

DEPARTMENT OF EMPLOYMENT AND LABOUR

INSPECTION

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**Cracking Down on Non-Compliance:
Inside Tshwane's High-Impact Joint
Blitz Operation**



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Cracking Down on Non-Compliance: Inside Tshwane's High-Impact Joint Blitz Operation

On 12 June 2026, the streets of Pretoria/Tshwane became the focus of a decisive and coordinated law enforcement effort as multiple government agencies converged for a high-impact joint inspection blitz targeting labour law violations, immigration non-compliance, and criminal activity.

Led by Deputy Minister of Employment and Labour Jomo Sibiya, alongside Deputy Ministers Njabulo Nzuza and Polly Boshielo, the operation brought together inspectors and officers from the Department of Employment and Labour, Department of Home Affairs, the South African Police Service (SAPS), Tshwane Metropolitan Police Department (TMPD), Gauteng Crime Wardens, and the Private Security Industry Regulatory Authority (PSIRA).

A United Front for Law Enforcement

The joint operation reflects a strengthened government approach to enforcement, following resolutions by the Justice, Crime Prevention and Security (JCPS) cluster to intensify collaborative inspections across departments.

Briefings for the operation were held at the Tshwane Metro Police headquarters, where teams aligned their strategy to conduct coordinated inspections across identified hotspots. The primary objective was clear: ensure compliance with labour



legislation, enforce immigration laws, and root out criminality in the region.

This integrated model highlights a shift from isolated enforcement to a multidisciplinary response, one that recognises that labour violations, undocumented employment, and criminal conduct are often interconnected.

Ground-Level Action and Immediate Impact

The operation quickly yielded tangible results. At one of the targeted sites, City Medical West of Pretoria, allegations surfaced that the company was employing a large number of undocumented foreign nationals while disregarding labour regulations.

Inspectors moved swiftly, demonstrating the authority granted under legislation that empowers

them to enter premises without prior notice to enforce compliance.

Elsewhere, at a Home Appliance City store in the Pretoria central business district, the operation exposed further irregularities. Seven undocumented individuals, including managers, were arrested early in the day, with arrests continuing as the operation unfolded.

In a separate development, an employer identified as Ronnie from Home Hyper City was arrested for allegedly aiding illegal immigration by employing undocumented workers. Authorities also instructed the City of Tshwane to cut power to the premises due to compliance concerns identified during inspections.

The Numbers Behind the Enforcement

By the end of the operation, a total of 35 foreign nationals had been detained and transported to Pretoria West Police Station for processing.

The breakdown of those detained paints a picture of the scale and diversity of undocumented employment:

- 11 Malawian males
- 6 Malawian females
- 4 Zimbabwean males
- 6 Zimbabwean females
- 1 Congolese male
- 2 Congolese females
- 1 Indian male
- 1 Ugandan male
- 1 Cameroonian female
- 1 Tanzanian male
- 1 Zambian male

Legal action followed swiftly:

- Three individuals were charged under Section 49(6) for working while on visitor visas.

- Two employers were charged for employing 32 undocumented foreign nationals and three individuals without valid work visas.

These figures underscore the systemic nature of non-compliance and the importance of coordinated enforcement interventions.

Enforcing Labour Rights and Protecting Workers

Beyond immigration enforcement, the blitz focused heavily on labour law compliance. Inspectors assessed adherence to critical legislation, including:

- Basic Conditions of Employment Act (BCEA)
- National Minimum Wage Act (NMWA)
- Occupational Health and Safety Act (OHSA)
- Unemployment Insurance Act (UIA)
- Compensation for Occupational Injuries and Diseases Act (COIDA)

Deputy Minister Sibiyi emphasised that the inspections are not merely punitive but are part of a broader effort to ensure fairness in the labour market.

“The inspections are part of advocacy for safe workplaces and the protection of vulnerable workers, while promoting social justice,” the Department noted.

This dual focus, compliance and worker protection, underscores the Department’s mandate to create equitable and safe working conditions across all sectors.

Challenges on the Ground

Despite the success of the operation, officials acknowledged challenges. Reports indicated that some individuals evaded arrest after being



alerted to the impending inspections, highlighting the persistent issue of information leaks and the adaptability of non-compliant operators.

Such challenges reinforce the need for ongoing, unpredictable enforcement actions to maintain pressure on those who flout the law.

A Strong Message to Non-Compliant Employers

The Tshwane blitz sends a clear and uncompromising message: non-compliance will not be tolerated. Employers who exploit workers or contravene immigration and labour laws will face legal consequences.

The operation also demonstrates government's commitment to:

- Enforcing labour and immigration laws
- Promoting fair employment practices
- Holding employers accountable for violations

Looking Ahead

As South Africa continues to navigate challenges related to unemployment, migration, and labour market fairness, joint operations such as this serve as a critical enforcement mechanism. They not only address immediate violations but also act as a deterrent to others.

The 12 June 2026 operation in Tshwane stands as a clear example of what coordinated governance can achieve, swift action, measurable outcomes, and a reinforced commitment to justice and compliance in the workplace.

In the words echoed throughout the operation, the goal remains firm: building a labour market defined by fairness, safety, and accountability for all.

The outcomes of this operation serve as a reminder that compliance with labour and immigration laws is not optional, it is a legal and moral obligation. Employers are urged to review their labour practices, ensure that



all employees are legally documented, and comply fully with applicable legislation governing wages, working conditions, and workplace safety.

Workers, too, are encouraged to be aware of their rights and to report any instances of exploitation or unsafe working conditions to the relevant authorities.

Law enforcement agencies will continue to intensify joint operations, and communities are called upon to support these efforts by reporting suspected non-compliance or unlawful activities.

Only through collective vigilance and accountability can a fair, safe, and just labour market be achieved for all.

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