



FOR PSA MEMBERS: **SOUTH AFRICAN NATIONAL PARKS (SANParks) - MPUMALANGA**

08-09-2025

Victory for PSA member: SANParks - Kruger National Park

A PSA member lodged a grievance relating to an unfair labour practice (demotion). The member had sustained an injury on duty and was booked off for an extended period. Following this, the employer transferred him to another camp in Kruger National Park without consultation and without following the applicable policies. Although the member's salary remained the same, his core responsibilities and accountabilities were removed, effectively amounting to a demotion.

The PSA engaged the employer through several grievance meetings, but the matter remained unresolved. It was subsequently referred to conciliation, which also failed to resolve the dispute. The PSA then referred the matter for arbitration. At arbitration, the employer settled with the PSA. As a result, the member will be reinstated to his original position at the main camp, Skukuza in Kruger National Park, with effect from 1 October 2025. The member expressed satisfaction with the service rendered by the PSA and welcomed the reinstatement.

Any employee interested in joining the PSA is requested to contact the following PSA employees for assistance: Sylvia.Watkins@psa.co.za / **082 880 8941**, Thandiwe.Mziyako@psa.co.za / **060 962 8512** or the PSA Provincial Office in Nelspruit on **(013) 741 7500**.

Reuben Maleka
GENERAL MANAGER