



ISSUE 3 · MARCH 2022

Z.P.G.A.

Official Newsletter of the Zimbabwe Professional
Guides Association

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ETHICS ARE EVERYTHING!

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FIRST AID TRAINING!

By Jenny Van Den Bergh

On the 15th of February 2022, there was an Advance First Aid refresher course held by Ace Air & Ambulance at Hornung Park Golf Club, Bulawayo.

In attendance were 6 Z.P.G.A. members and although the turnout was a bit disappointing, it proved to be an exceptionally good event.

Both ACE instructors/lecturers, Mark and Keegan, were very professional and patient, especially with some of the participants who had not done a refresher course for a sizeable number of years.

In the morning, we went over several topics, one being snake bites and how to determine which category the snake bite would fall under, i.e., cytotoxic, neurotoxic, or hemotoxic venoms, and how best to determine treatment. Another topic was drowning and secondary drowning and what to do when faced with it. CPR being a major part as it is vitally important to know what to do.

There were a number of other topics that were covered, but I will not go into them, as I would encourage you to participate in one of these refresher courses that are highly beneficial to you, your staff, and your clients.

In the afternoon after lunch, we were given a scenario whereby there was a buffalo attack and the patient had multiple injuries to various parts of his body. We were shown how to preliminary check for vitals and external injuries and how to stabilise him, bandage or tourniquet what was needed and transfer him (with extra help) onto a stabiliser board, ready for evacuation. This requires two or more people.

A good amount of humour was infused to make everything more easily absorbed by all.

It is highly recommended that camp staff and trackers, skimmers etc. be given the opportunity to participate in a basic First Aid training course, which ACE provides upon request. These courses are done in several different languages, making it easier for everyone to understand and can take place in the surroundings of your camp.

The chances of yourself or your client or both needing assistance from anyone around you on a safari, is very real. It is a clever idea to have this in place for all concerned.

A huge Thank you to ACE Air & Ambulance for their highly informative refresher course as well as Hornung Park Golf Club for the use of their venue and the cook who provided us with delicious lunches.

We hope to see more of our members participating in these events in the future.



On February 2022 the first Proficiency Shooting Exam was held by ZPWMA and run by ZPGA, at Wollandale Range just outside Bulawayo.

It has been a while since the Proficiency Shooting Exam has been held anywhere but Harare. We have noticed how difficult it has been for many learners to get to Harare, then Bulawayo for the oral interview etc., so we managed to secure the use of the facilities with thanks to Mike Schadie of Headquarters 1 Infantry Brigade Shooting Club.

For the first shooting exam held at Wollandale for a while, I believe it went very well. The exam was attended by 4 ZPGA executive committee members and 2 ZPWMA examiners, as well as a group of other ZPGA members and observers.

On Sunday, the 20th of February we had 11 candidates registered to shoot, with only 1 passing in the end. The preparedness of the candidates was poor, showing little practice had been done and their knowledge of ammunition and firearms also left a lot to be desired.

I personally keep stressing the importance of the firearm and ammunition in a Professional Hunters, or Professional Guides life and career. It is the single most important part of being a Zimbabwean Professional Hunter/Guide. If you can't shoot confidently and accurately with quality equipment then your clients are at risk and you do not deserve to be a professional. Your firearm is your last defence against a potentially fatal incident in the field involving dangerous game. It is imperative to be at the top of your game in this department and stay there too.

The shooting exam is made up of 5 shoots, each very carefully designed to replicate a potential real life scenario. They are not difficult and the points required to pass are not unachievable.

Hunters and Guides perform the exact same test and the pass mark is 120 points. Anyone with shooting experience should manage to score 140 + comfortably. Our top score in recent times has been 187 by a recently qualified Professional Guide.

Considering the above we constantly hear about the cost of ammunition for practice - yes it is not cheap but nor is your clients life, or your life. I guarantee most spend more money on socializing and entertainment in a year than on ammunition. My personal recommendation is for each LPH/G or full Pro to shoot a minimum of 20 rounds with their heavy calibre each year in practice.

With the above in mind, I think we will continue to work hard as an association to provide the facilities and components for the candidates and our Member Pros to be able to shoot more.

Many thanks go out to Mike Schadie of Headquarters 1 Infantry Brigade Shooting Club for providing the facilities for the Shooting Proficiency and to the Zimbabwe National Army for allowing this at their Range, to Nic Polenakis for the use of his Pantera machine for the charging lion scenario, to MJ Nel of Pro 4x4 in Bulawayo for making up the gong frame for the 75m shoot and to Chris Pakenham for his assistance and use of his equipment for the shoot as always.

Some of us stayed afterwards and had a little fun practicing and working out scenarios for our future Funday Shoots. A lot of fun was had and valuable practice too.

Let's not let our standards slip, in fact we should be looking at ways to better ourselves and raise the bar constantly.

"THE MORE WE SHOOT, THE BETTER WE GET, THE SAFER WE ARE!"





World Wildlife Day - 3rd March 2022 By John Laing

On 20 December 2013, at its 68th session, the United Nations General Assembly (UNGA) proclaimed 3 March – the day of signature of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) in 1973 – as UN World Wildlife Day to celebrate and raise awareness of the world's wild animals and plants. The UNGA resolution also designated the CITES Secretariat as the facilitator for the global observance of this special day for wildlife on the UN calendar. World Wildlife Day has now become the most important global annual event dedicated to wildlife.

World Wildlife Day (WWD) will be celebrated in 2022 under the theme “Recovering key species for ecosystem restoration”. WWD seeks to draw attention to the conservation status of some of the most critically endangered species of wild fauna and flora, and to drive discussions towards imagining and implementing solutions to conserve them.

According to data from the International Union for Conservation of Nature (IUCN) Red List of Threatened Species, over 8,400 species of wild fauna and flora are critically endangered, while close to 30,000 more are understood to be endangered or vulnerable. Based on these estimates, it is suggested that over a million species are threatened with extinction.

Continued loss of species, habitats and ecosystems also threatens all life on earth, including us. People everywhere rely on wildlife and biodiversity-based resources to meet all our needs, from food, to fuel, medicines, housing, and clothing. Millions of people also rely on nature as the source of their livelihoods and economic opportunities.

In 2022, WWD will therefore drive the debate towards the imperative need to reverse the fate of the most critically endangered species, to support the restoration of their habitats and ecosystems and to promote their sustainable use by humanity.

The ZPGA and its Members understand fully that WWD is an annual celebration, but we are also fully aware that wildlife conservation is an issue that needs attention, not just on one day, but every day if we are going to make a significant difference.

The threats weighing on wildlife and biodiversity are often big and complex, so much so that individuals might feel powerless to do something about them, the Z.P.G.A. bring together like-minded people, creating platforms of incredible minds that collectively make a significant difference.

However, every person's small actions also add up, which can make a difference for species and ecosystems.



“Children who spent time in green spaces between the ages of seven and twelve tend to think of nature as magical.



As adults they are the people most likely to be indignant about lack of nature protection, while those who have had no such experience tend to regard nature as hostile or irrelevant and are indifferent to its loss.



By expurgating nature from children's lives we are depriving the environment of its champions for the future.”

VICTORIA FALLS

Pristine V.F. Society

"THE CLEANEST CITY IN AFRICA!"

ZIMBABWE PRIDE
STARTS WITH A
PRESTINE CITY



What are the Goals?

The goal of the Pristine Victoria Falls Society (PVFS) is to create a community-based movement, tasked with making Victoria Falls the cleanest city in Africa – a reality that would give the whole area vast marketing leverage as well as making it the best possible environment in which to reside and operate for present and future residents and visitors.

Not only is this aspiration desirable but given the incredibly special environment over which we as a community are custodians, it is almost a moral obligation.

Achieving this lofty goal will require commitment from a large number of companies, civil entities and individuals prepared to provide labour, sweat equity or resources and a willingness to take on personal responsibility and be subjected to high levels of accountability.

To become the cleanest city in Africa will require more than a few regular, community clean-ups but will also need to get to the core issues of how and why humans generate, collect, store or dispose of both our recyclable and waste materials that are mainly ending up as non-biodegradable rubbish on the streets of Victoria Falls.

For more information contact:
Mike Davis - mike@shearwaterct.co.za
Anald Musonza - gmesaflodge.co.zw
John Laing - marketing@zpga.org
Gary Archer - ceo@wildhorizons.co.zw

How does the Pristine Victoria Falls Society achieve its goals?

Rather than conducting periodic clean-ups, it is the intention of the PVF society to divide the town into sectors, streets, blocks and 50 metre stretches. Businesses and individuals will then be asked to sign a "Pledge" to take on responsibility for a particular area, once signed, the declarant will be responsible and accountable for keeping their area pristine. This way, we are able to break down the problem into bite-size chunks where larger businesses could be responsible for 2-3 kms of roadside, pavements and verges, or individuals might be responsible for a simple 50m stretch.

A map of who is responsible for which areas will be made public and the exact responsibilities will be detailed within each Pledge.

If tourism businesses, large and small are willing to take the Pledge; if retail and other businesses are willing to take the Pledge; school and church groups and individuals are willing take the Pledge, then not only would we have the resources to make things happen but the PVF Society would start to develop a powerful voice.

Those with resources (bakkies, trucks, trailers etc.) will be asked to assist in the transport of collected rubbish and companies, where resources allow, will be asked to contribute towards the construction and circulation of game/baboon proof bins etc.

The critical success factor for the Society is to become a large-scale, highly-visible community project in which all stakeholders play a part and all residents and operators know what the goal is and what is expected of them specifically to achieve it.

Coordinating such a movement will not be easy and will require a team of committed individuals willing to take on a voluntary role within a "management committee" tasked with delivering specific objectives and formulating the future vision and the next set of targeted goals.

New businesses entering the town will be asked to contribute in whatever way they can.

Do not litter!
Protect our environment!

Encouraging & Empowering Victoria Falls Community Members, who live and operate from, in and Around Victoria Falls to join, even if you are able to contribute to just a small section! Together we can make a large and positive difference.



Z.P.G.A. Diary

www.zpga.org/zpga-events

MARCH 2022

- Wed 23rd - Z.P.G.A. Talks (Victoria Falls)
- Fri 25th - Z.P.G.A. Talks (Hre, Byo, Mutare)

APRIL 2022

- Fri 15th - Good Friday
- Sat 16th - Easter Saturday
- Sun 17th - Easter Sunday
- Mon 18th - Easter Monday & Independence Day

MAY 2022

- Fri 6th to Sun 8th - Lower Zambezi Canoeing proficiency
- Wed 23rd - Z.P.G.A. Talks (Victoria Falls)
- Fri 20th - Z.P.G.A. Talks
- Sun 29th - Shooting Proficiency Harare

JULY 2022

- Fri 15th - Z.P.G.A. Talks

SEPTEMBER 2022

- Fri 16th - Z.P.G.A. Talks
- Sun 18th - Shooting Proficiency Harare
- Mon 19th - Oral Interviews
- Tue 20th - LPH written exam
- Wed 21st - LPH written exams

OCTOBER 2022

- Fri 7th to Sun 9th - Upper Zambezi Canoeing proficiency

NOVEMBER 2022

- Tue 1st to Mon 7th - Proficiency Examination
- Fri 11th - Z.P.G.A. Talks

DECEMBER 2022

- Thurs 22nd - National Unity Day
- Sun 25th - Christmas Day
- Mon 26th - Boxing Day
- Tue 27th - Christmas Holiday

Members will receive discounted rates on production of a valid Z.P.G.A. member's card

Participating companies include:

- Autoworld 4x4
- AP & L Workwear
- Barons Motor Spares
- Courteney Boot Company
- Four Wheels Auto
- Pro 4x4
- Safari Canvas
- SAF Bar
- Shearwater Victoria Falls
- Shongwe Lookout
- Musketeers Guest House
- Avondale Guest House
- The Orange Elephant
- Toyota Zimbabwe Pvt Ltd
- Trophy Consultants International (TCI)
- Widency Upholstery

If you would like to see your company name listed here please contact secretary@zpga.org

Ethics Are Everything!



ZPWMA ORAL INTERVIEWS - FEBRUARY 2022 By Rob Lurie

Monday the 21st of February 2022 saw the first ZPWMA LPH Oral Interviews being conducted at Tshabalala Sanctuary just outside Bulawayo by the Joint Examinations Board of the Department of Zimbabwe National Parks and Wildlife Management Authority (ZPWMA) and the Zimbabwe Professional Guides Association (ZPGA).

Examiners for the day were Mr Power Mupunga, Deputy Chief Examiner ZPWMA, Mr Sylvan Wachenuka, Examiner ZPWMA, Mr Dave Carson, Chief Examiner ZPGA and Mr Rob Lurie, Chairman and Examiner with ZPGA. Observers on the day were Mr John Laing, Vice Chairman ZPGA and Mr Anthony Kaschula, Executive Committee Member ZPGA.

We interviewed four candidates, 2 Hunters and 2 Guides, after examining their logbooks and interviewing them extensively, 1 Hunter and 1 Guide passed and were invited to attend the Practical Proficiency Later this year.

The ZPWMA and ZPGA process has been refined over the years in order to assist the prospective candidates to be on the proficiency when they are ready and not waste a lot of money to attend it, only to fail because of being unprepared, etc. It also helps the examination board deal with ready candidates and work more efficiently.

In order to attend the oral interview a candidate must have the following in place:

- A referral letter from their Tutor stating their readiness for the interview
- Their ZPWMA receipt for the oral interview
- A valid First Aid Certificate
- A valid LPH Licence
- Their Shooting Test Certificate
- Firearms Certificate
- A completed logbook showing all experience and training neatly presented
- The relevant hunted animals required for Hunters or Guides

And in order to have a chance to pass the candidate will need to convince the examiners of their knowledges and skills in various aspects of the profession and industry .

We look forward to seeing both these candidates on the practical exam at the end of the year and wish them all the best with their preparations for this .



ZPWMA LPH EXAMS - February 2022

By John Laing

The LPH exams were held on Tuesday the 22nd and Wednesday the 23rd February 2022 at Evelyn School in Bulawayo by the Joint Examinations Board of the Department of Zimbabwe National Parks and Wildlife Management Authority (ZPWMA) and the Zimbabwe Professional Guides Association (ZPGA).

Examiners for the day were Mr Power Mupunga, Deputy Chief Examiner ZPWMA, Mr Sylvan Wachenuka, Examiner ZPWMA, Mr Victor Mhaka, Mushandike College Vice Principal, Mr Paul Chirombe ZPWMA Lecturer and examiner, Mr Dave Carson, Chief Examiner ZPGA and Mr John Laing, Vice Chairman, ZPGA. Members included Mr Dean Stobbs, Mr Nic Polenakis, and Mr Ian Harmer.

As is always the case, our first day started off a tad bit slow, but once all the papers had been handed out the 211 candidate hopefuls set to answering the questions.

In order to attend the LPH Exams a candidate must have the following in place:

- Their ZPWMA receipt for the LPH exams
- A valid Basic First Aid Certificate

Typically there are four exams that are written, these are Law, Firearms, Habits and Habitat and a General Paper.

As a Professional Guide, invigilating at this exam, I had a chance to read through all the papers and I can say without a doubt that you cannot just pitch up and expect to pass. I found the questions to be fair but not easy.

On Thursday 24th 14 markers, which included 12 persons from the ZPGA and 2 ZPWMA persons, embarked on an ambitious task of marking all papers, which we succeeded in doing. Starting at 08:00 we were finished by 15:30. If the truth be told there were a couple of very funny answers that came out, much to the markers amusement!

Thank you to Dean Stobbs, Nic Polenakis, Ian Harmer, John Laing, Ian Batchelor, Adam Goosen, Mark Friend, Chap Esterhuizen, Linden Stanton, Terry Anders, Dave Carson, Paul Chirombe and Victor Mhaka. Your help was invaluable in supporting a professionally run exam lead by ZPWMA.

MEMBERSHIP

Membership Statistics - 2022

It's a collaborative effort

Z.P.G.A. Members Breakdown by Qualification



Number of Members

Qualification

51	ASSOCIATE
3	CONSERVATION PARTNER
34	CUBS
53	FULL PG
131	FULL PH
5	LIFE MEMBER
60	LPH LICENSE
5	RESTRICTION
4	SERVICE PROVIDER

Tuesday, 01 March 2022

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Innovation grows out of membership and a sure sense of responsibility people feel for their work and the organizations that employ and / or support them.

"Z.P.G.A. Membership is a Privilege NOT a right"



Afternoon Tea - Swiss Roll anyone?

BY LAURA SMITH

Ingredients

- butter, to grease
- 2 large eggs
- 50g caster sugar, plus extra 2 tbsp to dust
- 50g self-raising flour, sieved
- 100g strawberry jam

Directions

- Heat oven to 180C/160C fan/gas 4. Grease and line a 16 x 28cm Swiss roll tin with baking parchment
- Beat the eggs and sugar together for 5 mins with an electric hand whisk until thick and pale. Gently fold in the flour in two batches, using a large metal spoon. Pour the mixture into the tin and gently ease into the corners. Bake for 10-12 mins until golden and firm. Be careful not to overbake, or the sponge will break when rolled
- While the sponge is baking, sprinkle 2 tbsp sugar over a square of baking parchment. Warm the jam in the microwave for 20 secs
- Turn the baked sponge onto the sugared paper. Peel off the lining paper and spread the sponge with the warm jam. Roll up from the short edge using the paper to help you then cool on a wire rack



Members Photo Gallery - February 2022 LPH Training Course



Candidates given a "mock interview"



Candidates at the welcome briefing



Gavin Ford lectures the novice group

41 Candidates attended the Z.P.G.A. Course this year



Dave Christensen gives a lecture on scorpions



Paul Hubbard talks on Zambezi Basin



Karl Van Laren lectures on "Aging Elephant Skulls"



Chris Packenham oversees the shooting



Z.P.G.A. Talks 2022

The Z.P.G.A. is proud to bring you a series of talks designed to bring our community together under the umbrella of growth through shared knowledge. Presentations will be informative, entertaining and offer a springboard for discussion, engagement and sharing of ideas that can help jumpstart our COVID-decimated industry and further our conservation causes for a more productive future.

We will be facilitating an evenings talk by three guest speakers, to be run simultaneously, every two months in:

- Harare - Armadale Lodge
- Bulawayo - Hillside Dams Conservancy
- Victoria Falls - Shearwater Village

Dates for your diaries are as follows:

- Wednesday 23rd March (Victoria Falls)
- Friday 25th March (Hre, Byo, Mutare)
- Friday 20th May
- Friday 15th July
- Friday 16th September
- Friday 11th November
- Time: 17:00 for 17:30 start
- Cash bar and restaurant
- Free admission

**An event put on by the Z.P.G.A
open to the Community**

Z.P.G.A. Talks

THE Z.P.G.A. ARE PROUD TO BRING YOU A SERIES OF TALKS DESIGNED TO BRING OUR COMMUNITY TOGETHER UNDER THE UMBRELLA OF GROWTH THROUGH SHARED KNOWLEDGE. PRESENTATIONS WILL BE INFORMATIVE, ENTERTAINING AND OFFER A SPRINGBOARD FOR DISCUSSION, ENGAGEMENT AND SHARING OF IDEAS THAT CAN HELP JUMPSTART OUR COVID-DECIMATED INDUSTRY AND FURTHER OUR CONSERVATION CAUSES FOR A MORE PRODUCTIVE FUTURE.

Talk Topic: "The Peregrine"
Guest Speaker: Reg Querl
Date: Wednesday 23rd March 2022
Centre: Victoria Falls
Venue: Shearwater Village
Time: 17:00 for start 17:30
Bring: Facemask, notepad & pen
Bar: Cash bar & restaurant
Cover Charge: Free Admission

**OPEN TO ALL MEMBERS OF THE COMMUNITY
ETHICS ARE EVERYTHING!**

Z.P.G.A.
SHEARWATER VICTORIA FALLS

Z.P.G.A. Talks

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Talk Topic: "Myth, Magic and Marvel in the Matobo Hills World Heritage Site"
Guest Speaker: Paul Hubbard
Date: Friday 25th March 2022
Centre: Bulawayo
Venue: Hillside Dams Conservancy
Time: 17:00 for start 17:30
Bring: Facemask, notepad & pen
Bar: Cash bar & restaurant
Cover Charge: Free Admission

**OPEN TO ALL MEMBERS OF THE COMMUNITY
ETHICS ARE EVERYTHING!**

Z.P.G.A.
Hillside Dams Conservancy

Z.P.G.A. Talks

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Talk Topic: "Polarisation in Elephant Conversations"
Guest Speaker: Richard Maasdorp
Date: Friday 25th March 2022
Centre: Harare
Venue: Armadale Lodge
Time: 17:00 for start 17:30
Bring: Facemask, notepad & pen
Bar: Cash bar & restaurant
Cover Charge: Free Admission

**OPEN TO ALL MEMBERS OF THE COMMUNITY
ETHICS ARE EVERYTHING!**

Z.P.G.A.
ARMADALE

A call for Z.P.G.A. Members & friends to plant 10 indigenous trees each in 2022

Get behind the Z.P.G.A. "Plant 3,000 trees challenge 2022"

Please post your planting on social media, accompanied with #WePlantedDidYou?



Send us your conservation stories to
marketing@zpga.org

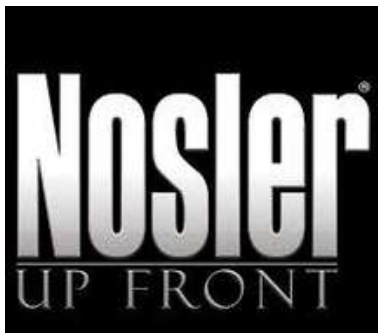
Z.P.G.A. Sponsors and Supporters Page

WE THANK EVERYONE THAT SPONSORS AND SUPPORTS Z.P.G.A.

IF YOU WOULD LIKE TO BE SEEN ON OUR PAGE, PLEASE GET IN TOUCH AND FIND OUT HOW YOU CAN ASSIST



DSC



MR CRUISER



**THE CONSERVATION
IMPERATIVE**
People • Wildlife • Conservation





THE Z.P.G.A. ANTI-LITTER CAMPAIGN CALLING ON ALL MEMBERS TO GET BEHIND THIS INITIATIVE



The Z.P.G.A. will be running a competition during January and February 2022. Pick up any one of the four flyers above from a Z.P.G.A. WhatsApp group, share it to your Instagram and / or Facebook account and be sure to include #zpga. On the 28th February send marketing@zpga.org a screen shot of how many likes you have had. The page with the greatest number of likes will win 2 nights for 2 people at one of the Bayete Collection Lodges (Offer valid 1 Dec 2021 to 1 Dec 2022) subject to availability, T's & C's apply. - **DID YOU REMEMBER TO SEND YOUR SCREEN SHOT - YOU HAVE UNTIL THE 5th MARCH!!**

Reservations

Stand 584 Manyika Road,

Victoria Falls

☎ +263 832 847 321

🌐 www.thebayetecollection.com

🏠 [Health & Safety Measures](#)



LET US CLEAN UP ZIMBABWE, TOGETHER



ISSUES ABOUT MEDICAL AID & FIRST AID

Health is something that we take for granted and tend not to think about until something goes wrong. That's why you need to be with a good medical aid provider who can help you protect both your health and your wallet.

The reality is that your health, and that of your family, holds immeasurable value to you. It's also the least predictable factor in your life. This unpredictability is precisely what makes medical aid so important, because you can't tell for certain when you'll need it. Sports injuries, road accidents, stress-related illnesses, and terminal illnesses are not examples of things that afflict the elderly. Rather, they're representative of what can go wrong in anyone's health at any time.

Having a good, reputable medical aid is an essential part of alleviating the stress of worrying what's behind every proverbial corner. More importantly, it provides you with the necessary financial cover when you need it.

Fortunately, there are a wide variety of plans for you to choose from within each medical scheme, making it easy to buy the level of cover that you need and can afford. These range from basic and relatively inexpensive hospital plans to the more all-inclusive, comprehensive plans.

When it comes to choosing your ideal plan, it's best to assess your life and understand what the implications would be if you needed medical treatment. For instance, if you're single and have no dependents, then at the very least a good hospital plan is a practical option as the most expensive comprehensive plan might not be necessary.

Of course, if you're the sole breadwinner with a few dependents then it goes to reason that you will need more cover to protect your family's financial safety while you are treated.

At the end of the day you can't know when or if something will happen, and unless you have considerable financial funds to help you pay for medical costs, you might have a problem if you don't have medical aid.

Mednet Zimbabwe is here to help! Mednet's team of professional healthcare consultants are on hand to provide information and support with international health insurance, local medical aids and travel insurance. Mednet is an agent for the leading healthcare providers.

The Harare Office

Michelle Carvalho

Tel: +263 78 316 7667

Email: pa@mednet.co.zw

The Bulawayo Office

Raquel Fouche

Tel: +263 77 679 1741

Email: raquel@mednet.co.zw



Contact Us

SHOULD YOU REQUIRE ANY INFORMATION OR ASSISTANCE

The Z.P.G.A. committee is here to assist you. To enable us to answer your questions in a timely manner, please would you firstly contact Jenny VAN DEN BERGH on secretary@zpga.org and request to be put in touch with one of the following sub-committees and the relevant committee member will gladly assist you.

Below you will find the various sub-committees, a short description of what their role and function is and a contact email address should you want to get in touch.

- Z.P.G.A. – Chairman Rob LURIE - chairman@zpga.org
- Z.P.G.A. – Vice Chairman John LAING
- Z.P.G.A. – Legal & Ethics - Pete FICK - legal@zpga.org
 - Guiding Code of Conduct
- Z.P.G.A. – Finance - Rob LURIE - finance@zpga.org
 - All payment issues
- Z.P.G.A. – Marketing & Advertising - John LAING - marketing@zpga.org
 - All branding Membership Cards
 - Membership Discounted Rates Initiative
 - Fundraising
- Z.P.G.A. – Education and training - David CARSON - education@zpga.com
 - Study Packs
 - RIFA & SAVE Valley Conservancy initiatives
 - Devil's Gorge Conservancy training program
- Z.P.G.A. – Recruitment - Justine McGREGOR - cv@vicfallsrecruitment.com
 - A Tourism Industry employment resource for both employers and employees
 - To verify candidates authenticity as far as possible
 - Assess candidate suitability for position placement
 - Make recommendations to potential employers
- Z.P.G.A. – Research - Spike CLAASSEN - research@zpga.org
 - Ensure compliance with trophy off-take in terms of ethics as well as sustainability
 - Cat ageing & Research
 - Attendance to & at quota setting workshops
 - Assistance with any NDF requirements that may come up from time to time
- Z.P.G.A. – Awards - Duncan WATSON - awards@zpga.org
 - To discuss and agree what awards shall be current or pertinent to the industry
 - To look at and agree end of year award nominees
- Z.P.G.A. – A.G.M. & Dinner - Michelle LURIE (2022)

"If you want to support others you have to stay upright yourself."

Peter Hoeg



www.zpga.org
www.facebook.com/ZimProGA
www.instagram.com/zimproguides