



FOR PSA MEMBERS: **FREE STATE**

05-08-2026

Advice to members: Closure of workplaces by Department of Employment and Labour

The PSA reminds members that when the Department of Employment and Labour (DEL) issues a prohibition or closure notice declaring a workplace unsafe, the notice must be complied with immediately. DEL Inspectors are legally empowered to prohibit the use of workplaces that pose a risk to the health and safety of employees or the public.

What members should do

If your workplace has been closed:

- Comply immediately with the closure notice.
- Follow all instructions issued by the DEL and your employer.
- Raise concerns regarding alternative work arrangements with your supervisor and PSA representative.
- Keep records of all communications relating to the closure.
- Prioritise your health and safety at all times.

Members are strongly advised not to enter, occupy, or continue working in any building declared unsafe or closed by the DEL. Workplaces may be closed because Inspectors have identified risks such as structural defects, electrical hazards, fire risks, hazardous substances, or other conditions that may endanger lives. Employers are legally required to provide and maintain a safe working environment. Failure to comply with a DEL closure notice may result in enforcement action, penalties, legal proceedings, and continued closure until compliance is achieved.

Ignoring a closure notice may:

- Expose you and others to injury or illness.
- Place colleagues and the public at risk.
- Lead to disciplinary action for failing to comply with lawful instructions.
- Affect liability or compensation claims following an incident.

The PSA supports all lawful measures aimed at protecting employees' health and safety. Members should engage their PSA representatives regarding alternative work arrangements where workplaces have been declared unsafe.

Remember: No service is more important than your health and safety. Do not enter a workplace closed by the DEL until it has been officially declared safe for occupation.

Reuben Maleka
GENERAL MANAGER