



SANPARKS WAGE NEGOTIATIONS REPORT

REPORT 02 OF 2024

Salaries and conditions of employment negotiations between SANParks and Trade Unions commenced on the 18th and 19th April 2024.

The second round of negotiations proceeded on the 9th and 10th May 2024 wherein the parties deadlocked.

Subsequently, a meeting was proposed for the 22nd of May 2024 for the parties to try and resolve the impasse.

During the meeting held on the 22nd of May 2024, the parties managed to reach an agreement on salaries and conditions of employment.

The terms of the agreement are as follows:

1. The agreement shall apply to all SANParks employees in the Bargaining Unit, Paterson Grade A1 to C5, employed before 1st April 2024
2. The agreement shall come into operation from 1st April 2024 up to 31st March 2027. The afore means that the agreement is a 3-year multi-term agreement.
3. All employees in the Bargaining Unit employed before 1st April 2024 will receive an across the board increase of 7% for 2024/2025 financial year.

4. Qualifying employees will receive an additional 1% Pay Progression.

Employees who will not qualify for Pay Progression are as follows:

- Employees who have not completed a year's service.
- Employees whose salaries were adjusted during the current financial year.
- Employees whose salaries are above the maximum of their Paterson grading.
- Paterson grading C band employees whose final performance score is less than 3.

5. The parties further agreed on a multi-year salary adjustment for the financial years 2025/2026 and 2026/2027 that shall be based on Medium-Term Expenditure Framework budget projected Consumer Price Index plus 1%.

The afore means that for the financial years 2025/2026 and 2026/2027 employees will receive an increase based on the Medium-Term Expenditure Framework CPI plus 1% and an additional 1% Pay Progression to qualifying employees.

6. Danger Allowance, Housing Allowance, Tool of Trade Allowance and Cellular Phone Allowance shall

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be increased by 5% during the current financial year.

7. For 2025/2026 and 2026/2027 financial years, All Allowances will be increased by Medium-Term Expenditure Framework CPI plus 1%.
8. The parties further agreed to establish a Joint Subcommittee to investigate and submit findings and recommendations to the Head: HCM on Salary Parity, Cost to Company Remuneration System and Housing. The recommendations shall thereafter be referred to EXCO for consideration and recommendation for the board's consideration.



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South African
NATIONAL PARKS
SANPARKS 02/2024
(Continued)

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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