

GARRY'S MESSAGE



Garry Marshall

With the holidays a distant memory, the fast-paced business of express logistics is already in full flow for the New Year.

As consumers continue to demand more from service providers in terms of volume and sophistication, so more is expected from our people.

The future belongs to those who plan for it. Hence our emphasis on education and training for our people to take advantage of burgeoning career opportunities in our industry.

For current and prospective management, this month's Skills Development column outlines achievements, opportunities and advantages. While plans should already be on the drawing board for the months ahead the early days of 2025 are the time to finalise them and the article provides prompts.

Express logistics continues to be the fastest-growing and developing segment of the transport industry, continually hungry for expertise. So whether you are considering skills training and education for yourself or your people, the watchword is "Learn to earn".



Playing it safe - parcel delivery notifications

SAEPA CEO Garry Marshall engaged in a morning business drive interview with Lester Kiewit of Cape Talk on the subject of parcel delivery scams.

Criminals are sending messages purporting to come from a courier company saying that a delivery is imminent but the consumer must first pay a customs

fee or other small amount for which credit card or bank details are required. Recipients should never click on any links in any such incoming message even if the page seems authentic. The links may take them to bogus websites and/or result in the harvesting of financial details or the download of malware.

As South Africa came relatively late to the online purchasing and delivery movement, local consumers are not as alert to the risks as consumers in other markets. In the UK, for instance, warnings are plentiful and frequent from banks, local authorities, parish councils and other community organisations.

The express parcel industry has invested millions in protecting the interests of users

and their cargo. However safety is still dependent on the end user acting with caution on any online transaction.

Users should also note that scammers overseas have come up with a new wheeze to add to the risk. They contact the target saying they are trying to make a delivery but having difficulty finding the address. During the ensuing discussion they elicit further details they can use to scam the victim. If the target says they are not expecting a parcel the response is usually that it's been sent by a family member or friend.

Don't fall for it, customers. Play it safe. If in doubt return to the original order placed with the supplier and track the parcel from there through the supply chain.



Listen to Garry's interview with Lester Kiewit of Cape Talk here:
<https://www.primediaplus.com/beware-fake-parcel-delivery-notifications-from-scammers/>



The Transport SETA is striving to build a system where skills production and development respond to the socio-economic needs of our country and its labour market. Such high-quality skills will in turn enhance investment and improve service delivery.

The Transport Education and Training Authority (TETA) cordially invites all its Stakeholders to attend the Mandatory Grants roadshows that are planned to take place as per the schedule below

Who should attend the roadshows?

1. Skills Development Facilitators (SDFs) operating within the transport sub sectors who are appointed as SDF's for TETA Levy paying and Non-Levy Paying Enterprises.
2. TETA Accredited training providers
3. Trade Unions

Topics to be discussed for the day are as follows:

1. Mandatory Grant presentation (MG)
 - 1.1. Capacitation on the composition of the training committee
 - 1.2. Extensions/Appeals procedure
 - 1.3. Important features to note on the MG module (Indicium)
2. OFO Code presentation
3. MG Module demonstration (Indicium)
4. Sector Skills Plan (SSP) feedback

The roadshows will be conducted as outlined in the schedule below. TETA has taken a decision to host a combination of physical and hybrid roadshows. Stakeholders are required to RSVP 23 January 2025.

Please note that attendance confirmation is compulsory and must be submitted using the RSVP form provided for each province in the table below. Only RSVPs submitted via the official website (using the link provided below) will be accepted.

2025/26 MG ROADSHOW SCHEDULE

Day	Date	Time	Venue	Province	Chamber/ Unit	RSVP LINKS
Monday	27-Jan-25	10:00 - 13:00	Hybrid, i.e. physical and virtual (venue details will follow)	Gauteng	Skills Development & Learning Programmes Unit	Click here to RSVP
Tuesday	28-Jan-25	10:00 - 13:00	Virtual	Limpopo	Forwarding & Clearing Chamber	Click here to RSVP
				Mpumalanga	Road Freight Chamber	Click here to RSVP
				North West	Taxi Chamber	Click here to RSVP
Wednesday	29-Jan-25	10:00 - 13:00	Hybrid, i.e. physical and virtual (venue details will follow)	Western Cape	Maritime Chamber	Click here to RSVP
Thursday	30-Jan-25	10:00 - 13:00	Virtual	Free State	Rail Chamber	Click here to RSVP
				Northern Cape	Aerospace Chamber	Click here to RSVP
				Eastern Cape	Road Passenger Chamber	Click here to RSVP
Friday	31-Jan-25	10:00 - 13:00	Hybrid, i.e. physical and virtual (venue details will follow)	Kwa-Zulu Natal	Freight Handling Chamber	Click here to RSVP
Friday	28-Feb-25	10:00 - 13:00	Virtual	National	All	Click here to RSVP
Friday	28-Mar-25	10:00 - 13:00	Virtual	National	All	Click here to RSVP
Friday	25-Apr-25	10:00 - 13:00	Virtual	National	All	Click here to RSVP

(The workshop venue and link will be shared exclusively with stakeholders who have confirmed their attendance).

CONTACT DETAILS

Skills Development & Learning Programmes	Taxi Chamber	Aerospace Chamber
Moeketsi Mhlabakwana 011 577 7078 065 191 7424 MoeketsiM@teta.org.za	Asanda Makaula 011 577 7115 AsandaM@teta.org.za	Motlatso Mohale 011 577 7084 083 314 2379 MotlatsoM@teta.org.za
Thato Mahlangu 011 577 7078 063 383 9596 Thato.M@teta.org.za	Ndumiso Nzama 011 577 7088 072 578 6351 NdumisoN@teta.org.za	Elias Phale 011 577 7021 071 418 5537 EliasP@teta.org.za
Sipho Nxumalo 011 577 7080 061 549 6814 Sipho@teta.org.za	Ramodise Tsolo 011 577 7105 078 456 0679 Ramodise@teta.org.za	Gaborone Lesito 011 577 7015 060 814 9192 GaboroneL@teta.org.za
Forwarding & Clearing Chamber	Maritime Chamber	Road Passenger Chamber
Nomfundo Bhengu 011 577 7102 0662876 0688 Nomfundok@teta.org.za	Sanele Mlambo 021 819 9602 078 548 0862 SaneleM@teta.org.za	Simphiwe Ntuli 011 577 7057 060 462 6266 SimphiweN@teta.org.za
Tabane Mokoginyana 011 577 7085 082 833 5223 tabane@teta.org.za	Rana George 021 819 9600 082 320 7194 Rana@teta.org.za	Juanita Demas 011 577 7058 072 714 0656 Juanitad@teta.org.za
Phamela Khosa 015 917 0006 072 782 8179 Phamela.Khosa@teta.org.za	Malcolm Alexander 021 819 9606 072 907 0754 Malcolm@teta.org.za	Trevor Abrahams 011 577 7109 083 556 7713 TrevorA@teta.org.za
Trevor Tjale 011 577 7085 072 625 8294 TjaleT@teta.org.za	Victor Muhlberg 021 819 9607 084 304 1067 VictorM@teta.org.za	Freight Handling Chamber
Road Freight	Rail Chamber	Nokuthula Ngcobo 031334 9883 074 387 8814 NokuthulaM@teta.org.za
Tshitshi Mhlongo 011 577 7061 064 680 7928 TshitshiM@teta.org.za	Samuel Motau 011 577 7053 076 742 6207 SamuelM@teta.org.za	Nomcebo Vezi 031 301 9614 073 224 9428 NomceboV@teta.org.za
Masana Hobyani 013 912 0005 071 342 8595 MasanaH@teta.org.za	Hulisani Thathaisa 011 577 7054 072 672 9174 HulisaniT@teta.org.za	Shantal Marajah 031 301 9614 083 629 7315 Shantal@teta.org.za
Khaya Ngubane 011 577 7079 082 932 9568 Khaya.Ngubane@teta.org.za	Kate Setjje 011 577 7003 072 768 9394 Kate@teta.org.za	



Sipho Nxumalo
Manager: Skills Development and Learning Programmes
09 January 2025



higher education & training
Department: Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Transport Education Training Authority
Driven by Vision

MARTINE ON SKILLS DEVELOPMENT

by Martine Maraschin



A proud 2024 - an opportunity rich 2025
Embrace Growth in 2025

As we step into the new year, it's the perfect time to reflect on our growth and set our sights on the exciting learning opportunities ahead. In 2025, let's continue to embrace curiosity, cultivate new skills and challenge ourselves to reach new heights.

Our industry is evolving fast and with it so are the possibilities for learning and development. Let us support growth to empower our industry professionally.

Together let's face these new challenges with fresh insights and continued development. 2025 will be a year of progress, innovation and achievement.

TETA 2025/26 Mandatory Grants roadshows

See left

Quality Council for Trade & Occupations (QCTO) nominations
Government Gazette No. 51888,
9 January 2025

The primary objective of the QCTO is to develop and ensure the quality of

occupational qualifications, part qualifications, trades, and skills programmes.

The Minister of Higher Education and Training, Ms Nobuhle Pamela Nkabane, invites nominations for suitable representing designated organisations for the appointment to serve as a member of the QCTO Council for the period 1 April 2025 – 31 March 2030.

Interested parties must submit their nominations by 4 February 2025. QCTOnominations2024@dhet.gov.za

SAEPA BBBEE submission refresher sessions

From February, SAEPA will be holding weekly refresher sessions to review and refresh on its submission made to the BBBEE Council. This is in preparation for public commentary which will be required once the draft codes are gazetted.

Those wishing to join the sessions should contact martine@saepa.org.za for further information.

SAEPA participation in TETA research sessions

Over the past few months of 2024 SAEPA enthusiastically contributes to Transport Education Training Authority (TETA) focus group sessions. These included:

- Comprehensive study to investigate enhancement of the Qualifications Development and Accreditation Process (QDAP) in the Transport Sector
- Evaluation of the TETA 2020 – 2025 strategic plan, programmes and implementation
- Innovative approaches to enhance industry participation levels in the submission of Workplace Skills Plans (WSPs) and Annual Training Reports (ATR)
- Skills development and market opportunities for SMMEs within the Transport Sector

Continued on page 3



NEW YEAR'S RESOLUTIONS

Training and education

Engage in acquiring new skills to take advantage of the opportunities created as our industry continues to grow.

Contact: Martine@saepa.org.za

Wellness

Make health a priority for your people and their families with Wellness Express, SAEPA's industry-tailored low-cost primary health programme.

Contact: Sharon@saepa.org.za

Continued from page 2

Employment Equity Sector Target Engagements 2025

The Director of Employment Equity at the Department of Employment and Labour (DoEL), Mrs. Ntsoaki Mamashela, has emailed all CEOs of registered Designated Employers. They are invited to participate in a final meeting to discuss the proposed sector numerical EE targets for implementation commencing 2025.

The Transport Sector's consultation takes place as follows:

Teams Link for consultation on 13 February 2025

Agenda

Virtual meeting to discuss scetors EETargets in the Transportation Sector for implementation

Date: Thursday, 13 February 2025

Venue: Vertual Microsoft Teams

Time: 12h00 – 13h00

Time	Items for discussion	Responsible
12h00 - 12h05	<ul style="list-style-type: none"> • Opening and Welcome • Apologies 	Chairperson Ms Nicole Deokiram
12h05 - 12h30	Presentation on the EE Sector Targets in the Transportation Sector	CEE/DEL
12h30 - 12h45	Discussions	All
12h45 - 12h55	Way Forward	CEE/DEL
12h55 - 13h00	Closure	Chairperson

https://teams.microsoft.com/l/meetup-join/19%3ameeting_NjgwNzY3ODctNzFhOC00MzcwLWFjYWItYWVnJGU0MzNlZmNj%40thread.v2/0?context=%7b%22Tid%22%3a%2292734585-7677-4026-9355-742c60c1da67%22%2c%22Oid%22%3a%2200c659f4-c607-43f1-bd8e-a72206e00919%22%7d

PASSION LED US HERE

Career in Supply Chain Management

If you are seeking relevant education opportunities for your people, this online SAPICS workshop should be of interest.

SAPICS Education Workshop

Date: 12th February

Location: Online (Zoom)

Time: 15:00 - 16:00

Hosted by Jonathan Mphake, SAPICS Board Member, this engaging session will feature insights into top-notch supply chain education opportunities. The lineup of experts will provide valuable information on a range of offerings, and how they can assist in career development.

1. **Demand Driven Institute Programmes** – presented by Ken Titmuss
2. **ASCM Certifications** – discussed by Colin Seftel
3. **International Business Forecasting Workshops** – guided by Liezl Smith
4. **SAPICS Short Courses** – An Overview with Bill Schneider
5. **ISCEA Courses** – highlighted by Marieta Glas (CSCA and CHSCA)

Speakers

Marieta Glas (CPIM, CPF, CSCP, CSCA, CISC, CIPN)

Consultant & Facilitator at Marieta Glas Consulting and Training cc

Jonathan Mphake

National Fleet Manager at SBV Services PTY LTD

William Schneider

CEO of Education In Industry

Colin Seftel

Owner at PSQ

Liezl Smith

Owner at Business6 Business Consultants

Ken Titmuss

Consultant at Kent Outsourcing Services cc

Keep the conversation going...



Subscribe:
It's FREE



Email your Name & Surname to info@saepa.org.za with Yes, I would like to subscribe to **SAEPA News Delivery** in the subject line

Here's the link you need! <https://sapics.glueup.com/event/126628/register/>

A Healthy Workforce might be priceless but with us it's also affordable



A proud partnership between Workforce Healthcare and SAEPA, bringing you comprehensive healthcare solutions.

Introducing DNA Wellness Service, designed to support the wellbeing of your employees and their families. Our Gold and Platinum tier packages offer flexible and affordable healthcare solutions for SAEPA member companies.

Gold Tier

- Access to 140 MediRite Pharmacy Clinics nationwide
- Assistance from nurses or pharmacists
- Hassle-free experience with set fee deducted from salary
- Extensive coverage of various ailments

Platinum Tier

- Priority access to Workforce Healthcare walk-in clinics or MediRite Pharmacy Clinics
- Hassle-free experience with set fee deducted from salary and no cash exchange required
- Extensive coverage of various ailments
- Coverage for chronic conditions: asthma, epilepsy, hypertension, diabetes type 1 oral treatment, cardiac failure

Affordable pricing:

	Principle Member	Dependant
Gold	R149 per month	R139 per month
Platinum	R175 per month	R165 per month

Keep your team healthy and supported in all the ways that matter.

Contact us to find out how.

Cell: 083 325 4247 | Email: sharon@saepa.co.za | Website: www.saepa.org.za