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

10-03-2026

Feedback: Bilateral between PSA and SANParks management

Members will recall that they previously submitted to the PSA challenges they had with their terms and conditions of employment as SANParks. Consequently, the PSA secured a bilateral with the employer to deliberate in issues raised by members. These engagements are part of the PSA's ongoing commitment to transparency, fairness, and open communication in the workplace. On 3 March 2026, a bilateral meeting was held with the management of SANParks, and the following were matters for discussion:

Sunday *vs* holidays payments

The first matter addressed was the calculation of pay rates for Sunday hours versus holiday hours worked. Management confirmed that payroll systems are fully automated, ensuring that employees are neither overpaid nor underpaid, as the system applies the rules consistently. Employees who feel their payments are incorrect are encouraged to report the matter immediately to their line managers, with HR Managers responsible, and provide evidence of such discrepancies for resolving such issues promptly.

Salary disparity

A concern was raised regarding Housekeepers in the Kruger National Park, where one employee is on a B band and another on a C band despite performing the same work but are paid differently. According to the employer, payments are affected in line with employees' respective salary bands as determined by the system. Management clarified that the matter of aligning grades to the correct bands as salaries has already been adjusted automatically by the system, meaning that whilst bands naming differs the salary levels remain the same. SANParks has committed to align and adjust bands where necessary to ensure consistency and fairness. Employees who want to challenge any disparity of salaries and have proof of officials that are earning a higher salary but are doing the same work and appointed in a similar post should provide this to the PSA Provincial Offices so that it can be taken to HR for clarification.

Housing allowance

The PSA raised concerns about inconsistencies, where employees on higher bands receive more allowances compared to those on lower bands. Management acknowledged this matter and highlighted steps already taken, including the construction of flats for employees, the establishment of a task team to

investigate inconsistencies, and the formation of a housing committee to oversee the process. These measures are intended to ensure fairness and transparency in housing allowances.

Uniform

The issue of provision of uniform was raised in that some employees receive a uniform allowance whilst others are issued uniforms directly, that for those who are issued with uniforms received an incomplete set. Management explained that previously a service provider was responsible for issuing uniforms, but SANParks has now introduced its own manufacturing process, producing uniforms in bulk and tailored to the sizes required in parks. Employees are encouraged to report to their line managers if uniforms are not issued in full so that the matter can be addressed promptly.

Cases and disputes

Employees and shop stewards at SANParks are reminded once again that all cases, grievances, and disciplinary hearings should be reported to PSA Provincial Offices. Cases will be registered at PSA Offices and then allocated to a Labour Relations Officer who will be responsible for the case. In the case of conciliations and arbitrations, shop stewards and PSA members are reminded that disputes must be declared by the Office staff only.

Resolutions

Several resolutions were agreed upon. It was resolved that shop stewards at the Park should establish a communication platform with the employer via email, ensuring that all communication is shared with them to inform members. Labour (PSA) and SANParks will also meet monthly to address members' affairs promptly, preventing delays, and strengthening collaboration. In addition, whilst the employer and unions have appointed a task team to continue with its functions, SANParks has advertised a tender to appoint a service provider to conduct an overall job evaluation, ensuring fairness and consistency across roles.

The PSA is committed to building trust through open dialogue, fair practices, and transparency. Members are thanked for their dedication and encouraged continued engagement to strengthen the workplace community. Members will be updated on developments.

Employees who wish to join the PSA may contact the following:

Limpopo: Lawrence Muvhango at Lawrence.muvhango@psa.co.za / 082 880 8995.
Mpumalanga: Sylvia Watkins at Sylvia.Watkins@psa.co.za / 082 880 8941 or Thandiwe Mziyako at Thandiwe.Mziyako@psa.co.za / 060 962 8512.

For members' rights and interests contact Benny Setiba at malose.setiba@psaftss.co.za for Limpopo and Flip Van Der Walt at flip.vanderwalt@psa.co.za / 082 880 8993 for Mpumalanga.

Reuben Maleka
GENERAL MANAGER