



## SANPARKS INTEGRITY TESTING POLICY AND STANDARD OPERATING PROCEDURE

### REPORT 01 OF 2024

Members are hereby informed that SANParks invited Trade Unions for Policy Consultation to a meeting regarding the above policy on the 22nd of April 2022.

#### Trade Unions objected to the approval of the Integrity Testing Policy and SOP based on the following reasons.

- The policy will apply to employees in the bargaining unit, not employees on Upper Paterson grading bands like it is with the Disciplinary Policy and Standard Operating Procedure.
- Trade Unions further contended that the policy is unconstitutional because it infringes the rights of employees as it violates their constitutional rights to have their integrity protected and use of machines violates their rights.
- Trade Unions further raised concerns that the organization wants to use cheaper and unconstitutional methods to justify victimizing employees in the bargaining unit and such cannot be accepted.
- Trade Unions raised concerns about the use of language during

testing proceedings because majority of employees do not understand English or may be unable to respond accurately in English.

- Trade Unions contended with the testing based on unfair discrimination and do not want their members to be victimized.
- Trade unions further contended that random testing and incident specific testing will be targeted to lower-level employees.

Members are further informed that after Trade Unions have specifically objected to the approval of Integrity Testing policy and Standard Operating Procedure.

However, the Organization has recently written to Trade Unions requesting them to submit the names of Shop Stewards who will be members of SANParks Integrity Management/Polygraph Testing committee.

Trade Unions have responded to the employer on the 16th of May 2024 and indicated that they do not deem it necessary to provide the names of Shop Stewards to be members of the

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committee to a policy of which they do not approve.

On the 22nd of May 2024, the employer responded to the letter from Trade Unions declining submission of Shop Stewards to be members of the committee in this manner:

Your letter is acknowledged by our office save to say that it is regrettable that you have decided to waive the right of NUPSAW and HOSPERSA shop stewards to participate in the established committee because their participation would not have in any way confirmed acceptance of the policy and SOP; but would have allowed them the opportunity to raise matters that were raised during the consultation meeting that you both sign so that if need be such issues could be reconsidered.

Regardless, both policy and SOP are being implemented since they were approved and our office wishes to emphasize that by participating in the committee, neither will your both trade unions suffer any prejudice.

For your ease of reference, the consultation agreement that you both signed is attached and you will note that issues raised are not impossible to resolve,

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South African  
NATIONAL PARKS  
**SANPARKS 1/2024**  
(Continued)

In conclusion, our office will now proceed to invite the newly recognized trade union to future meetings as soon as it meets the national threshold.

Members are informed that trade unions have objected to the use and approval of the Integrity Testing Policy and Operating Standard Procedure in SANParks. Therefore, no employee is compelled to undergo such testing unless an employee consents to do the testing.

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### **Why join Hospersa?**

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

**Professional legal assistance** for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards.**

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

**General Meetings** with members

**Bilateral meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

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