

OFFICIAL NEWSLETTER FOR THE

ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION

MAY 2025 / Vol. 5

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Editor - John Laing
Proofreader - Corneli Claassen





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From the Chairman's Desk:

Dear Members,

As with previous months, our calendar has been packed with activity, developments, and ongoing initiatives we truly appreciate your continued engagement and support.

Loss of Income Insurance Update

One of the key updates this month pertains to the "Loss of Income Insurance" scheme administered through Acacia. We've recently revised the insurance schedule, and we encourage all members to review these changes. If you're unfamiliar with this offering, please refer to page 17. If you're not already on this scheme, we urge you to give this matter serious consideration. This insurance has proven to be an invaluable safety net for many of our members, providing financial support in times of unexpected income disruption. Several members have shared their personal experiences and can attest to the significant benefits of being covered under this scheme.

Radio Licensing with POTRAZ

In addition, we have successfully completed the renewal and updating of our members' two-way radio licenses in collaboration with POTRAZ. For those who may be unfamiliar with what these licenses entail or how they are utilized within our community, we invite you to reach out directly to Nadine, Monica, or myself. We are more than happy to provide a detailed explanation or assist with any related queries.

We also wish to remind members that there is an active Z.P.G.A. Radio Licence Group available via our Z.P.G.A. Community WhatsApp platform. This group is specifically tailored for those who have opted into the radio service and serves as an excellent resource for updates.

Membership Cards – Collection Reminder

We would like to remind everyone that membership cards are now available for collection at our offices located across the country. These cards are essential as they will be required when accessing member-exclusive discounts and benefits at our partner outlets. If you haven't yet collected yours, we kindly urge you to do so at your earliest convenience. For details on participating outlets and discount eligibility, please check out page 8.

Environmental Rights: Hwange and Mavhuradonha

Externally, we remain deeply involved in environmental advocacy efforts. Our organization has been actively participating in the objection process concerning mining activities in and around Hwange National Park. This is a matter of great ecological importance and, based on similar situations like the Mavhuradonha objections, we anticipate that this will be a prolonged campaign spanning several years. We will continue to keep members informed and engaged as developments unfold.

Firearms Licensing Fees

Lastly, we want to update you on our ongoing discussions with the Firearms Registry Office regarding the recent adjustments in firearm license fees. Despite our efforts to negotiate a more favourable outcome for our members, it appears that the new fee structure is now fixed and unlikely to be revised in the near future. We understand the concerns this may raise and will continue exploring any possible avenues for advocacy on your behalf.

We thank you once again for your continued support and involvement. Should you have any questions or require further clarification on any of the topics mentioned above, please do not hesitate to get in touch.

Warm regards,

John Laing
Z.P.G.A. Chairman

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- 1. STREAMLINED LOGISTICS** By providing the exact requirements for schools, teachers and students in line with the Zimbabwean curriculum, reducing excess luggage costs and potential border control issues for clients.
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- 3. MUTUAL BENEFICIAL PARTNERSHIPS** By working with safari operators and advertisers, we are creating opportunities for companies to give back to the community while also promoting their own brands.



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Foreign vs Local Investment in Zimbabwe's Safari Areas: Opening the Dialogue

By John Laing

In recent months, several questions have emerged across our Z.P.G.A. platforms regarding the role of foreign investment in Zimbabwe's safari areas.

This is a critical and timely conversation that touches on conservation, economics, community development, and national pride.

To encourage open and constructive dialogue, I would like to pose several thoughts and questions for our membership to consider:

1. Legal Framework: Who Has the Right to Operate?

- Are Safari Areas, or have they historically been, reserved exclusively for Zimbabwean-born operators?
- If not, what was the original intention behind opening these areas to broader ownership and operation?
- Should future policy favour local operators, or maintain an open market?

2. Investment Value: Are Foreign Investors Truly Bringing More?

- A recent argument suggests that foreign investors bring greater financial value than local ones.
- Is this accurate? If so, why are Zimbabwean investors struggling to match these investment levels?
- Are external factors (access to capital, international networks) creating an uneven playing field?

3. Lease Tenure: Short-Termism vs Long-Term Stewardship

- Most leases in safari and hunting areas are currently set between 5 to 10 years.
- Is this duration sufficient to encourage real, lasting investment?
- Does the short tenure create an incentive to extract profits quickly rather than reinvesting for sustainability?
- Would longer leases (15-25 years) lead to better land stewardship and conservation outcomes?

4. Profit Repatriation vs Local Reinvestment

- Where do the profits go?
- Are foreign investors primarily extracting profits for repatriation, or reinvesting within Zimbabwe's economy?
- Would local ownership ensure a greater share of revenues remains in the country, benefiting broader development goals?

5. Skills Transfer and Capacity Building

- Foreign investors often bring new technologies, management practices, and conservation models.
- But are they transferring these skills effectively to Zimbabweans?

Are there formal commitments in place to ensure local empowerment and leadership development within safari operations?

6. Community Involvement and Local Ownership

- Successful conservation is deeply tied to community involvement.
- Are foreign-run safari operations meaningfully involving local communities in decision-making and benefit-sharing?
- Could more locally owned models lead to stronger conservation outcomes and reduced human-wildlife conflict?

7. Sovereignty and National Pride

- Wildlife areas are a part of Zimbabwe's cultural and natural heritage.
- Are we risking our sovereignty and national pride by allowing foreign entities to control vital conservation assets?
- How do we balance the need for foreign capital with the imperative of maintaining Zimbabwean leadership over our resources?

8. Buby Valley Case Study: Diversified Funding is Critical

- Buby Valley provides a useful example: around 60% of its revenue is derived from hunting, while 40% comes from private investment.
- This highlights that hunting revenue alone may not be sufficient to cover the true costs of conservation.
- Should we actively encourage diverse funding streams — local, foreign, private, public — to sustain our safari areas into the future?

9. Risk of Short-Termism Among Foreign Investors

- Political and economic uncertainties often push foreign investors toward shorter time horizons.
- Is there a danger that foreign operators prioritize quick profits over long-term ecosystem health and sustainability?
- How can we structure agreements to reward long-term conservation investment rather than short-term gains?

10. Regulatory and Environmental Oversight

- Effective oversight is critical to ensure operations — foreign or local — meet the highest ethical and environmental standards.
- Does Zimbabwe currently have sufficient regulatory mechanisms in place?
- Are we ensuring transparency, accountability, and sustainable practices across all safari operations?

Closing Reflections

The future of Zimbabwe's safari areas depends on robust, sustainable investment — but who provides that investment, under what terms, and with what long-term commitment are the questions we must grapple with.

I encourage all members to engage with these issues thoughtfully and share their perspectives, experiences, and ideas.

Let us use this dialogue to forge solutions that honour our heritage, empower our people, and ensure the survival of our incredible natural resources for generations to come.



In Memory of Scott Talbott

It is with heavy hearts that we share the passing of Scott Talbott, a cherished colleague, devoted friend, and passionate advocate for wildlife conservation. Scott passed away after a courageous battle with cancer, surrounded by the love and presence of his family and close friends.

Scott's contributions to our community, both within SCI and the Z.P.G.A., were extraordinary. His unwavering dedication, strong moral compass, and infectious enthusiasm made him a pillar of support for those around him. Whether working alongside the Advocacy team, mentoring peers, or simply offering a kind word, Scott exemplified the very best of who we strive to be.

A proud son of Wyoming, Scott came from a long line of ranchers in Laramie. He served with distinction as the Director of the Wyoming Game and Fish Department, where he earned the admiration of colleagues across the state. Over the course of a remarkable 34-year career, Scott held numerous roles from Game Warden to Director each marked by a passion for conservation and service.

He joined SCI in 2023 as the Guide and Outfitters Liaison, where he built meaningful bridges between the organization and the professional hunting community. In every role he took on, Scott left an indelible mark.

Outside of work, Scott lived life with vigour and purpose. He found joy in the outdoors hunting, fishing, and championing the values of responsible stewardship. His love for the natural world was matched only by his love for his family. He is survived by his two sons, Payden and Luke, his treasured grandson Quincy, and his siblings, who were a constant source of pride and strength in his life.

Scott once reflected on his journey, saying:

"I've been blessed to have been a Game Warden in Newcastle, a Wildlife Investigator, a Regional Wildlife Supervisor in both Green River and Casper, a Deputy Chief, and a Director... and it was one hell of a ride. Even if I had the chance to live it all over again, I wouldn't change a single thing."

As we mourn his loss, let us also celebrate a life lived with courage, conviction, and compassion. Scott's legacy will continue to inspire us in the work we do and in the values we uphold.

Please join us in holding Scott's family in your thoughts and prayers during this difficult time. Take a moment to honour his memory and to remember the profound impact he had on all of us.

With heartfelt condolences,
The Z.P.G.A. Family

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Call for Legislative Reform: End the Use of Glue Traps and Birdlime in Wildlife Control

Strengthening the Trapping of Animals Control Act to Protect Zimbabwe's Wildlife

By John Laing

In a growing call for more humane and effective wildlife protection laws, conservation advocates are urging Parliament to revisit and reform the outdated Trapping of Animals Control Act, with a specific focus on banning the use of glue traps and birdlime, two of the most indiscriminate and cruel methods of animal trapping still in use today.

While the Act provides a basic framework for trapping regulation, it currently falls short in addressing modern threats posed by synthetic adhesives and sticky substances. Crucially, the Act lacks a clear legal definition of birdlime, and still classifies it as a Class III trap, allowing its use under certain conditions. This loophole, compounded by the rise in availability of synthetic glue-based substances, has led to increasing misuse often resulting in immense suffering for birds and small mammals alike.

The Case Against Glue Traps: Cruel, Indiscriminate, and Outdated

Originally intended for rodent control, glue traps have become a silent threat to wildlife. These traps work by ensnaring any animal that comes into contact with their surface no matter the species or conservation status. The consequences are devastating:

- Animals remain trapped for hours or even days, enduring prolonged pain and distress.
- In desperation, many engage in self-mutilation, breaking bones or chewing off limbs to escape.
- Death comes slowly, often from exhaustion, dehydration, or suffocation as the animal collapses into the adhesive.
- They indiscriminately trap non-target species, including birds and small mammals.

Given the extreme cruelty involved, conservationists are calling for glue traps to be reclassified as Class I traps, which would prohibit their use entirely under Part XIII A, Section 81 of the Parks Amendment Bill.

Birdlime and Synthetic Adhesives: A Legal Blind Spot

Another growing concern is the use of birdlime a sticky substance used to trap small birds alongside other synthetic adhesives. These materials are not properly defined or regulated under the current law, creating a dangerous grey area.

To close this gap, proposed reforms call for the Act to:

- Define birdlime and similar adhesives as any sticky substance used to trap animals.
- Recognize their widespread use in illegal trapping of birds and small mammals.
- Ban their use entirely, except under strictly controlled scientific or conservation contexts.

Zimbabwe is not alone in confronting this issue. Several countries have already taken steps to ban glue traps and similar methods:

- United Kingdom, Ireland, New Zealand, Iceland, and Victoria, Australia have enacted full or partial bans.
- These decisions were based on the animal welfare violations and ecological harm caused by glue traps.
- Modern pest control solutions offer humane and effective alternatives, making the continued use of glue traps unnecessary.

A Call to Parliament: Time for Action

To align with international best practices and safeguard Zimbabwe's wildlife, we strongly urge lawmakers to amend the Parks Amendment Bill by:

1. Reclassifying glue traps and birdlime as Class I traps, making their use illegal.
2. Expanding the legal definition of prohibited trapping materials to include all synthetic sticky substances.
3. Recognizing the global momentum toward humane trapping laws and ensuring our legislation keeps pace.

The continued use of glue traps and birdlime is a glaring oversight in our wildlife protection framework. These methods are not only inhumane and outdated, but also highly ineffective and ecologically damaging.

By taking decisive legislative action, we have the opportunity to modernize our conservation laws, protect vulnerable species, and honour our ethical responsibility toward animals.



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We understand that the realm of medical aid/insurance can be daunting, with a myriad of choices and varying coverage options. That is why we have joined forces with MedNet, a reputable organization renowned for their expertise in the field. Their dedicated team is equipped to guide and support you, ensuring that you make informed decisions regarding your medical coverage.

Regardless of your unique requirements, MedNet offers a comprehensive range of solutions specially designed to meet the diverse needs of our members. Whether you are seeking individual coverage or coverage for your family, MedNet will work diligently to find an option that aligns with your preferences and budget.

With MedNet as our trusted partner, you can rest assured that your medical aid/insurance needs will be catered to with the utmost professionalism and care. Their commitment to excellence and customer satisfaction is in perfect harmony with our own values, further reinforcing our confidence in this collaboration.

We encourage you to take advantage of the support and expertise that MedNet offers. They will assist you in navigating the landscape of medical aid/insurance, ensuring that you are equipped with the coverage necessary to safeguard your well-being and provide peace of mind.



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Z.P.G.A. Diary

May 2025

- Wed 3rd to Sat 6th – L. Zam Canoeing proficiency
- Thur 15th – Z.P.G.A. Talks Vic Falls
- Fri 16th – Z.P.G.A. Talks Byo & Hre
- Sun 18th – Shooting Proficiency (Hre)

July 2025

- Thur 17th – Z.P.G.A. Talks Vic Falls
- Fri 18th – Z.P.G.A. Talks Byo & Hre

September 2025

- Thur 11th – Z.P.G.A. Talks Vic Falls
- Fri 12th – Z.P.G.A. Talks Byo & Hre
- Sun 14th – Shooting Proficiency (Hre)
- Mon 15th – Oral Interviews (Hre)
- Tue 16th – LPH written exam (Hre)
- Wed 17th – LPH written exams (Hre)

October 2025

- Sun 26th to Tue 28th – U. Zam Canoeing proficiency

November 2025

- Sat 1st to Fri 7th – Proficiency Examination
- Thur 6th – Z.P.G.A. Talks Vic Falls
- Fri 7th – Z.P.G.A. Talks Byo & Hre

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“Embrace the beauty of today, for it holds the seeds of tomorrow's memories.”



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MEMBERSHIP

Membership Statistics - 2025

It's a collaborative effort

Z.P.G.A. Members Breakdown by Qualification	
Number of Members	Qualification
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9	CUBS
51	FULL PG
141	FULL PH
8	HONORARY LIFE MEMBER
5	INDUSTRY SERVICE PROVIDER
91	LPH LICENSE
3	RESTRICTION

Thursday, 01 May 2025 Page 1 of 1



It seems as though we always have something positive to say about membership figures, here is why:

- 2020 ended with an active membership of 281
- 2021 ended with an active membership of 350
- 2022 ended with an active membership of 412
- 2023 ended with an active membership of 444
- 2024 ended with an active membership of 442

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

Our Association continues and deliver!

Braai Chicken:

BY LAURA SMITH

Ingredients

For the Chicken:

- 1.5 kg (3.3 lbs) chicken pieces (bone-in thighs, drumsticks, or whole spatchcocked chicken)
- Salt and pepper to taste

For the Marinade:

- 1/4 cup olive oil
- 1/4 cup apple cider vinegar or lemon juice
- 2 tbsp brown sugar or honey
- 1 tbsp Worcestershire sauce
- 2 tbsp chutney (like Mrs. Ball's)
- 2 tsp paprika
- 1 tsp ground cumin
- 1 tsp garlic powder (or 2 cloves fresh minced garlic)
- 1 tsp onion powder
- 1 tsp crushed chili flakes (optional, for heat)
- 2 tsp Dijon or wholegrain mustard
- Salt and pepper to taste



Instructions

1. Prepare the Marinade:
 - In a bowl, whisk together all marinade ingredients until well combined.
2. Marinate the Chicken:
 - Place the chicken pieces in a large ziplock bag or bowl.
 - Pour the marinade over the chicken, ensuring all pieces are well coated.
 - Cover and refrigerate for at least 4 hours, preferably overnight.
3. Preheat the Braai (Grill):
 - Set up your braai with medium heat coals. You want a steady heat, not too hot.
 - If using a gas grill, preheat to medium.
4. Grill the Chicken:
 - Remove chicken from marinade and let excess drip off.
 - Season lightly with salt and pepper.
 - Grill chicken skin-side down first, turning every 5–7 minutes to prevent burning.
 - Baste occasionally with leftover marinade (if it was kept separate from raw chicken).
 - Cook for 45–60 minutes, or until internal temperature reaches 75°C (165°F) and juices run clear.
5. Rest and Serve:
 - Let the chicken rest for 5 minutes before serving,
 - Serve with pap, chakalaka, potato salad, or grilled corn.



**Members Photo Gallery
- Hippo -**



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NO MATTER HOW RUGGED
THE ROAD AHEAD.”





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3. Monthly newsletters & articles
4. Access to educational and training material
5. Access to cutting edge tourism news & policy developments as it affects the hunting & guiding countrywide
6. Opportunities to give back to the community

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2. Access to the Z.P.G.A. associate member WhatsApp group
3. Representation at government, industry and Zimbabwe parks levels
4. Representation of Zimbabwe at all levels for tourism, locally and abroad
5. Engagement with Zimbabwe parks and ministry
6. Involvement in conservation initiatives such as the leopard, lion, elephant and rhino workshops for strategic planning for these key species
7. Representation at shows and events when we can for members and Zimbabwe
8. Marketing of Zimbabwe for tourism
9. Uplifting local tourist facilities and standards
10. Engagement with foreign NGOs for assistance and betterment of our industry

Z.P.G.A. CUBS MEMBERSHIP

Teaching your children how conservation and sustainability efforts will impact their lives is crucially important to the long-term survival of humanity & wildlife.

More and more people are starting to appreciate the value of conservation and causing as little harm as possible to the planet. It's especially important to teach these lessons to the next generation. Children, when given the right information, are usually eager to embrace a conservation approach to living.

It's up to parents and other adults however, to instil this knowledge in kids at an early age.

Z.P.G.A. SERVICE PROVIDER

1. Access to our full members chat group
2. Z.P.G.A. branded merchandise
3. Monthly newsletters & articles
4. Insight into industry trends as they are spoken about
5. Ability to attract industry specific business
6. Opportunities to give back to the community

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Cooler Nights

Zimbabwe's rains have come and gone,
Their thunder now a fading song.
Puddles danced, then spilled to fill
The dams that brimmed on every hill.

Where once the earth lay cracked and bare,
Now grasses sway in softened air.
The golden blades are cut and twined,
In hay bales stacked and neatly lined.

The harvest hums a quiet cheer
Preparation for the season near.
The dry months wait with parched demand,
Yet we are ready, hand in hand.

Across the land, the morning haze
Lifts gently in the waking rays.
Mists rise from weirs in ghostly streams,
Whispering through our dawn-lit dreams.

The sun still warms, but less each day,
Its arc now slants a cooler way.
And as the evenings lose their light,
So too grow deeper, calmer nights.

With every dusk, a lull, a hush
A breath between the rains and rush.
Zimbabwe rests, the season turns,
And in the quiet, the fire burns

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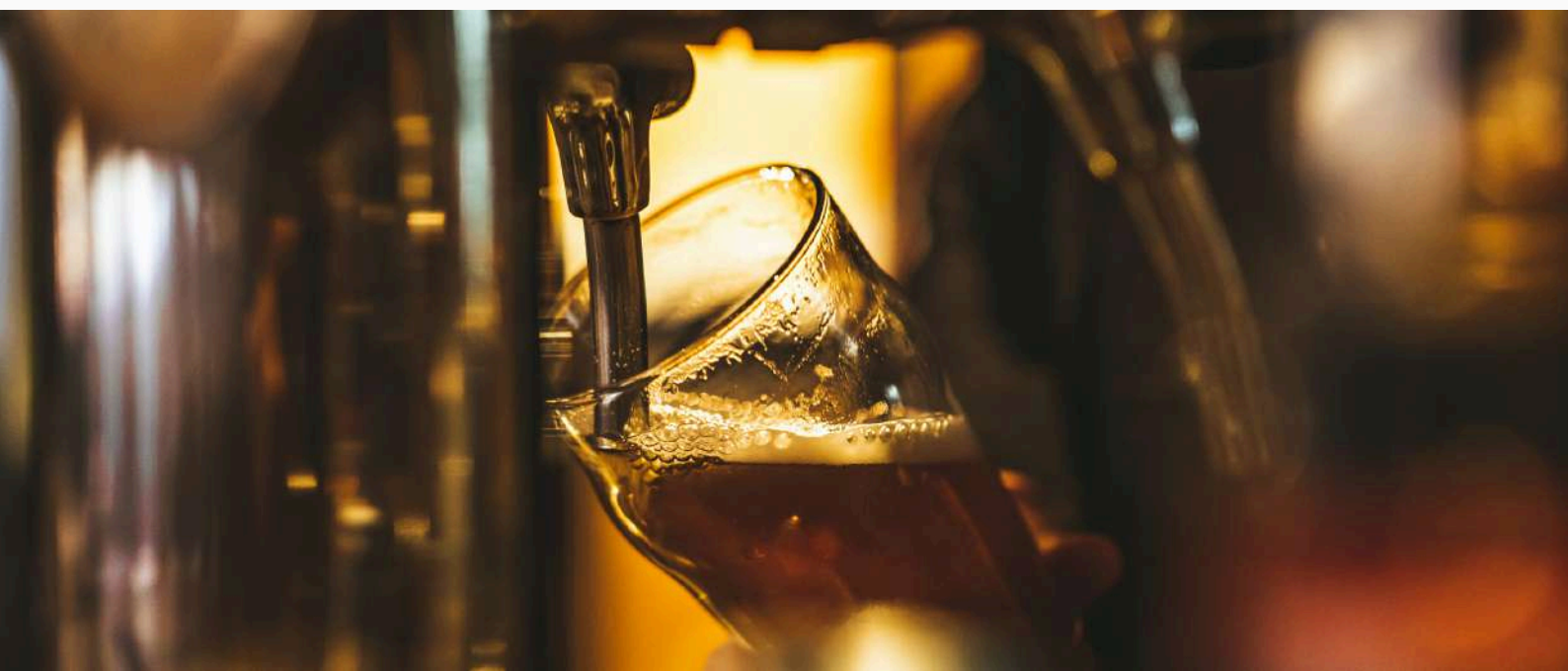
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PROUD SUPPORTER OF THE Z.P.G.A.



Roadblocks 2.0. Here we go again ...

By Big Sky Supplies

Folks,

A general lack of knowledge on traffic related matters is costing motorists time, money and peace of mind.

There are opportunists manning checkpoints across the country taking advantage of motorists who are unprepared for roadside debates. It does not have to be this way – there is an abundance of resources available to you right now! Notes to start with:

- Please excuse the length of this appeal – there’s a lot to cover.
- Being knowledgeable is being empowered to help yourself! Reduce your dependency on others to get you out of trouble – which is both smart and considerate.
- A printed document at a checkpoint has far more credibility than something on your phone you’re waving your finger at. So please print and carry the documents listed below.

Understand How Traffic Fines Work:

Traffic fines are published in the Schedule of Deposit Fines (Traffic), 2024. The Schedule is only issued after being reviewed and authorised by the Chief Magistrate, who does so when he/she feels the fines are fair relevant to the offence. Individual members of ZRP cannot make unilateral decisions - they must abide by the Schedule in issue at the time. Don't overpay!

Download and print The Schedule of Deposit Fines (Traffic), 2024 from <https://bigsky.co.zw/category/roads-traffic/> (It is only 12 pages and will save you money the first time you produce it!).

Be Compliant:

The short version is there are no “new laws”. The vehicle equipment ZRP is checking for is covered by Statutory Instrument 129 of 2015 and there are no amendments to the SI. The legislation around the “Third Number Plate” was published in SI 427 of 1999.

For an overview, read here <https://bigsky.co.zw/the-big-sky-traffic-faqs/>

Understand the emergency equipment you are legally required to carry in your vehicle. The complete list is covered here <https://bigsky.co.zw/vehicle-emergency-equipment-in-zimbabwe/> Check your vehicle and equipment is compliant using the Big Sky ZRP Compliance Checklist here <https://bigsky.co.zw/category/roads-traffic/>

Also download and carry The Motorists Guide to the Third Plate (2 pages). Essential for troublesome checkpoints!.

Stay Connected with Your Community:

WhatsApp groups have become an essential platform to connect with our community, and the popularity of the “Traffic Groups” confirms this. If you find yourself in a difficult situation, reach out to your community, whether it’s on your Traffic Group, your local resident’s group, or an emergency/security group.

If it’s at a realistic hour, from experience you can be guaranteed to get a response to an appeal for help. Read more under section 3 <https://bigsky.co.zw/the-big-sky-guide-to-mastering-the-traffic-jungle/>

In conclusion, it’s important to remember that your own attitude and behaviour has a direct influence on the outcome at a ZRP checkpoint. Display the same polite behaviour that you expect to receive, and the encounter will generally be peaceful and amicable.

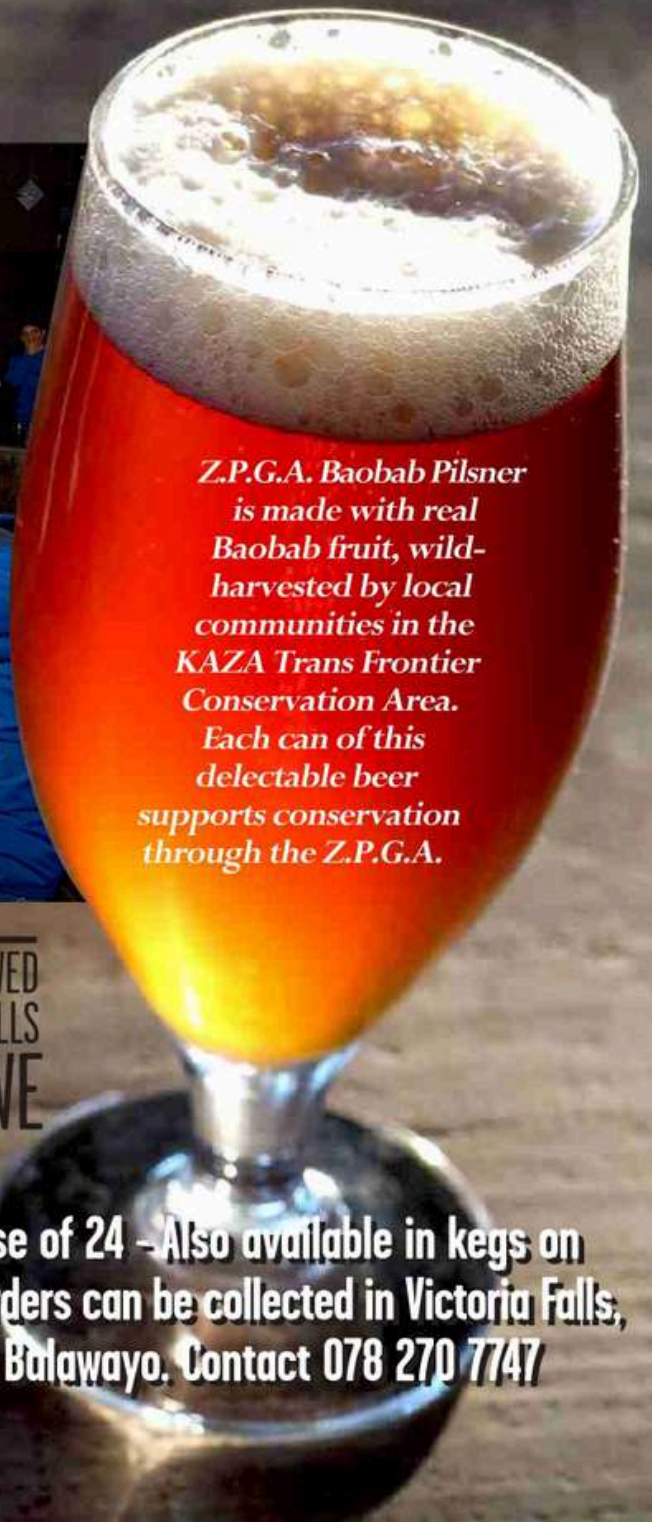
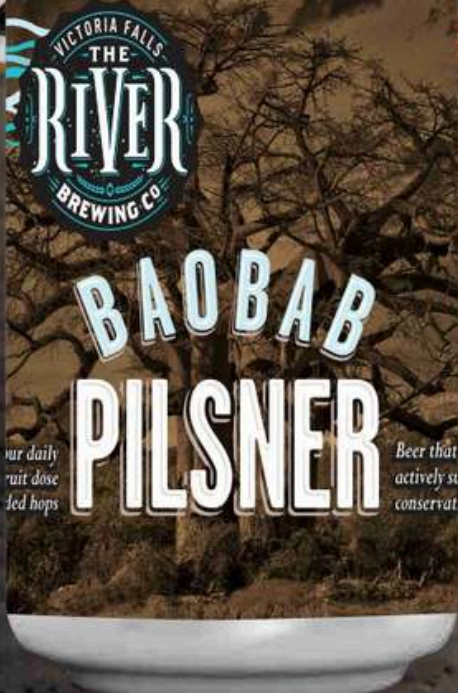
Safe journeys,
Sean Q. and the Big Sky Team

OUR VERY OWN BEER!



Z.P.G.A.

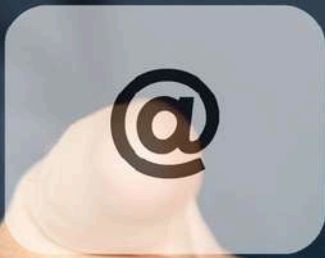
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CONSERVATION INITIATIVES



Z.P.G.A. Baobab Pilsner is made with real Baobab fruit, wild-harvested by local communities in the KAZA Trans Frontier Conservation Area. Each can of this delectable beer supports conservation through the Z.P.G.A.

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SHOULD YOU REQUIRE ANY INFORMATION OR ASSISTANCE

Contact Us

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 Nadine Laing 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 John Laing - chairman@zpga.org
- Z.P.G.A. – Vice Chairman Pete Fick - legal@zpga.org
 - Legal & Ethics
 - Guiding Code of Conduct
- Z.P.G.A. – Secretary - Nadine Laing - secretary@zpga.org
- Z.P.G.A. - Harare Office - Monica Sinclair - hreoffice@zpga.org
- Z.P.G.A. - Bulawayo Office - Paul Hubbard
- Z.P.G.A. - Victoria Falls Office - Zeb Laubscher
- Z.P.G.A. – USA & Zimbabwe Hunting Liaison - Rob Lurie - research@zpga.org
- Z.P.G.A. – Finance - John Laing - finance@zpga.org
 - All payment issues
- Z.P.G.A. – Marketing & Advertising - John Laing - marketing@zpga.org
 - All branding including Membership Cards
 - Membership Discounted Rates Initiative
 - Fundraising
- Z.P.G.A. – Education and training - David Carson - education@zpga.com
 - RIFA & SAVE Valley Conservancy initiatives
 - All Exam related issues
- Z.P.G.A. Next Generation - Ant Kaschula
- Z.P.G.A. – Research - Rob Lurie - 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. - Recruitment - Safari & Travel - safaritavelrecruitment@gmail.com

"The Z.P.G.A. committee stands united, dedicated to serving and supporting you on your journey."



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