

IFCC webinar  
What does ICFF membership entail  
and how will I benefit by becoming  
a member?  
See Page 3



# NEWS DELIVERY

October  
2024

## GARRY'S MESSAGE



Garry Marshall

## What ICFF can do for your career

You'll have seen the announcement on Page 2, about the agreement between SAEPA and the Institute of Customs and Freight Forwarding.

This is an exciting development. To find out how much it means to you and your company we urge you to spend a few minutes of your time attending the webinar on 6 November 2024 at 17h30.

For joining instructions, please contact Lerato Mapheto [lmapheto@icff.co.za](mailto:lmapheto@icff.co.za)

SAEPA is endorsing this event and I will be introducing some of the key issues.

Looking forward to your attendance.

A handwritten signature in black ink that reads "Garry".

## BidAir Cargo Sponsorship

# Commercial Pilots Licence

Jordan Abrahams and Busisiwe Maaga are the first beneficiaries.

BidAir Cargo's new sponsorship programme goes beyond the customary focus on supply chain management and commerce, expanding reach to the core of cargo aviation.

The cadet taking the career path faces the steep cost of obtaining a licence. That's why BidAir Cargo decided to open doors for aspiring aviators. It reflects the company's commitment to nurturing talent, and creating opportunities.

Indeed, CEO Deen Gielink started his own career as beneficiary of a pilot bursary scheme. "The bursary changed my life," he reflects. "It built my resilience and gave me the tools that have shaped my entire career. I'm incredibly proud that BidAir Cargo is now in a position to offer this life-changing opportunity to others."

The selection process was no easy feat. Candidates underwent rigorous evaluations, including interviews that tested their knowledge of aircraft, their decision-making skills, and their mental fortitude. Jordan and Busisiwe shone through as outstanding individuals with the potential to become future achievers.

Express logistics welcomes the development of talent for our fast-growing industry and wishes the candidates success in the cockpit.





Garry Marshall, CEO of SAEPA:

***“It is crucial for us to set standards in our industry. As the demands of global trade evolve, so must the expertise and qualifications of our professionals in express logistics. Professional designations awarded through this partnership will strengthen credentials, raise the level of service and ensure our industry is equipped to face the challenges ahead.”***

## ICFF and SAEPA Partnership Advancing Standards in Express Logistics

SAEPA has signed a memorandum of understanding with The Institute of Customs and Freight Forwarding (ICFF) whereby the organisations will collaborate to elevate standards in the express logistics industry.

At a time when the challenges of international trade are growing this is set to make a lasting impact, driving professionalism and expertise.

The need for skilled, qualified, and experienced professionals has never been more crucial. Both partners are committed to ensuring that professionals are fully equipped to handle the operational and compliance challenges thrown up by our dynamic, complex and fast-growing industry.

They will create pathways by which young South Africans can achieve recognised professional designations in express logistics.

### Together, ICFF and SAEPA will:

- Provide joint workshops, seminars, and webinars aimed at enhancing skills and knowledge
- Offer discounted access to training programs, webinars, and industry events, helping professionals stay up-to-date with the latest industry trends, technologies, and regulations.
- Develop certification and accreditation programs that uphold and proclaim the highest standards in express logistics, giving achievers a professional edge and helping member organisations attract top talent.



Ingrid du Buisson, Yolandi Dercksen and Garry Marshall.

### A Call to Action

The future of express logistics lies in the hands of qualified, experienced, and knowledgeable individuals who secure and advance their career. For more information on how to become a member and the benefits of professional designations, visit [www.icff.co.za](http://www.icff.co.za).

6 NOV '24 @ 17:30 – 18:30



# WHAT DOES ICGF MEMBERSHIP ENTAIL AND HOW WILL I BENEFIT BY BECOMING A MEMBER?

*Webinar*



**Ingrid du Buisson**  
ICFF President and Director



**Yolandi Dercksen**  
ICFF Vice President



**GUEST SPEAKER**  
**Garry Marshall**  
CEO: SAEPA Express Logistics



6 NOV '24 @ 17:30 – 18:30



# WHAT DOES ICGF MEMBERSHIP ENTAIL AND HOW WILL I BENEFIT BY BECOMING A MEMBER?

*Webinar*



**GUEST SPEAKER**  
**Garry Marshall**  
CEO: SAEPA Express Logistics

In September 2022, Garry Marshall celebrated 50 years in the air cargo and related logistics industry. He has been the CEO of SAEPA – the courier association – since 2004, and ended his aviation career in 2022 after a 14 year stint as CEO of Bidair Cargo – the country’s leading domestic cargo operator.

He has held senior positions in airlines, courier companies, airline handling companies, and has served in two air forces. He was born in South Africa, educated in Zimbabwe, and has worked in the UK, the US, and India.

His driving passion is the development and growth of the express freight industry and its people.



To register for the webinar please contact **Lerato Mapheto** at [lmapheto@icff.co.za](mailto:lmapheto@icff.co.za)

# Maximising De Minimis

The proportion of express logistics spawned by online shopping continues to grow, seemingly despite attempts to tighten regulations. It seems that the sheer volume - and relentless consumer demand - has outstripped the ability of conventional procedures to monitor and keep track of de minimis imports.

In last month's News Delivery we appended guidelines from SARS concerning South African processes.

Yet the issue is global.

Commercial shipments arriving in the USA valued at under US\$800 currently face no duties

and little scrutiny. In 2023 the country imported more than a billion such shipments. It's impractical and too costly to examine every parcel. Rumours abound that the limit may be reduced or abolished or shipments subject to a fee.

Whatever develops, our industry stands in awe of the sheer size and express logistics capability of this rapid-growth segment - fuelled largely by Chinese entrepreneurship.

And further restrictions, fees and regulations are likely to arouse the ire of the millions of consumers who have adopted express online ordering and delivery so enthusiastically.

## Vintage wine in new bottles

The SAPICS South African Production and Inventory Control Society (SAPICS) has refreshed its corporate identity which we are pleased to showcase here.



www.sapics.org

Since 1966, SAPICS has worked to elevate, educate and empower the community of supply chain professionals in South Africa and across the continent.

While the SAPICS Conference is an annual must-attend function for supply chain professionals, the society offers numerous other attractive initiatives.



# A healthy workforce, now affordable

Introducing DNA Wellness Service, a partnership between Workforce Healthcare and SAEPA. Providing flexible, affordable healthcare solutions for employees and their families in SAEPA member companies.

### Gold Tier

R149 (Principal), R139 (Dependant)

- 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

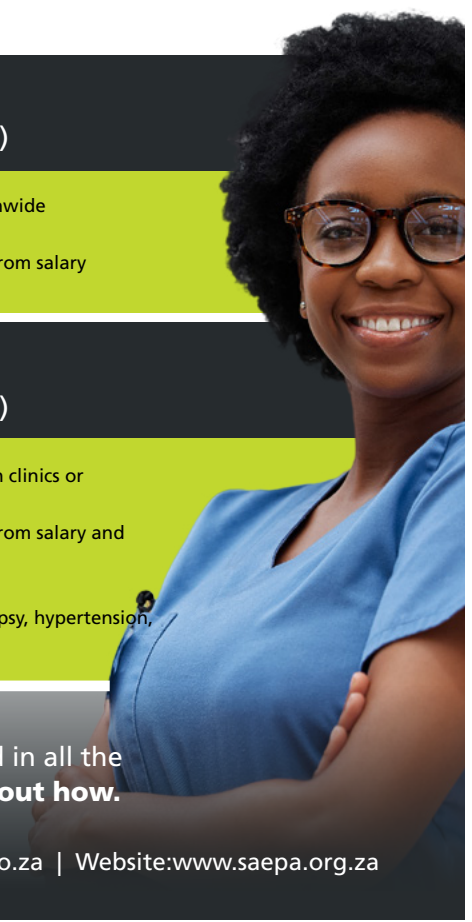
### Platinum Tier

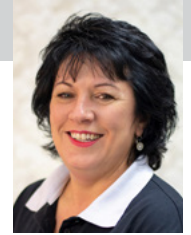
R175 (Principal), R165 (Dependant)

- 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

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





## QCTO Qualifications Registered

SAQA's NQF Qualifications Committee, at its meeting held on 22 August 2024, approved the registration of the following OQSF qualification on the National Qualifications Framework for the following Transport Qualifications:

Qualification Title	NQF Level	Minimum Credits	SAQA ID
Intermediate Occupational Certificate: Truck Driver	NQF Level 03	120	122640
Intermediate Occupational Certificate: Freight Handling Practitioner	NQF Level 03	122	122623
National Occupational Certificate: International Trade Administrator	NQF Level 04	130	122625
National Occupational Certificate: Road Transport Supervisor	NQF Level 04	120	122627

These have been registered with the QCTO and will be available for implementation by the industry.

## TETA SSP 2025-2030

TETA have submitted its final Sector Skills Plan (SSP) for 2025-2030 to the Department of Higher Education & Training. The following Hard To Fill Vacancies (HTFVs) have been identified for the Forwarding & Clearing and Road Freight sub-sectors:



## Hard to Fill Vacancies in the Forwarding and Clearing Subsector

OFO Occupation	No. of People Needed	Reasons for HTFV
2021-122101 - Sales and Marketing Manager Specialisation: 2021-122101-2 Business Development Manager 2021-122101-3 Key Account Manager	30	The talent pool is limited because the demand exceeds the supply, making it a competitive market for talent
2021-122102 - Sales Manager Specialisation: 2021-122102-1 Sales Executive	25	Applicants did not have the appropriate attributes and attitude required for the job (soft skills)
2021-411101 - General Clerk Specialisation: 2021-411101-13 – Administrative Assistant 2021-411101-21 – Logistics Clerk	20	Lack of qualified and experienced professionals; Lack of project management skills
2021-333903 - Sales Representative (Business Services)	20	Lack of qualified and experienced professionals
Specialisation: 2021-333903-6 Sales Representative (Advertising) 2021-432301 - Transport Clerk	13	Applicants did not have the appropriate formal qualifications; Applicants lacked the appropriate skills set for the job
2021-335402 - Import-export Administrator Specialisation: 2021-335402-3 Export Agent / Clerk 2021-335402-9 Customs Agent / Clerk	10	Lack of qualified and experienced professionals.
2021-216402 - Transport Analyst Specialisation: 2021-216402-1 Logistics Analyst	10	Lack of qualified and experienced professionals. Lack of individuals who meet equity demands.
2021-431102 - Cost Clerk Specialisation: 2021-431102-1 Costing Estimator 2021-431102-3 Pricing Clerk / Analyst / Estimator	10	Lack of qualified and experienced professionals.
2021-132401 - Supply and Distribution Manager Specialisation: 2021-132401-9 Freight Forwarding Customs Clearing Manager	6	Applicants did not have the appropriate formal qualifications; Applicants lacked the appropriate skills set for the job; The job market is highly competitive for this occupation; Applicants expected salaries that organisation could not afford
2021-732101 - Delivery Driver	6	Lack of qualified and experienced professionals Lack of individuals who meet equity demands



## Hard to Fill Vacancies in the Road Freight Subsector

OFO Occupation	No. of People Needed	Reasons for HTFV
2021-733201 - Truck Driver (General) Specialisation: 2021-733201-5 Freight Operator 2021-733201-8 Lorry Driver	100	Applicants lacked the appropriate skills set for the job. Applicants did not have the appropriate attributes and attitude required for the job (soft skills).
2021-653306 - Diesel Mechanic Specialisation: 2021-653306-5 Truck Mechanic	90	Applicants lacked the appropriate skills set for the job. Applicants had less experience than required.
2021-653103 - Motorcycle Mechanic	50	Lack of qualified and experienced professionals
2021-132403 - Road Transport Manager	30	Applicants did not have the appropriate formal qualifications.
2021-732101 - Delivery Driver	20	Lack of qualified and experienced professionals Lack of work readiness
2021-432301 - Transport Clerk Specialisation: 2021-432301-4 Fleet Contracts Manager/Controller/Coordinator	16	Applicants did not have the appropriate formal qualifications.
2021-653303 - Mechanical Fitter Specialisation: 2021-653303-16 Hydraulic Fitter	12	Lack of qualified and experienced professionals
2021-411101 - General Clerk Specialisation: 2021-411101-13 Administrative Assistant	10	Applicants did not have the appropriate formal qualifications. Applicants had less experience than required.
2021-671208 - Transportation Electrician Specialisation: 2021-671208-6 Auto Electrician	10	Lack of qualified and experienced professionals
2021-132402 - Logistics Manager	10	Applicants lacked the appropriate skills set for the job.



**Just saying**

- by The Mystery Courier

**SAPO TAKES GOLD**

While fellow South Africans were getting frantic about the rugby, Mrs Courier and I were playing “pass the parcel” while enthusing about The Southern Africa Postal Operators Association (SAPOA) games. This year’s theme was “Transforming the Post through sport”.

SAPO took gold in the men’s volleyball and women’s netball at the event held in Gezina during September. Lesotho Post, Zimbabwe Post and Botswana Post also participated in this year’s games in athletics, volleyball, netball and soccer.

As well as South Africa, SAPOA members include Botswana, Namibia, Zimbabwe, Zambia, Lesotho, Madagascar, Malawi, Mauritius and Eswatini.

SAPO is looking forward to next year’s event in Botswana.

Mrs Courier reminds me that Black Friday is imminent. 29 November 2024. Better be prepared if you’re in the express logistics business.

**IATA Security Management Certification**

*“SeMS is key to transforming global aviation security from a compliance mentality to one that is proactive in identifying and mitigating security risks and driving continuous improvements.”*

Nick Careen, IATA’s Senior Vice President for Operations, Safety, and Security.

For more information, <https://www.iata.org/en/pressroom/2024-releases/2024-10-03-01/>



The International Air Transport Association (IATA) launched the IATA Security Management System (SeMS) Certification Program during the World Safety and Operations Conference (WSOC) in Marrakesh this month.

The programme is open to airlines, airports and industry service providers.

SeMS provides an entity with a framework of operating principles and guidance which enable it to enhance security performance by proactively managing risks, threats, and areas where there are gaps and challenges.

Qantas’ inaugural Airbus A380 flight from Johannesburg to Sydney, the first time the national carrier has operated the Superjumbo from Africa. The A380 will fly up to six times per week



The Australian national carrier also intends to relaunch flights from Johannesburg to Perth from mid-2025