



**FOR PSA MEMBERS: SOUTH AFRICAN NATIONAL PARKS (SANPARKS): KRUGER
NATIONAL PARK – LIMPOPO AND MPUMALANGA**

01-09-2026

Feedback: What is happening at SANParks?

Job evaluation

The PSA raised a concern that the job-evaluation process is slow, not every post is being evaluated, and only targets employees from C band upwards. The employer responded that the Job Evaluation Committee is doing everything in its power to evaluate each post that is supposed to undergo the process and indicated the fact that it has prioritised the process. Updates will be given to labour in the next upcoming scheduled meeting.

Grading process

The Union raised the matter of job grading that is being done in the Park that also does not include every worker. SANParks has made an undertaking that all positions that have been evaluated are due for job grading. The process to grade all those posts is in process, even though the employer admits that the process is a bit slow because of Committee members being involved in a lot of committee commitments. This matter will remain on the agenda for reporting in the next meeting.

Sergeants at CCMA

This matter was referred to the CCMA by the PSA, however, it was set to be heard at Tzaneen CCMA. About 15 members of the PSA from SANParks were in attendance. The PSA and the employer appeared for arbitration and parties reached a mutual agreement that the employer will comply with the request of labour that all affected employees will be paid the required salaries as per the settlement agreement done at the CCMA.

Case referrals to CCMA

The employer raised a concern that PSA shop stewards refer many cases to the CCMA without trying to seek internal resolution and, as a result, most cases that could have been settled internally end up at the CCMA. The PSA made an undertaking that each case that needs to be referred must be reported to the PSA Provincial Office so that an LRO can be assigned to the matter, process the case, analyse the matter, and give proper guidance to the affected member so that they can either opt for a bilateral meeting with the employer to try and resolve the matter, failing which, a proper referral would be made.

Vision 2040 by SANParks

A virtual meeting was held between all unions that are organising in KNP in all provinces. A presentation was made to bring all unions on board about this program. Labour noted the presentation and commented that the employer must share the presentation for digestion of the matter and share with members for inputs and further deliberation.

Salary: Total cost to company

The employer has this proposal and is trying to determine whether conditions in the Park can be conducive to the matter. The PSA advised the employer to conduct road shows and workshops together with labour to educate employees about the effect of total cost to company, its advantages, and disadvantages, so that employees can understand it better and decide as to whether it is beneficial to them or not.

Uniform

SANParks reported to the PSA that it no longer hires a service provider to manufacture uniforms for Park staff. Instead, it has its own employees who manufacture uniforms in-house, which is an initiative that will create jobs and save money.

The PSA is committed to building trust through open dialogue, fair practices, and transparency. Members are thanked for their dedication and continued engagement to strengthen sound labour relations in the workplace.

The PSA is committed to ensuring that employers comply with policies and that members receive all benefits due to them. Members needing assistance with their cases can contact PSA Limpopo Provincial Manager at andry.mnisi@psa.co.za. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka

GENERAL SECRETARY