



FOR PSA MEMBERS: **SANPARKS - MPUMALANGA AND LIMPOPO**

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22-07-2025

## Update: Labour-related matters affecting members - SANParks

The PSA hereby updates members on recent engagements with SANParks Management regarding several pressing labour-related concerns raised by members. The following key issues were discussed:

### Overtime payment discrepancies

- The PSA raised concerns regarding non-compliance with SANParks Conditions of Service and the *Basic Conditions of Employment Act (BCEA)*, particularly affecting employees earning below the statutory threshold, including essential services personnel.
- Employees on six-day shifts are reportedly working seven consecutive days, including Sundays, without receiving appropriate overtime compensation.
- Similarly, employees on five-day shifts are being scheduled to work over weekends without being paid in line with the required overtime provisions.
- It is alleged that clause 17.5.2 of the Conditions of Service Policy is not being adhered to. This clause mandates double pay for employees not ordinarily scheduled to work on Sundays, yet members report receiving only a 0.5 wage rate.

### Standby allowance irregularities

- Members reported that those performing standby duties are being compensated for only one hour, irrespective of the duration of standby time.
- Employees indicated that they often work full shifts followed by standby duties that extend into the next workweek, which contradicts the Conditions of Service Policy.
- The PSA has requested clarification from the employer on the basis used to calculate the one-hour standby payment, noting the current lack of a clear formula or policy guideline.

### Staff accommodation conditions

- Whilst the PSA acknowledges progress at Numbi Gate (where three members have been successfully accommodated), significant concerns remain at Crocodile Bridge, Lower Sabie, and Pafuri camps.
- Members report deteriorating infrastructure, including leaking roofs and unsafe living conditions.

- The PSA reminded the employer of its obligation to comply with the *Occupational Health and Safety Act (OHSA)* and warned that unresolved issues may be referred to the Department of Employment and Labour's OHS Inspector for enforcement.

### Annual leave calculations

- Members expressed concern over annual leave being deducted on non-working days.
- The PSA reiterated that leave should only be deducted based on actual working days, in alignment with the *BCEA* and SANParks' internal leave policies.

### Allocation of shop stewards per camp

- The PSA raised concerns about the current shop steward allocation agreement, specifically Annexure A, which appears to be inconsistent with the provisions of the *Labour Relations Act*.

### Action required

SANParks management has requested the PSA to submit a list of members affected by any of the above issues. Affected members are encouraged to submit their names and unit details to both the Nelspruit and Polokwane offices and/or relevant Organising/Marketing Officers: Thandiwe Mziyako - [Thandiwe.Mziyako@psa.co.za](mailto:Thandiwe.Mziyako@psa.co.za) / 060 962 8512, Sylvia Watkins - [Sylvia.Watkins@psa.co.za](mailto:Sylvia.Watkins@psa.co.za) / 082 880 8941, and Lawrence Muvhango at [Lawrence.Muvhango@psa.co.za](mailto:Lawrence.Muvhango@psa.co.za).

The names should be submitted on or before **31 July 2025**. A follow-up meeting will be scheduled in due course, and members will be informed of developments and resolutions.

Reuben Maleka  
GENERAL MANAGER