

OFFICIAL NEWSLETTER FOR THE

# ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION

March 2026 / Vol. 3

---

## In this issue:

From the Chairman's desk

PAGE 3

Freelance Vs Salaries

PAGE 6

National Anthem

PAGE 12

Z.P.G.A. Diary

PAGE 14

Stop Streets

PAGE 22

Z.P.G.A. Contacts

PAGE 25

## STRIVING FOR

# EXCELLENCE



**Z.P.G.A.**

[www.zpga.org](http://www.zpga.org)  
[marketing@zpga.org](mailto:marketing@zpga.org)  
Editor - John Laing  
Proofreader - Corneli Claassen





## 2025 Safari Event Sponsors

### Silver Sponsors



### Cash and Bronze Sponsors



To all our sponsors, we would like to acknowledge the trust you have placed in us and the belief you have shown in our mission. Your support has not only helped us run successful events but it has also empowered us to continue our efforts in making a positive difference in the lives of those we serve.

# From the Chairman's Desk:

It is with great pride that I report back following the successful completion of our recent training program hosted at Buby Valley Conservancy.

This gathering was more than a course. It was a demonstration of what defines the Zimbabwe Professional Guides Association, depth of experience, voluntary mentorship, and a collective commitment to excellence.

**A Remarkable Faculty of Experience** - The strength of any training initiative lies in the caliber of those who teach. At Buby Valley Conservancy, we were privileged to assemble a faculty whose combined officially qualified experience approaches five centuries.

Based on year of qualification and or professional certification, the lecturers included:

Karl van Laeren (qualified 1980), Gavin Ford (1982), Chooks Langerman (1982), Andy Hunter (1987), Spike Williamson (1988), Dean Kendall (1994), David Carson (1995), Brad Fouche (1996), Grant Reed (1996), Ant Kaschula (2001), Amin Turk (2002), Andy Smith (2004), Paul Hubbard (2005), Dean Stobbs (2011), John Laing (2015), David Mann (2023), Penny Raynor (four decades of teaching experience)

Collectively, this represents close to 500 years of formally qualified professional experience. When one considers the learning journey undertaken prior to qualification, the apprenticeships, mentorship, tracking years, and field exposure, the accumulated knowledge shared during this course becomes even more profound. This is not theoretical instruction. It is experience transferred.

**Mentorship in Action** - One of the defining characteristics of this program was the willingness of senior professionals to give of their time voluntarily. Many lecturers rearranged personal schedules and professional commitments in order to invest in the next generation. That spirit reflects the core ethos of Z.P.G.A.

**Excellence is not inherited, it is taught** - The interaction between highly experienced Licensed Professional Guides and emerging professionals created an environment where knowledge was not simply delivered, but interrogated, debated, and contextualised within modern guiding realities.

**From Grassroots to Mastery** - Z.P.G.A. remains firmly committed to training and mentorship from grassroots level upwards. The objective is not merely to prepare candidates for examinations, but to cultivate:

- Ethical responsibility, Sound judgement under pressure, Ecological depth, Professional composure, A lifelong appetite for learning

True proficiency in guiding cannot be achieved through coursework alone. It is forged through disciplined exposure, reflection, and mentorship. Programs such as this one ensure that emerging professionals are exposed to the highest possible standard early in their careers.

**Protecting Zimbabwe's Guiding Legacy** - At a time when the safari industry faces evolving structural and economic pressures, investment in training remains non-negotiable. If Zimbabwe is to retain its reputation as a destination defined by guiding excellence, it must continue to prioritise:

- Structured professional development, Intergenerational knowledge transfer, Strong ethical alignment, Unified professional standards

The Buby Valley Conservancy program stands as a testament to what is possible when experience, passion, and commitment converge.

**A Collective Responsibility** - On behalf of the Association, I extend sincere appreciation to every lecturer who contributed their time, energy, and insight. Their willingness to mentor reinforces a simple truth: The strength of Zimbabwe's guiding profession lies not only in individual achievement, but in collective stewardship.

The Z.P.G.A. remains committed to nurturing that stewardship from grassroots level through to mastery ensuring that excellence is not only maintained, but continually elevated.

Striving for Excellence.

Warm regards,  
John Laing  
Z.P.G.A. Chairman

# SAFARI EDUCATION PACKS



*Classroom, Teacher and Student stationery requirements covered and supplied countrywide.*



**LNA** is a Stationery, Arts and Crafts Company based in Bulawayo Zimbabwe, catering to the Corporate, Education and Tourism sectors for the past 18 years.

We have recently started working with Safari Operators to provide educational materials and supplies to rural schools and students through donor funding Country wide.

Our goal is to ensure that the materials are relevant, affordable and efficiently delivered to maximize the impact of the funding.

## **SOME POTENTIAL BENEFITS OF OUR APPROACH**

- 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.
- 2. INCREASED FUNDING EFFICIENCY** By eliminating unnecessary costs and complexities, we're ensuring that donor funds reach the intended recipients.
- 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.



**Contact:**

**Ash:** +263 772 177 277 **Les:** +263 772 105 574  
**@ sales@lnastationery.com**



## Members Photo Gallery



## BVC 2026



# Retention, Remuneration, and the Future of Zimbabwe's Safari Professionals

By John Laing

Zimbabwe's safari industry has earned its international reputation through the calibre of its Licensed Professional Guides and Professional Hunters. Depth of knowledge, ethical conduct, composure under pressure, and strong mentorship traditions have long distinguished the country within Africa's competitive safari landscape.

However, structural shifts in remuneration models and career incentives now present a growing strategic concern, particularly visible in areas such as Mana Pools National Park, but increasingly relevant across the broader sector.

This article outlines the core issues and proposes directional considerations for industry leadership.

## Diverging Employment Models

The Licensed Professional Guiding profession is increasingly split between salaried employment and freelance engagement.

Freelance work offers:

- Higher short-term earning potential
- Flexibility of schedule
- Entrepreneurial independence

Salaried employment offers:

- Predictable annual income
- Employer-supported benefits
- Access to structured training
- Continuity within a camp environment

The widening perception that freelance engagement is significantly more lucrative, particularly during peak seasons, has shifted incentives away from structured employment.

While freelance Licensed Professional Guides can be highly professional and aligned with company values, the model does not inherently guarantee continuity, mentorship investment, or long-term brand cohesion.

## **Mentorship and Standards Risk**

Contracted Licensed Professional Guides play a pivotal role in:

- Mentoring Learner Professional Guides
- Transferring fieldcraft and judgement
- Upholding ethical standards
- Providing consistency valued by international agents

When senior professionals migrate toward short-term freelance engagement, or leave Zimbabwe altogether, mentorship depth weakens. Over time, this creates a training vacuum.

The risk is gradual erosion rather than immediate decline.

## **The Professional Hunter Parallel**

Zimbabwe's Professional Hunters face an even more acute structural imbalance.

While expectations, capital investment, and equipment standards have increased substantially over the past decades, daily remuneration structures have remained largely static. This dynamic reflects broader commercial pressures within the safari economy rather than the actions of individual operators.

It is important to acknowledge that operators themselves are facing rising regulatory, conservation, and operating costs in an increasingly competitive regional market.

Professional Hunters are typically expected to supply:

- Fully equipped vehicles
- Trackers
- Safety and recovery equipment
- Firearms and optics

Meanwhile, vehicle acquisition costs and operational expenses have escalated significantly. In proportional terms, the Professional Hunter's share of overall hunt revenue has declined over time.

This raises long-term sustainability concerns for the profession.

## Talent Migration and Institutional Risk

An increasing number of experienced Licensed Professional Guides and Professional Hunters now operate outside Zimbabwe, where specialist skills command stronger financial recognition.

This outward migration creates:

- Loss of senior mentorship
- Reduced exposure of Learners to mastery
- Fragmentation of institutional knowledge
- A generational experience gap

Experience in the bush cannot be manufactured quickly. It is accumulated and transferred through years of exposure and disciplined practice. When that experience relocates, rebuilding it takes decades.

## Professional Standards and Industry Coordination

The Zimbabwe Professional Guides Association, working alongside Mururu – The Art of Hospitality, continues to strengthen standards through structured annual training initiatives.

Requiring both Learner and Licensed Professional Guides to maintain active Z.P.G.A. membership would:

- Reinforce ethical accountability
- Elevate professional identity
- Align standards across operators

Broader coordination, potentially facilitated by the Safari Operators Association of Zimbabwe, may be necessary to address structural remuneration imbalances and progression frameworks collectively rather than competitively.

Continue Page 9...

## Strategic Considerations for Industry Leadership

To protect Zimbabwe's guiding and hunting legacy, the industry may need to consider:

- Clear remuneration differentiation tied to qualification and experience
- Structured mentorship expectations for senior professionals
- Progression pathways that visibly reward advancement
- Hybrid employment models balancing flexibility and continuity
- Collective review of Professional Hunter rate structures

Excellence must be economically viable if it is to be retained.

Zimbabwe's safari reputation was built on mastery, mentorship, and professional pride. The current structural imbalance between rising expectations and comparatively static remuneration across both Licensed Professional Guides and Professional Hunters poses a long-term retention risk.

This is not yet a crisis. It is a strategic inflection point.

Handled proactively and collectively, it offers an opportunity to realign incentives, strengthen standards, and ensure that Zimbabwe continues to produce, and retain, professionals worthy of its international standing.

Excellence, to endure, must be deliberately supported.



**Nurturing young talent as Zimbabwe invests in the next generation.**

**mednet**  
HEALTHCARE CONSULTANTS

Working with **Z.P.G.A.**

Registered agents for:  
**health expacare**  
**masca**  
**aetna**  
**Alliance health**  
**GENERATION health**  
**ACE**  
**unisure**

**YOUR HEALTHCARE IS OUR PRIORITY**  
 We offer the best service to the Z.P.G.A. members and we discuss the options that will meet your needs. We arrange your accounts. We assist with claims and follow-up on payments as well as providing an updated record of the claim.

Working together to make sure you're covered properly.

**HARRIS BRANCH**  
 51 Church Avenue,  
 New Park  
 Linda Clark : 0772244466  
 linda@mednet.co.za

**DELAAR BRANCH**  
 30 Duncan Road,  
 Robertsburg  
 Reginald Fouché : 0778791741  
 reginald@mednet.co.za

# Discount Rate Providers:

Remember to show your Z.P.G.A. Membership card to get a discounted rate at the following participating outlets.

**SPECIAL OFFER**  
 Anti Peaching Kangaroo Trainers | Wildlife Personnel

THE COURTESY PATROL BOOT - BOVINE LEATHER

**USD 95**  
 (plus GST and delivery)

**Courtesy**  
 www.courtesyboot.com | Tel: +263 12 406 199

**FOUR WHEELS**  
 AUTO

**Z.P.G.A.**

**10% DISCOUNT**

On labour charge for any service, repairs or modifications for ZPGA members.

Get in touch to find out more about the range of products and services we can offer you.

(Offer valid from Feb 2021 - Jan 2022)

alec@fourwheelauto.co.zw | +263 77 705 5034

**ROSSI**  
 here we drive

**Z.P.G.A.**  
 HUNTERS  
 & GUIDES SPECIALS...

Alignment \$10.00  
 Balancing \$3.50 per wheel  
 Strip & Fit \$1.50 per wheel  
 Hot Patch \$10.00  
 Nitrogen FREE!!!

543, Cliff Alphas & Harrow Drive, 19th Fl East Sutton Complex, Plumtree, Harare  
 Ross Sales: 0772 668 892 / 0785 300 238 / 0782 647 753

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

Participating companies include:

- AP & L Workwear
- Autoworld 4x4
- Avondale Guest House
- Barons Motor Spares
- Big Sky
- Courteney Boot Company
- Four Wheels Auto
- Harris Auto Parts
- LA PIAZZA
- The Bayete Collection
- The Social Kitchen
- Musketeers Guest House
- Pro 4x4
- Rossi Tyres
- SAF Bar
- JR Canvas Co.
- Shearwater VIP Club
- Shongwe Lookout
- Trophy Consultants International (TCI)
- Widency Upholstery
- Wild Horizons

**LA PIAZZA**

Victoria Falls' ultimate dining destination. Explore diverse culinary experiences with 200 on Portway Cafe & Bistro. On So So So, our new lounge, cocktail bar and the Italian's Daughter bar.

CUISINES: ITALIAN, STEAKHOUSE, CAFE, MEDITERRANEAN, FUSION

CONTACT: +263 77 559 8300

**SOCIAL KITCHEN**

The Social Kitchen is where you will find family styled food, cold drinks in the home of the famous Portuguese Chicken. Located conveniently in the residential area of Victoria Falls.

CUISINES: AFRICAN, PIZZA, CAFE, GRIFF

CONTACT: +263 77 778 8580

**PRO 4x4**

**Z.P.G.A.**

PROVIDE A VALID Z.P.G.A. MEMBERSHIP CARD & GET **5% OFF!**

SERVICES OFFERED:  
 • CATTLE RAILS  
 • HUNTING BAGS  
 • PHOTOGRAPHING BAGS  
 • CUSTOM FABRICATION  
 • SUDS/SHOES  
 • LONG RANGE TANKS  
 • OFFROAD ACCESSORIES  
 • FRONT & REAR BUMPERS

**MUSKETEERS LODGE**  
 Bulawayo

Calling all Z.P.G.A. members!

**10%** Discount for Z.P.G.A. members.  
**10%** Commission for Z.P.G.A. agents

BOOK NOW!

+263 772 337 476 | +263 92 246 343  
 musketeerszyo@gmail.com

**JR CANVAS CO.**

**10% DISCOUNT TO ALL ZPGA MEMBERS**

263 710 374 003

RIPTOP / COTTAGE CANVAS SEAT COVERS FROM SEATS ONLY (LEATHER AVAILABLE UPON SPECIAL REQUEST - IF YOU CAN SUPPLY) \$2,200 - 10% = \$1,980

RIPTOP / COYOTE CANVAS CUSTOM GUN BAGS \$800 - 10% = \$720

RIPTOP WASH-KITS \$45 - 10% = \$40

RIPTOP CANOPIES \$450 - 10% = 405

MUCH MORE AVAILABLE UPON REQUEST

**WILD HORIZONS**  
 ZIMBABWE PRO GUIDES Association

**20% Discount**

Wild Horizons is pleased to offer Zimbabwe Professional Guides Association members a 20% discount on select products. The discount will be applicable to card holders and their guests.

WHAT'S ON OFFER:  
 • The Lookout Café  
 • White Water Rafting  
 • Highwire Activities  
 • Sunset & Dinner Cruises  
 • Wild Horizons Lodges

www.wildhorizons.co.zw | info@wildhorizons.co.zw

If you would like to see your company name listed here please contact [secretary@zpga.org](mailto:secretary@zpga.org)

**Z.P.G.A. SPECIAL**

**15% OFF**

**Husqvarna T535i XP Battery Chainsaw**

Special includes:  
 - Battery  
 - Wall charger OR car charger  
 - 1/4" file kit  
 - 1l chain oil  
 - Spare chain

**\$790**

Tree across the road? No problem! Reliable, quiet, compact.

\*Show your Z.P.G.A. card to claim the 15% discount from TruCut and Cutting Edge only.

Contact Ryan Bassell  
 TruCut Managing Director  
 +263 772 252 774  
 ryan@tru-cut.co.zw

**Z.P.G.A. Members Deal**

**20% Discount** on select bookings with The Bayete Collection

OFFER ONLY VALID FOR THOSE WHO PRODUCE A VALID ZPGA MEMBERSHIP CARD  
 • SUBJECT TO AVAILABILITY  
 • F&S & C'S APPLY

**ZPGA ACCOMMODATION DEAL**

**20% COMMISSION ON ALL BOOKINGS AT SHONGWE LOOKOUT GUEST LODGE VICTORIA FALLS**

RESERVATIONS@SHONGWELOOKOUT.COM

It pays to be a Member of the Z.P.G.A. for further information visit [www.zpga.org/get-involved/zpga-member-benefits](http://www.zpga.org/get-involved/zpga-member-benefits)



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

**AUTOWORLD**<sup>®</sup>  
ZIMBABWE

**ISUZU**  
*With you, for the long run*

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



**MR CRUISER**

“BOUND BY A SHARED  
VISION AND A SINGLE,  
UNWAVERING VOICE, WE  
LIFT EACH OTHER UP—  
DETERMINED TO PROTECT  
OUR NATURAL HERITAGE,  
NO MATTER HOW RUGGED  
THE ROAD AHEAD.”



# Singing the Country's Pride: A story of the National Anthem of Zimbabwe

Paul Hubbard  
Hubbard's Historical Tours, Bulawayo

What is a National Anthem? Basically it is a song of praise to the country. A musical piece, often with words, chosen with care to represent the crux of what it means to be a citizen of that country while often also invoking important historical events. One of the oldest recognised national anthems is *Wilhelmus of the Netherlands*, which was used as a protest anthem in the nation's struggle for independence from Spain from 1572. In Japan, the words of the anthem *Kimigayo* are from a poetry collection dating to the 9th century, although they were only officially adopted in 1888.

From 1964 to 1979, Zimbabwe fought a protracted and bloody civil war to achieve full democracy and equality. The first fully-free elections were held in early 1980, culminating in independence celebrations on 18 April 1980. At this event, at the moment when the country's new flag was raised for the first time, the song played, and used to represent the hopes and aspirations of the new nation was *Ishe Komberera Africa*.

The Xhosa anthem, originally named *Nkosi Sikelel' iAfrika*, was composed by Enoch Sontonga, who had trained at Lovedale Mission and worked as a school teacher at the Methodist School near Johannesburg. The song was originally written for the school in 1897 as their anthem. The South African writer and diarist Sol Plaatje was responsible for its first public performance. Around 1937, verses were added by Samuel Edward Mqhayi, a teacher and journalist. It was used at the first meeting of the African National Congress (ANC) in 1912 after which it was adopted as their official anthem in 1925. From there it became a popular melody for nationalist movements across southern Africa. In Zimbabwe in the 1920s it was first used at meetings of the Southern Rhodesia Native Association, arguably the forerunner of the later nationalist parties that dominated the liberation struggle. It was translated into Shona around this time and became a uniting song during workers' strikes, political meetings and church groups.

Following UDI in 1965, the performance of the song *Ishe Komberera Africa* in public was banned. It continued to be sung in secret and served as an inspiration for many during the struggle. The same was true in South Africa where *Nkosi Sikelel' iAfrika* was also banned across the nation until 1994. Namibia adopted *Nkosi Sikelel' iAfrika* for a year as its anthem from 1990-1991, until its current anthem, *Namibia, Land of the Brave* was completed.

Following several failed attempts between 1981 and 1987, in 1994, Robert Mugabe decreed the country should immediately change its national anthem to showcase a purely Zimbabwe identity and to avoid similarities with other anthems on the continent using the melody. These included Tanzania (*Mungu ibariki Afrika*), Zambia (*Stand and Sing of Zambia, Proud and Free*) as well as the now defunct pseudo-nations of Ciskei and Transkei; these were re-merged into South Africa which adopted *Nkosi Sikelel' iAfrika* as its official anthem from 1994, alongside the old Afrikaans anthem, *Die Stem*.

Following a national competition, the lyrics to the new Zimbabwean anthem had been composed in 1988 by university professor, novelist and playwright Dr Solomon Mutsaers (Figure 1); in 1991 he was paid Z\$7,500 for writing the lyrics. He beat out 1,634 other entries, all having to follow stringent rules as laid out in the official advert for the competition (Figure 3). Mutsaers wrote the first novel in *Zezeru, Feso*, published in 1957 and went on to produce several more seminal works of fiction about pre-colonial heroes; in nationalist circles he is regarded as the father of Zimbabwean literature.

A second contest was held to identify a tune to match the lyrics, launched by the secretary for Information, Posts and Telecommunications, Sarah Kachingwe on 17 December 1991. There were 119 entries and two composers were selected to compete in the final stage. Played on the radio for a week, over 2,000 votes were cast by the general public for the version they preferred. In letters to the local press, many objected to the "unpatriotic" "Western-sounding" tune and expressed shock that no African instruments or melodies had been used. Cabinet finally approved the winning version in June 1993 which was revised again in February 1994.

The composer was Fred Chagundega (Figure 2), then a Bandmaster and Associate of the Zimbabwe College of Music and senior officer in the Police Band. A former teacher of his stated that he had gone through many drafts and rejected them all, struggling to find the right tune to encapsulate the country he loved.

The new anthem, merging the lyrics and melody, was played publicly for the first time at Independence Celebrations in Harare, as well as all provincial celebrations. Following the change, writing in early 1995 for the *Financial Gazette*, the Muckraker observed that "unfortunately our substitute hasn't fared well, for the simple reason that it was contrived rather than inspired, which is what good music is."



Figure 1 - Solomon Mutswairo



Figure 2 - Fred Changundega

Figure 3 - National Anthem search advert 1987

**NATIONAL ANTHEM**

*\$15 000 AND A NATION'S GRATITUDE  
Could Be Yours If You Can Compose  
The Words And Music  
To Zimbabwe's National Anthem*

The Zimbabwe Government is running a competition to provide the nation with a National Anthem.

The competition will be in two sections —

A. Find the WORDS — you win \$7 500  
B. Compose the MUSIC which will be put to the WORDS and win \$7 500

**SECTION A (WORDS) REQUIREMENTS**


(Note: The requirements for Section B will be advertised at a later date)

- The WORDS should be written in English, Shona or Ndebele;
- The WORDS should not exceed four verses (inclusive of chorus) of not more than five lines each;
- The WORDS should reflect the history of our birth as a nation, our character and our aspirations.
- The WORDS should embrace the following qualities:—
  - a) They must be timeless and devoid of topicality or current affairs;
  - b) They must be dignified in rhythm and serious in taste;
  - c) They must express solemn themes and sentiments with which all our people can easily identify;
  - d) They should be clear, simple and direct in style;
  - e) The essence of feeling must be in the first verse cum-chorus to embody the feeling of a National Anthem.
- The WORDS should have a poetical/metrical pattern which will easily lend themselves to a stirring musical setting.


This competition is open to everyone in Zimbabwe and to Zimbabweans resident overseas.

The copyright for all entries will become the property of the Government of Zimbabwe. The final selection will be made by a panel of judges in conjunction with the Government of Zimbabwe and will not be subject to any form of appeal.

Send your entries to:


 The Chairperson  
 (CCSO) Sub-committee on The National Anthem  
 P. O. Box 8232,  
 Causeway HARARE

(Closing date for Section A (WORDS) of the competition is 30 November 1987.)



Ishe Komborera Africa remains a popular song in the country and is commonly heard today in churches. For those in the conservation world, it was briefly an anthem of celebration when, in 1997, by vote of the meeting, the African elephant populations of Botswana, Namibia and Zimbabwe were transferred to Appendix II and thus their ivory could be exported from those countries. Representatives of these African nations celebrated by singing the song as an expression of unity and victory.

Today the national anthem is widely accepted across the country. Thanks to the efforts of members of many community leaders, the anthem is now available in all 16 official languages, although performances in English, Shona or Ndebele dominate at the national stage. Such is the importance of this song, the National Anthem of Zimbabwe Act [Chapter 10:15] makes it illegal to denigrate the national anthem in any way and also sets out the official lyrics in the three main national languages (although in the First Schedule of the Constitution, only the English lyrics are provided as the “official” version).

The lyrics appeal to the specific landscapes of the country, invoking the names of the Zambezi and Limpopo rivers that form our northern and southern borders, the mountains and calling for rains to bless the fertile lands to allow the people of the country to prosper. Land is a powerful religious and ideological symbol for all Zimbabweans and is mentioned several times. Leaders of the country are asked to be “exemplary” in the final verse, a reminder to all citizens to choose their votes carefully at elections. In the first verse, all Zimbabweans are reminded of the sacrifices and struggle for freedom and human rights, which need to be guarded and treasured by every citizen, at all times. The National Anthem is a powerful symbol of pride, belonging and identity and its lyrics and song should be known by every Zimbabwean.

References

Cusack, I. 2005. African National Anthems: ‘Beat the Drums, the Red Lion Has Roared’. *Journal of African Cultural Studies* 17 (2): 235-251.

Dlodlo, S. 2025. A losing battle? Interrogating the importance of ‘minority’ languages in expressing symbols of national identity in Zimbabwe. *African Identities* 23 (3): 966-981.

Mutemererwa, S., Chamisa, V. & Chambwera, G. 2013. The national anthem: A mirror image of the Zimbabwean identity? *Muziki* 10 (1): 52-61.

Vambe, T. & Kahn, K. 2009. Reading the Zimbabwean National Anthem as Political Biography in the Context of Crisis. *JLS/TLW* 25 (2): 25-39.

Various issues of the Herald, Chronicle and Financial Gazette newspapers, 1982-1999.

# 2026

## Z.P.G.A. Diary

March 2026

- 19th – Z.P.G.A. Talks (Paul Hubbard) Hre
- 20th – Z.P.G.A. Talks (Woody Cotterill) Byo

May 2026

- 1st - 3rd – L. Zam Canoeing Proficiency
- 17th – Shooting Proficiency (Hre)
- 22nd – Z.P.G.A. Talks (Nicky Pegg) Byo

September 2026

- 13th – Shooting Proiciency (Byo)
- 14th – Oral interviews (Byo)
- 15th - 16th – Theory Exams (Byo)

October 2026

- 25th - 27th – U. Zam Canoeing Proficiency

November 2026

- 01st - 07th – Proficiency Examination



“Something missing?  
Keep us informed by  
sending an email to  
[marketing@zpga.org](mailto:marketing@zpga.org)”



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



**Z.P.G.A.**

Ethics Are Everything!

# MEMBERSHIP

## Membership Statistics - 2026

It's a collaborative effort

Z.P.G.A. Members Breakdown by Qualification	
Number of Members	Qualification
94	ASSOCIATE
3	ASSOCIATE LIFE MEMBER
11	CONSERVATION PARTNER
7	CUBS
57	FULL PG
149	FULL PH
9	HONORARY LIFE MEMBER
5	INDUSTRY SERVICE PROVIDER
104	LPH LICENSE
3	RESTRICTION

Saturday, 28 February 2026 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
- 2025 ended with an active membership of 421

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

Our Association continues and deliver!

# Z.P.G.A. MEMBERSHIP OPTIONS



## Z.P.G.A. FULL MEMBERSHIP

1. Vote on matters arising at our A.G.M.s
2. Access to our members only WhatsApp group
3. Z.P.G.A. branded merchandise
4. Access to educational and training material
5. Exclusive benefits & discounts from suppliers/providers
6. Access to cutting edge tourism news & policy developments as it affects hunting & guiding countrywide
7. Opportunities to give back to the community
8. Networking opportunities
9. Monthly newsletters & articles

## Z.P.G.A. ASSOCIATE MEMBERSHIP

1. Access to our associate member WhatsApp group (admin only posts)
2. Z.P.G.A. branded merchandise
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

## Z.P.G.A. CONSERVATION PARTNER

1. 4 x Membership cards which entitles the holder to membership discounts
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

Email us today on  
[secretary@zpga.org](mailto:secretary@zpga.org)  
and we will send you  
an application form

# Venison Stir-fry

BY LAURA SMITH

Ingredients (Serves 3–4)

500g venison steak (rump, topside, or fillet), thinly sliced  
2 tbsp soy sauce  
1 tbsp oyster sauce  
1 tsp honey or brown sugar  
1 tsp cornflour  
2 tbsp olive oil or sesame oil  
2 cloves garlic, minced  
1 tsp fresh ginger, grated  
1 red bell pepper, sliced  
1 cup broccoli florets  
1 carrot, julienned  
1 small red onion, sliced  
Optional: fresh chilli, spring onions, sesame seeds

## Step 1: Prepare the Venison

Slice the venison thinly across the grain (this keeps it tender).

Toss with:

1 tbsp soy sauce  
honey  
cornflour

Let it marinate for 15–20 minutes (not longer, venison is lean and doesn't need much time).

## Step 2: Cook (Fast & Hot)

Heat a wok or large pan until very hot.

Add 1 tbsp oil.

Sear venison in a single layer for 1–2 minutes max.

It should still be slightly pink.

Remove and set aside (don't overcook it toughens quickly).

## Step 3: Stir-Fry the Veg

Add remaining oil.

Fry garlic and ginger for 20 seconds.

Add vegetables and stir-fry for 3–4 minutes — keep them crisp.

## Step 4: Finish

Return venison to the pan.

Add remaining soy sauce + oyster sauce.

Toss for 1 minute until coated and just cooked through.

Serve immediately.



**“The only real stumbling block is fear of failure. In cooking you’ve got to have a what-the-hell attitude.” – Julia Child**



**WE ARE PROUD TO BE ASSOCIATED WITH THE Z.P.G.A. & HAVE BEEN OFFERING THIS COVER TO MEMBERS OF THE Z.P.G.A. SINCE 2013**

**WE HAVE SETTLED A NUMBER OF CLAIMS OVER THIS PERIOD, ESPECIALLY FOR TEMPORARY TOTAL DISABLEMENT & SOME CLAIMS HAVE BEEN IN EXCESS OF US\$30,000**

**A SUMMARY OF THE COVER IS:**

- **PROFESSIONAL GUIDES & TRACKERS PERSONAL ACCIDENT COVER**
  - **24 HOUR PERSONAL ACCIDENT COVER, WHICH INCLUDES 'PROFESSIONAL HUNTING' ACTIVITIES**
    - **OTHER HAZARDOUS PASTIMES/ACTIVITIES NEED TO BE DECLARED (SUCH AS FLYING AS A PILOT, HANG GLIDING, PARACHUTING, ETC)**
    - **NOTE - COVER IS FOR ACCIDENTAL INJURY & THEREFORE IS NOT 'LIFE INSURANCE' SO COVER EXCLUDES DREADED DISEASES & ILLNESSES**
- **SCHEMES**
  - **THERE ARE 4 DIFFERENT LEVELS OF COVER AVAILABLE**
    - **PREMIUMS RANGE BETWEEN US\$158 – US\$630 PER ANNUM DEPENDANT ON THE SCHEME CHOSEN**
- **COVER INCLUDES:**
  - **PERSONAL ACCIDENT**
  - **PERMANENT DISABLEMENT**
  - **TEMPORARY TOTAL DISABLEMENT**
- **ADDITIONAL COVER**
  - **WE ALSO ARE ABLE TO OFFER OTHER FORMS OF 'SHORT TERM' COVER SUCH AS MOTOR, HOME COMPREHENSIVE, ALL RISKS, PUBLIC LIABILITY, TRAVEL & AVIATION**



VISIT OUR WEB PAGE, ITS EASY SCAN OUR QR CODE AND WE WILL TAKE YOU THERE.



**REGISTRATION:**

+263 77 683 8966

secretary@zpga.org

www.zpga.org

# This month's trivia, talking points that some may find useful

By John Laing

## Haller's Organ

Haller's organ is a complex sensory structure located on the first pair of legs in ticks, functioning as their primary olfactory and sensory center for locating hosts. It detects carbon dioxide, ammonia, pheromones, humidity, temperature, and infrared radiation (heat) from distances up to 4 meters

**“To conserve a species, we must first understand the world it perceives.”**



## Umwelt

Umwelt is a term used in biology and ecology to describe the environment as perceived and experienced by a particular organism. It's like the animal's personal bubble, including the sights, sounds, smells, and other stimuli that are relevant to its survival and behavior.

Think of it like a fish's umwelt: to a fish, the world is mostly water, currents, and vibrations. It doesn't "see" the world like we do.

**“Conservation fails when we manage landscapes according to human perception alone.”**



## Bipectinate antenna

A bipectinate antenna is a feather-like antenna structure found in many moth species, particularly males. The term bipectinate means “comb-like on both sides,” referring to the paired lateral branches that extend from the central shaft. These branches greatly increase the antenna's surface area and are covered in microscopic sensory structures called sensilla, which contain olfactory receptor neurons (ORNs). This adaptation allows moths to detect extremely low concentrations of airborne pheromones, enabling long-distance mate location and highly sensitive chemical communication within their Umwelt.

**“Habitat is not only land and water, it is light, sound, scent, and signal.”**



# The Little Engineer

Across the dust where hoofbeats fade,  
In golden light and cooling shade,  
A tiny titan starts his quest  
With patient heart and armoured chest.



No trumpet sounds, no banners fly,  
Beneath the wide, unblinking sky,  
He finds his prize, both round and grand  
A humble treasure from the land.



With stubborn will and careful art,  
He shapes the sphere that is his part;  
He leans his head, his legs engage,  
And rolls his world across the stage.



Up sandy hills and through the grass,  
Where giants tread and shadows pass,  
He will not yield, he will not tire,  
This little knight of dung and fire.

For in that ball lies life anew,  
A future hidden out of view  
He buries hope beneath the ground,  
Where quiet miracles are found.



O small, unsung, industrious soul,  
You mend the earth and make it whole;  
In every field your labours speak  
The mighty strength of one so meek.

THE  
WINE WAREHOUSE

BORROWDALE RACECOURSE - HARARE

## Wholesale Wine Merchants

**Minimum purchase of 6 bottles**

Showroom and Warehouse  
Borrowdale Racecourse, Harare

Email: [manager@winewarehouse.co.zw](mailto:manager@winewarehouse.co.zw)  
Mobile: 0780 054 363



VICTORIA FALLS

## LIQUORAMA

## Purveyors of Beer, Wine, Spirits and Ice

Shop 6, Bata Building  
Livingstone Way, Victoria Falls

Email: [sales@victoriafallsliquorama.com](mailto:sales@victoriafallsliquorama.com)  
Landline: 083 2844445/6

## THREE CHOIRS DISTRIBUTION

**PORK | POULTRY | EGGS |  
UHT MILK | ICE CREAM | YOGHURT | FISH**

Stand 464 Lawley Road, Light Industrial Sites  
Victoria Falls

Landline: 083 2847325  
Mobile: 0782 737 714  
Email: [norbert@threechoirs.co.zw](mailto:norbert@threechoirs.co.zw)

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



# Stop Streets: What Changed on 31 December 2025.

By Big Sky Supplies

When the Ministry of Infrastructure and Transport updated the legislation on traffic signs and signals in 2016, they allowed themselves 10 years to replace the old generation of signs and road markings.

The 10-year grace period ended on 31 December 2025, so effective from 1 January, the provisions of SI 41 of 2016 apply in full. The effect of this is that ZRP should ensure road signs and markings are fully SADC-compliant before issuing fines. Imposing penalties for 'not stopping' at non-compliant sites undermines the integrity of the enforcement process and will easily be argued in court.

The full version of our notes – and the popular Hot Spots in Harare, can be downloaded here: <https://bigsky.co.zw/wp-content/uploads/The-Motorists-Guide-to-Stop-Streets.pdf>

How to Treat the Stop Sign and Stop Line:

- If a stop line (RTM1) is used in conjunction with the stop sign (R1), the motorist must stop behind the stop line and only proceed when it is safe to do so.
  - If there is no stop line, the driver must stop the vehicle with its front end in line with the stop sign and only proceed when it is safe to do so.
  - Once a driver has come to a full stop behind the stop sign or stop line, he/she may proceed with caution.
  - “A stop line (RTM1) shall only be used in conjunction with traffic signals and stop sign.”
- Therefore, the road marking cannot be used alone - it must be paired with a stop sign (R1).

Safe journeys,

Sean Q. and the Big Sky Team

26.02.26

PS: To stay in touch on Travel and Traffic related matters feel free to subscribe to our newsletter at <https://bigsky.co.zw/subscribe/>

Join the Connected Community!

**Big Sky are kind sponsors of  
the Z.P.G.A. Membership  
cards for 2025**

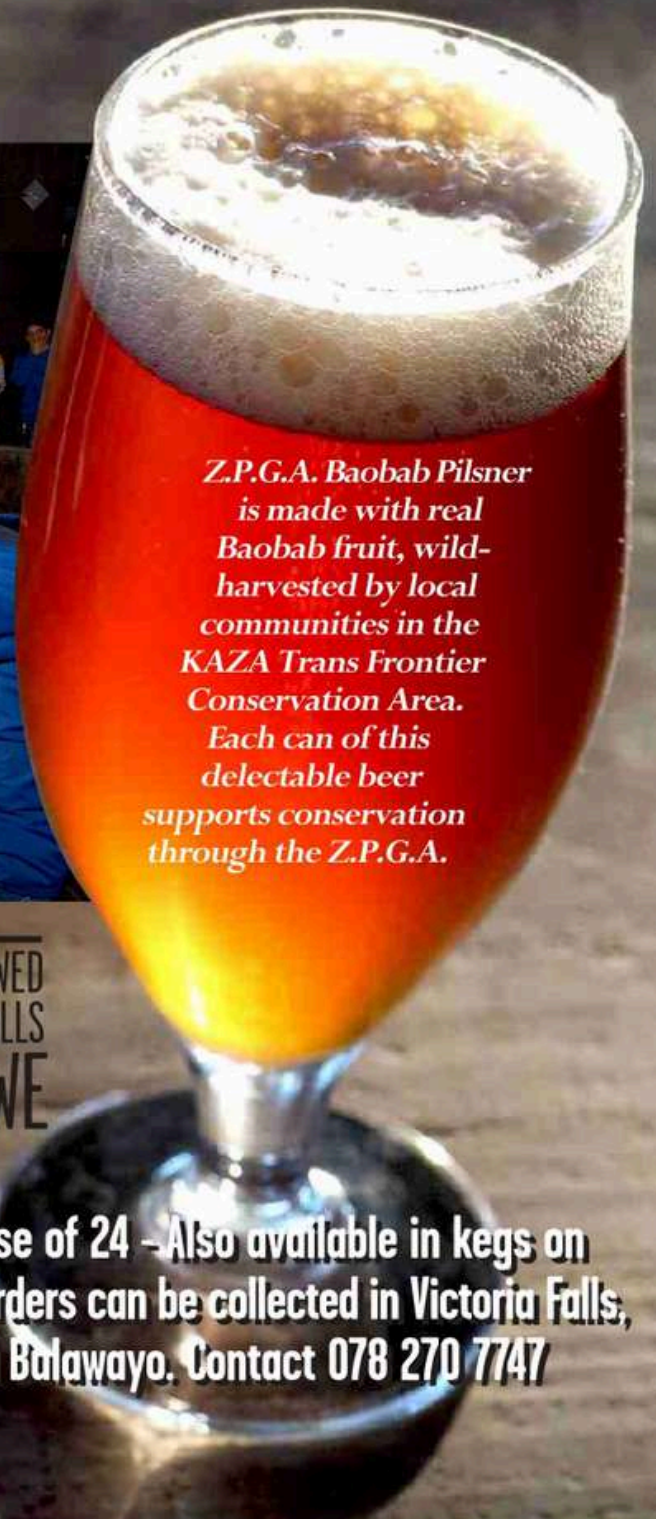
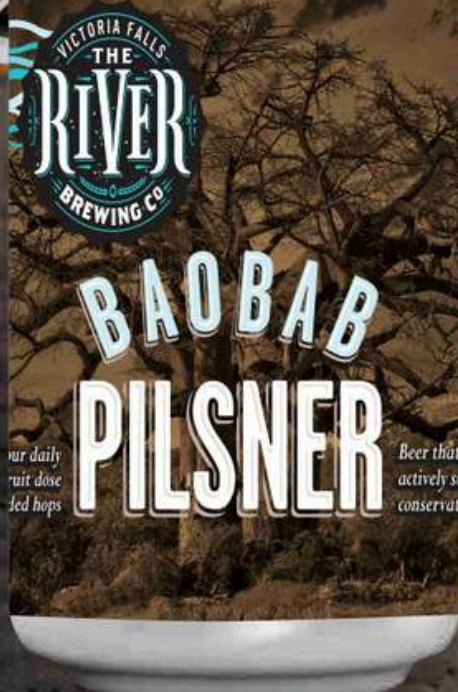


# OUR VERY OWN BEER!



**Z.P.G.A.**

**FOR EVERY CAN SOLD A  
PERCENTAGE GOES TO Z.P.G.A.'S  
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.*

**PROUDLY BREWED  
IN VICTORIA FALLS  
ZIMBABWE**

**\$48 per case of 24 - Also available in kegs on  
request - Orders can be collected in Victoria Falls,  
Harare and Bulawayo. Contact 078 270 7747**

# VAT Treatment of Tourism Services

Beckley & Associates provided the following advice to their client's on the 7<sup>th</sup> January 2026. For now, this advice remains the same, or until further clarification is provided to the Z.P.G.A. from SOAZ.

## VAT Treatment of Tourism Services with Effect from 1 January 2026

We refer to the above subject and wish to bring to your attention recent changes to the Value Added Tax (VAT) treatment applicable to tourism services, with effect from 1 January 2026.

Please be advised that, with effect from 1 January 2026, section 10(2)(q) of the Value Added Tax Act [Chapter 23:12] has been repealed, in terms of the Finance Act, 2025. This provision previously allowed for the zero-rating of services (other than accommodation) supplied to foreign tourists by:

- Operators of designated tourist facilities; and
- Operators of hunting safaris.

## VAT position up to 31 December 2025

You may recall that, prior to this amendment:

- Ø All services (including accommodation and activities) supplied to local/domestic tourists were standard-rated;
- Ø Accommodation services supplied to foreign tourists were standard-rated; and
- Ø Other services, excluding accommodation, supplied to foreign tourists were zero-rated.

## VAT position from 1 January 2026

As a result of the repeal of section 10(2)(q), all services supplied to tourists, whether local or foreign, will be subject to VAT at the standard rate, which has increased to 15.5% with effect from 1 January 2026.

## Practical implications

Foreign tourists who have booked and already paid for their visit may not yet have been issued tax invoice as the money received is held as a deposit. There now will be a higher VAT charge arising on when the invoice is issued and affected tourism clients will need to consider whether to try and pass this on or absorb it.

Affected tourism clients will need to consider their future pricing strategies, including whether the additional VAT cost will be passed on to clients or absorbed within existing margins. We are aware that Industry is lobbying the government because of the nature of the tourism business, advance bookings and the cash implications for the businesses affected. However, as of today, we are not aware of any movement on these efforts or any transitional provisions.

## Hunting Services

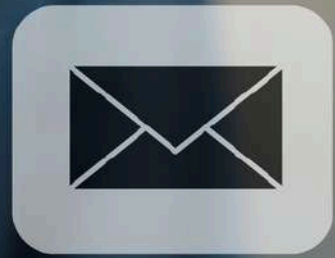
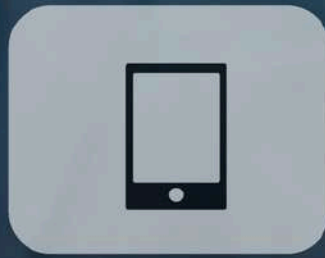
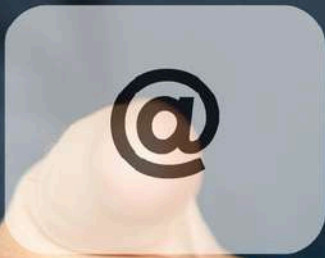
The services supplied by hunting operators, specifically trophy fees representing consideration for the right to hunt and harvest a specified animal during a hunting safari, constitute a supply of services.

Historically, where such services were supplied to foreign guests or tourists, they qualified for zero-rating in terms of section 10(2)(q) of the VAT Act.

However, the recent Finance Act repealed the proviso that provided for the zero-rating of services rendered by safari operators. As a result, services such as guiding, game drives, hunting services, hunting or fishing safaris, photographic tours, and other related safari activities are no longer treated as exported services.

These services are now regarded as locally supplied services and are therefore subject to VAT at the standard rate.

You are welcome to contact either Bruce, Wynand, Peter or Barry at Beckley & Associates on +263 (0) 29 223 1125 or email [info@beckacc.co.zw](mailto:info@beckacc.co.zw) should you have any questions regarding these changes.



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](mailto: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](mailto:chairman@zpga.org)
- Z.P.G.A. – Vice Chairman Pete Fick - [legal@zpga.org](mailto:legal@zpga.org)
  - Legal & Ethics
  - Guiding Code of Conduct
- Z.P.G.A. – Secretary - Nadine Laing - [secretary@zpga.org](mailto:secretary@zpga.org)
- Z.P.G.A. - Harare Office - Monica Sinclair - [hreoffice@zpga.org](mailto:hreoffice@zpga.org)
- Z.P.G.A. - Bulawayo Office - Ash Burton - [secretary@zpga.org](mailto:secretary@zpga.org)
- Z.P.G.A. - Victoria Falls Office - Zeb Laubscher - [secretary@zpga.org](mailto:secretary@zpga.org)
- Z.P.G.A. – Finance - John Laing - [finance@zpga.org](mailto:finance@zpga.org)
  - All payment issues
- Z.P.G.A. – Marketing & Advertising - John Laing - [marketing@zpga.org](mailto: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](mailto:education@zpga.com)
  - 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](mailto: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](mailto: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](mailto:safaritavelrecruitment@gmail.com)

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



[www.zpga.org](http://www.zpga.org)  
[www.facebook.com/ZimProGA](https://www.facebook.com/ZimProGA)  
[www.instagram.com/zimproguides](https://www.instagram.com/zimproguides)