



**forestry, fisheries
& the environment**

Department:
Forestry, Fisheries and the Environment
REPUBLIC OF SOUTH AFRICA

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NATIONAL ASSEMBLY

(For written reply)

QUESTION NO. 2230 {NW2534E}

INTERNAL QUESTION PAPER NO. 22 of 2021

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Mr D W Bryant (DA) to ask the Minister of Forestry, Fisheries and the Environment:

- (1) What are the details of the progress of the negotiations between the Kruger National Park and employee representatives and other parties to institute a system of polygraph testing of employees;
- (2) what number of senior management members (a) have undergone polygraph testing to date and (b) is due to undergo such testing going forward;
- (3) what are the (a) implications of the human resources (HR) capacity constraints and cuts referred to during the presentation on 24 August 2021 and (b) details of the current HR system that is in place;
- (4) whether she has found that all employees are suitably qualified; if not, what is the position in this regard; if so, what are the relevant details?

2230. THE MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT REPLIES:

1. The South African National Parks (SANParks) Integrity Testing Policy was first approved in January 2017. Organised labour did not support the introduction of compulsory polygraph testing. The Integrity Testing Policy was subsequently revised by SANParks management for consultation with organised labour in September 2021.

It is recognised that were this policy to be implemented it would require a change to employees' conditions of employment.

2.

- (a) During 2016 and 2017, seventy-one (71) employees from the Ranger Services Leader Group and Kruger National Park MANCO underwent voluntary polygraph testing.
- (b) If the policy is agreed to and approved, staff can be subject to random testing.

3.

- (a) The current Human Resource (HR) constraints result from severe declines associated with the Covid-19 Pandemic. Until revenues increase SANParks can only fill critical vacancies
- (b) SANParks uses the VIP Premier system and is in the process of upgrading to SAGE VIP 300 People.

4. Employees are qualified for the roles they are appointed to perform within the organisation.

Regards



**MS B D CREECY, MP
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT**

DATE: ...23/a/2021