

MEDIA RELEASE PSA ensures justice for Limpopo Field Rangers

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The Public Servants Association (PSA) affirmed the Union's its commitment to protecting the rights of public servants by successfully representing a group of 202 applicants in arbitration proceedings against the Limpopo Department of Economic Development, Environment and Tourism (LEDET).

The matter was heard in the General Public Service Sectoral Bargaining Council (GPSSBC) following a dispute concerning the withdrawal of the standard danger allowance paid to Field Rangers. The allowance was discontinued in July 2019 despite employees continuing to perform high-risk duties, including law enforcement and anti-poaching operations.

The Arbitrator ruled that the withdrawal of the allowance constituted an unfair labour practice. The award directs the LEDET to reinstate the danger allowance with effect from July 2019, immediately commence with the reinstatement process, and pay each affected employee R34 352.24 in arrear payments by 10 March 2026, failing which interest will accrue.

During the arbitration proceedings, the PSA presented evidence demonstrating the hazardous conditions under which Field Rangers operate. These include confronting dangerously sophisticated criminals, exposure to extreme climate conditions, dealing with problem animals, assisting in operations alongside the South African Police Service and the South African National Defence Force, extinguishing veld fires, responding to incidents involving hazardous chemicals on roads, and monitoring hunting activities.

Danger was never withdrawn, neither should the allowance have been. The PSA regards this outcome as a significant victory for Field Rangers who continue to operate under dangerous and life-threatening conditions. These challenges are further compounded by the employer's failure to provide much-needed uniforms and protective clothing. The PSA has placed on the agenda of the Provincial Bargaining Council, yet it remains unresolved. Those who guard South Africa's natural heritage should never be denied their dues. The PSA urges the LEDET to fully and without delay comply with the arbitration award.

END

