



Zimbabwe Professional Guides Association (Z.P.G.A.)

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Alex Park
Harare

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Please read the following carefully before completing the application form:

- 1) All relevant portions of this application form must be completed accurately
- 2) This application must be accompanied by all relevant supporting documents
- 3) No person shall be automatically entitled to membership, and the right to membership rests solely with the Executive Committee. The decision of the Executive Committee to admit an applicant to membership shall be final. The Executive Committee shall not be obliged to give reasons for their decision to refuse membership
- 4) Except for Life Members, membership endures for one year only, but shall be extended every year provided the member pays the relevant membership fee and provides any other documents that the Executive Committee may require to confirm that the requirements of the particular category of membership has been fulfilled
- 5) The Executive Committee has the right to request further information that may be reasonably necessary to consider an application
- 6) The outcome of applications will be communicated at the earliest possible opportunity. Joining fees and membership fees will be refunded should an application be unsuccessful
- 7) The Z.P.G.A. Calendar year runs from the 1st October through to and including the 30th September
- 8) ZPGA Membership card will be produced yearly and will be issued in January or February once the Membership has been confirmed.
- 9) The following membership fees will apply for the 2022 calendar year:
 - a. Professional Guide or Hunter US\$150.00
 - b. Any restricted license holders US\$150.00
 - c. Learner Professional Hunter US\$75.00
 - d. Industry Service Provider US\$150.00
 - e. Associate Member US\$25.00
 - f. Cubs Member US\$5.00
 - g. Life Time Member On request
 - h. Conservation Partner US\$500.00
- 10) Associate Membership may be granted to any person who does not qualify for Full Membership but is connected with the Conservation industry and who wishes to concern himself with the promotion of the Association and its best interests. Associate members shall not be entitled to vote at annual general meetings
- 11) Please refer to Section 5 of our constitution for a description of the different types of membership we have to offer

Thank you for considering Membership with the Z.P.G.A. All applications for Membership will be vetted and verified in the first instance by the Z.P.G.A. Secretary and then by the Executive Committee, the following Membership categories are offered:

- Full Members applicants to complete section 1, 2 or 3 & 8
 - A Full member - anyone that holds a Zimbabwean License as issued by National Parks
- Associate Membership to complete section 1, 4 or 5 & 8
 - An Associate Member - anyone that does not hold a Zimbabwean License as issued by National Parks
- Z.P.G.A. Industry Service provider to complete section 1, 6 & 8
- Z.P.G.A. life time supporter to complete section 1, 7 & 8
- Conservation Partner (ZTA Recognized Tour Operator) to complete section 1, 6 & 8

Application for Membership			
SECTION 1	Surname:		National ID No.
	First Names:		
	Representative Business Name:		
	Residential Address:		
	Cell Phone No.		Blood Type:
	Email Address:		
	Date of Birth:		Current Employer:
	Have you ever been convicted for any criminal offences in the past?	YES I have <input type="checkbox"/> NO I have not <input type="checkbox"/>	
	If Yes, please give details on a separate sheet of paper as well as providing court/ conviction papers.		

Professional Hunter/Guide			
SECTION 2	Full License No:		Date Obtained:
	Details of License Restrictions if any:		
	Details of criminal cases pertaining to wildlife and/or hunting, if any:		
	Please supply the following supporting documentation:		
	Copy of your current Z.P.W.M.A. License, back and front:	Copies attached <input type="checkbox"/>	
	Copy of any one of your current weapons licenses:	Copies attached <input type="checkbox"/>	
	Signed Z.P.G.A. Code of Conduct:	Copies attached <input type="checkbox"/> See page 4	
	Copy of your most current First Aid Certificate:	Copies attached <input type="checkbox"/>	
	Do you have medical aid/insurance?	YES <input type="checkbox"/> NO <input type="checkbox"/>	

Learner Professional Hunter/Guide			
SECTION 3	Education Qualification:		Tutors Name:
	Previous apprenticeship details, if any:		
	Previous Experience:		
	Details of criminal cases pertaining to wildlife and/or hunting, if any:		
	Current LPH License Number:		Date Obtained:
	Copy of your current Z.P.W.M.A. License, back and front:	Copies attached <input type="checkbox"/>	
	Copy of any one of your current weapons licenses:	Copies attached <input type="checkbox"/>	
	Signed Z.P.G.A. Code of Conduct:	Copies attached <input type="checkbox"/> See page 4	
	Copy of your most current First Aid Certificate:	Copies attached <input type="checkbox"/>	
	Do you have medical aid/insurance?	YES <input type="checkbox"/> NO <input type="checkbox"/>	

Prospective Learner Professional Hunter/Guide (Ages 13 and older)			
SECTION 4	Education Level:		Employer Name:
	Details of ZPWMA exams attempted to date, if any:		
	Reference from ZPGA member, school or current attachment/employer		
	Name:		Signature:
	Position:		
	Please be aware that you will not have voting rights as prescribed in the Z.P.G.A. Constitution		

Associate or Friend of Z.P.G.A. Member, Cubs (Ages 4-12), Youth			
SECTION 5	Current employer/school		Clubs/Societies
	What wildlife interested do you have:		
	What is your motivation for joining (If applicant is a minor, parent or legal guardian may fill in):		
	Applicant/Parent Name:		Signature:
Applicant/Parent Contact No:			
Applicant/Parents Email Address:			
Please be aware that you will not have voting rights as prescribed in the Z.P.G.A. Constitution			

Z.P.G.A. Industry Service Provider & Conservation Partner				
SECTION 6	Current Employer:			
	Company Name:			
	Do you offer:	Photographic Safaris Yes <input type="checkbox"/> No <input type="checkbox"/> Hunting Safaris Yes <input type="checkbox"/> No <input type="checkbox"/>		
	Are all your Guides Members of the Z.P.G.A.?	Yes <input type="checkbox"/> No <input type="checkbox"/> If the answer to this question is no, careful consideration needs to be given to joining each Guide up as soon as possible.		
	Z.T.A. Operators Number:			
	As part of your Membership, up to four (4) individuals may be added onto your Z.P.G.A. Membership and will be issued with a Membership Card. Please provide all details listed below:			
	Company Representative 1:	Full Name:		Zimbabwe ID Number:
		D.O.B.:		Phone Number:
		Email:		
	Company Representative 2:	Full Name:		Zimbabwe ID Number:
		D.O.B.:		Phone Number:
		Email:		
	Company Representative 3:	Full Name:		Zimbabwe ID Number:
		D.O.B.:		Phone Number:
		Email:		
Company Representative 4:	Full Name:		Zimbabwe ID Number:	
	D.O.B.:		Phone Number:	
	Email:			
Note: Each Company Representative must sign the pledge on Page 4. Please duplicate or print additional pages where and if necessary.				
What services will you be offering the Z.P.G.A. Membership?				
What is your motivation for joining the Z.P.G.A. Membership?				
Please note your application will be put forward so that you are included in our Members chat group however please be aware that you will not have voting rights as prescribed in the Z.P.G.A. Constitution				

Z.P.G.A. Life Time Supporter	
SECTION 7	Current Employer:
	Who introduced you to the Z.P.G.A.?
	What is your motivation?
Please be aware that you will not have voting rights as prescribed in the Z.P.G.A. Constitution	

SECTION 8	REFERENCES – NAMES OF TWO REFEREES WHO ARE MEMBERS OF THE Z.P.G.A ARE REQUIRED FOR ALL APPLICANTS		
	Name:		Signature
	Position:		
	Name:		Signature
Position:			

ADMIN ONLY	BACKGROUND CHECKS HAVE BEEN COMPLETED ON THE APPLICANTS		
	Name of verifier:		
	Position within Z.P.G.A.:		
	Name three committee Members that signed off:	1 st Name:	
		2 nd Name:	
3 rd Name:			
Notes:			
Application Status:	Approved <input type="checkbox"/>	Rejected <input type="checkbox"/>	



PLEDGE FOR ALL ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION MEMBERS

I, the undersigned, hereby pledge my acceptance of the Z.P.G.A. Code of Ethics as part of my membership of Zimbabwe Professional Guides Association:

Code of conduct pledge			
Surname:		National ID No.	
First Names:			
Residential Address:			
Cell Phone No.			
Email Address:			
Date of Birth:		Current Employer	
Have you ever been convicted for any criminal offences in the past?	YES I have <input type="checkbox"/> NO I have not <input type="checkbox"/>		
If Yes, please give details on a separate sheet of paper as well as providing court/ conviction papers.			
Signed:		Dated	

With this pledge, I accept that I am personally responsible to meet all the requirements towards maintaining membership status. I confirm that I am committed to the Code of Ethics, the Constitution, Rules, and Policies of Z.P.G.A. Furthermore, I promise to comply with the Code of Ethics for the Z.P.G.A. I am committed to abide by the Code of Ethics listed below and to respect all the Association's policies.

Z.P.G.A. "Guiding Code of Ethics" Values:
(Applicable to all Z.P.G.A. members operating in a Photographic Area)

- 1) Statement of Reliability and Responsibility
 - a. I undertake to be on time, reliable, honest, conscientious and tactful. The number of people comprising a party should be appropriate to my qualifications the nature of the trail, the terrain and the type of activities engaged in, it is further proposed that a walking safari shall not comprise of more than eight (8), being made up of the Walking Guide and up to a maximum of seven (7) guests or Driving Guides and or scouts
- 2) Adherence to Universal Professional Standards, Norms and Values

- a. I welcome tourists to Zimbabwe, and promise to serve competently and professionally those under my guidance, and I endeavour to the best of my ability to satisfy their expectations as valued clients, guests and visitors to Zimbabwe by dealing with the applicable tour programme and itinerary in a responsible and efficient manner
- 3) Adherence to Zimbabwe's Laws, Regulations and Customs
 - a. I adhere to and support the Zimbabwean Constitution, laws and regulations, including but not limited to the Parks and Wildlife Act, Firearms Act, Trapping of Animals (Control) Act, Tourism Act and any other Conservation Laws as may be enacted from time to time
 - b. I undertake to assist tourists under my guidance to respect local laws, regulations and customs; in addition, I promise to support and uphold the vision, mission and values of Z.P.G.A. and I submit to the applicable controls, sanctions and disciplinary procedures
 - c. I promise to operate within my own levels of expertise and refrain from entering areas or undertake activities for which I am not qualified
- 4) Attitude and Respect Towards Countries, Operations, People and the Environment
 - a. At all times I treat with respect all peoples of the world, all languages, all cultures and all religions, local and other customs, histories and lore, and the indigenous natural environment. I will conduct all guiding activities in such a manner as to cause the least possible damage to the environment and I will endeavour to remove litter thus improving the environment
 - b. I will not spread miss truths about my fellow Operators in the non-Consumptive or Consumptive sector and will only make comments based on truthful facts
 - c. I will always be mindful of the fact that legitimate and ethical hunting does play an integrated part in Conservation
- 5) Promise to Provide Reliable Information
 - a. I undertake to provide knowledgeable, correct, fair and unbiased information to tourists under my guidance, and I promise to keep an open mind towards comments and feedback from visitors to Zimbabwe. I undertake to apply professional skills and knowledge that I have acquired through training and experience
- 6) Undertaking to Care for The Safety of Tourists
 - a. I undertake to implement all reasonable measures to protect the personal safety of everyone under my guidance, and I undertake to operate safely and responsibly in whatever mode of transport is used. In addition, in the event of any accident, injury, mishap or other situation that compromises the safety of those under my guidance, I pledge to immediately do all things required to ensure the persons safety, and, when safe to do so, contact the relevant authority for assistance if and where necessary
- 7) Avoidance of Substance Abuse
 - a. At all times I refrain from and avoid substance abuse and or taking drugs, smoking in inappropriate areas, or use of any narcotic drug, and I promise to maintain my sobriety when on duty
 - b. I understand that drugs may also include prescribed medication where a doctor has specifically advised or warned me of the drug's effects such as drowsiness, impaired vision or concentration etc. With this in mind I will adjust where necessary my routine to ensure safety and professionalism
 - c. I will not handle a weapon if I have been drinking. The same principle shall apply to the taking of drugs, prescription or otherwise.
- 8) Non-Fraternization
 - a. The Z.P.G.A. desires to avoid misunderstandings, actual or potential conflicts of interest, complaints of favouritism, possible claim(s) of sexual harassment, and the member's morale and dissension problems that can potentially result from romantic relationships involving clients/guests.
- 9) Tutorship's
 - a. As a Walking Guide I will mentor any Driving Guide to the best of my ability
- 10) Carrying of weapons
 - a. I will only carry a weapon that is correctly licenced with the Firearms Registry Office
- 11) Walking Guides & Hunting Guides walking with clients
 - a. When walking or guiding in Big Game country I will always carry with me a firearm of calibre .375 or greater
- 12) L.P.G.'s Walking Clients
 - a. I understand as a L.P.G. I may not walk alone with clients/guests in any area, State Land, Communal Land or Private Land where big game occurs
- 13) Shooting an animal in self defence
 - a. I understand that I am legally justified in killing or seriously injuring a threatening animal in self-defence, and I also understand I am not legally justified in killing or seriously injuring a threatening animal if I have intentionally, knowingly, or recklessly provoked the attack
- 14) Feeding Animals
 - a. I will never feed or leave food for wildlife and I am aware that habituation due to hand outs can result in disease or even death of that animal and injury to others
- 15) Calls or Calling Animals to Include Birds

- a. I understand my role is to facilitate an experience with minimal disturbance. Calling or mimicking animals constitutes a disturbance (both to the animal and the human observers) and interferes with the natural experience
- 16) Harassment of wildlife
 - a. I fully appreciate that animal family groups must be viewed with respect and not adversely disturb or harassed
 - b. I will endeavour not to disturb or impede animals from coming to a water hole, food, mud baths, mating, courtship, hunts or stalks, suckling and feeding of youngster etc. either whilst on foot or by vehicle
- 17) Drivers licences and driving
 - a. I will ensure I am correctly licenced for the class of vehicle I am driving as laid out by the Vehicle Inspection Department (V.I.D.)
- 18) Off Road driving
 - a. I understand that off Road driving will be permitted on Private Land and Communal Land at times, for example where there is an iconic sighting, pertaining to the key species e.g. A lion kill in progress, key big cat interaction, wild dog hunt, black rhino sightings, white rhino sightings, elephant and buffalo herd sightings etc. where driving off road will be accepted. That is, provided I am confident the sighting cannot be viewed successfully from the game drive roads
- 19) Spotlighting
 - a. I understand that spotlighting has a place, however there needs to be a cut off time which has been set at 22:00 so that wildlife has a period of no human harassment and will only be used with fitted red filters
- 20) Tracking cubs/dogs' dens
 - a. It is a privilege to be able to track on foot or by vehicle and I will conduct my viewings in such a way as not to cause an animal to move den site as a result of my having been there
- 21) Telemetry
 - a. Guides may not use telemetry to locate animals for reward
- 22) First Aid certificates
 - a. I will ensure I am up to date in terms of my first aid certificate and as a certified First-Aider, I adhere to the applicable ethical norms and First-Aid procedures, and, when requested for First Aid, commit myself to provide competent assistance
- 23) Tips & Gratuity
 - a. I understand I may not solicit in any way for tips & gratuity or break the Guides Code of Ethics to better my chances of gaining a tip & gratuity and I will not solicit for clients or for clients to tip me
- 24) Social Media
 - a. It stands to reason that in the Safari Industry many photographs are taken and stories written by the client/guest as well as by the Industry. Whilst no one can regulate what a client/guest does with his or her content it must be clear that I should not get myself knowingly in a position where a story can be formulated causing damage to the Country, Z.P.G.A., Operator or indeed myself
- 25) Witness to unethical behaviour
 - a. If I should witness unethical wildlife viewing behaviour, I will assess the situation, and intervene only if I think it prudent. When interceding, I will do my best to inform the person(s) of the inappropriate action, and attempt, within reason, to have it stopped. If the behaviour continues, I will document it, and notify the Z.P.G.A.

(Additional requirements pertaining to Hunting Guide Members Operating in a Hunting Area)

- 1) I Pledge to obey and abide by the Z.P.G.A. Guides Code of Conduct
- 2) I will respect and obey the laws, regulations and recognized codes of conduct that relate to Zimbabwe's wild
- 3) life and adhere to the provisions of the Parks and Wild Life Act
- 4) I will hunt and guide my client according to the principles of fair chase which is defined as pursuing a free ranging wild animal
- 5) I will respect the customs and needs of rural communities
- 6) I will set and maintain a high standard of ethics to ensure hunting for future generations of Hunting Guides in Zimbabwe
- 7) I will at all times show the utmost respect for all wildlife
- 8) I will assist all clients in their interpreting and understanding of the law correctly and ethics pertaining to fair chase
- 9) I will ensure the safety of a client is paramount during the pursuit of dangerous game
- 10) I will always ensure the highest level of honesty and integrity in all dealings with clients
- 11) I will ensure my behaviour and conduct is such that it will not bring Z.P.G.A. and Zimbabwe into disrepute