountain”.

The inspection blitz aimed to enforce compliance with labour legislation and address non-compliance. Enforcement efforts focused on the Basic Conditions of Employment Act (BCEA), the National Minimum Wage (NMW) Act, the Occupational Health and Safety Act (OHSA), the Unemployment Insurance Act (UIA), and the Compensation for Occupational Injuries and Diseases Act (COIDA).

The inspections form part of an advocacy drive for safe workplaces, the protection of vulnerable workers, and the promotion of social justice.

The first stop of the inspections was at Seloshesha Industrial Park in Thaba Nchu, at a company called Lesidi Aluminium Close Corporation. The factory produces aluminium pots and enamel products.

The inspectors' findings revealed that the company employed 430 workers, including one foreign national who was properly registered. However, the company was found to be non-compliant with labour laws. Of the 430 employees, only 19 were declared for social security benefits such as unemployment insurance and compensation for occupational injuries and diseases.

Workers were operating without personal protective equipment, there was no letter of good standing, and the company contravened provisions of the Basic Conditions of Employment Act.

Lesidi Aluminium was served with a prohibition notice on the use of certain machines, as well as a contravention notice relating to electrical installations.

The next stop for the inspection team was the central business district (CBD) of Thaba Nchu, where nine arrests were made. Six individuals were later released after their documentation was verified. Of the remaining three, two were illegal immigrants and one was arrested for possession of drugs.

The CBD inspection focused mainly on retail

businesses and informal operations, many of which were not registered to operate and were not complying with COIDA, the National Minimum Wage Act, and occupational health and safety regulations.

As part of its mandate to ensure sustained compliance, the Department plans to conduct follow-up inspections to monitor working conditions and ensure that fundamental workplace rights are upheld.

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