

Always bear in mind there are two customers for every parcel shipment – the sender and the receiver.



# NEWS DELIVERY

March 2025

## GARRY'S MESSAGE

### Make time for the important issues

Every time management course stresses the conflict between Urgent and Important. No other business comes close to Express Logistics in demonstrating how Urgent elbows aside Important, month after month, year after year.

Prioritising the important issues takes a real effort.

That's why SAEPA urges you to write these key events in your diary in ink and resist any attempts to usurp them.

#### Africa Supply Chain Excellence Awards (ASCEA)

You have until 17 April to submit your entry. Read the message from The Mystery Courier to see how SAEPA can take the slog out of formulating your entry.

You can find out more at Africa Supply Chain Excellence Awards at [www.ascea.co.za](http://www.ascea.co.za)



Garry Marshall

Make sure to put your top team on standby for the Gala function on 7 August at the Monte Casino Ballroom. You'll rub shoulders with top supply chain management both local and from almost 50 African countries.

#### SAPICS Conference 2025

Billed as the leading event in Africa for Supply Chain Management, this takes place from 8 – 11 June 2025 in Cape Town at the Century City Conference Centre.

If you need further convincing that it will benefit your company to attend, there is a webinar on 26 March at 15h00

<https://sapics.glueup.com/event/sapics-47th-annual-conference-infotest-why-you-should-attend-this-event-135652/>

Let's put the celebration back into Express Logistics.

## AN OFFER YOU CAN'T REFUSE

by the Mystery Courier

Top of your to-do list - ASCEA

You realise your company ought to enter the African Supply Chain Excellence Awards and make a splash at the Gala Awards Ceremony on 7 August at the Monte Casino Ballroom. That will be an unforgettable occasion for you and your top team. Not only that but also:

- It will boost pride and self-esteem among your people
- Your status as a top provider will justify your pricing
- Your sales team will demonstrate another major reason to buy

So what's holding you back from joining the winners?

It can't be confidentiality because all entries are protected by a non-disclosure agreement.



Chances are it's because you are tied up with day-to-day operations. If only someone would shoulder the strain you could commit to entering.

It's important that SAEPA members take top awards. Express Logistics is absolutely key in supporting the success of B2B and B2C in The Republic and recognition is vital. And you know you ought to be up there among the glamorous achievers.

#### So here's an offer you can't refuse.

Garry Marshall, CEO of SAEPA and his team will personally guide you step-by-step through the process of establishing a winning entry. This is to give you the prestige of taking an award in the public gaze.

In our business there's never time for procrastination, so send an email to [garry@saepa.org.za](mailto:garry@saepa.org.za) now and get your ASCEA entry rolling.

See more info on page 2



## A message from Clare Fincham about ASCEA

Finalist status in the Africa Supply Chain Excellence Awards means more than just recognition — it's an opportunity to elevate your brand and expand your impact.

- **Credibility & Prestige** – Stand out among competitors.
- **Stronger Client Trust** – External validation of your success.
- **Exclusive Networking** – Access to other top industry leaders

- **Brand Differentiation**
- **Boost Team Morale** – Celebrate with and motivate your employees.
- **Media Visibility** – Gain recognition and attract new opportunities.

This is more than an award – it's a gateway to new possibilities. Are you ready to be recognised and celebrate at Monte Casino Ballroom on 7 August?

Please submit your entry before April 17, 2025 to <https://bit.ly/41xpmLz>



Watch Liesl de Wet's TV interview on D.E.P (Development, Economics, Politics) with Dr Ongama Mtimka who praised the optimism and stimulating effect of the initiative  
<https://www.youtube.com/watch?v=C1bpzGDOinU>



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**MARTINE ON SKILLS DEVELOPMENT**

by Martine Maraschin



## Scoping Sessions

### Transport Education Training Authority (TETA) & Quality Council for Trades and Occupations (QCTO)

During February, SAEPA representatives and Subject Matter Experts (SME) together with stakeholders and SMEs from other sub-sectors within the Transport Sector collaborated to define and refine occupational qualifications, ensuring they align with industry needs and national standards. This critical step helps set the foundation for qualifications that will empower learners and support workforce development to meet the evolving needs of the transport and logistics industry.

The intended purpose for these qualifications to be identified for development is to replace the legacy qualifications which expired on 30 June 2024.

SAEPA's involvement was in the Road Freight and Forwarding & Clearing sub-sectors.

We extend our gratitude to all SMEs representing SAEPA and the industry at large for their invaluable contributions at this session. Your dedication, insights, and time invested in this process have been instrumental in shaping the future of skills development within our industry. Your participation has been key in driving this initiative forward, and we appreciate the commitment you have shown. SAEPA looks forward to continued collaboration as we work towards the successful developing and implementing of these qualifications.



### Delivery Driver QCTO Skills Programmes to be developed by SAEPA

SAEPA has been awarded funding from TETA for the development of 4 Quality Council for Trades and Occupations (QCTO) aligned and registered Skills Programmes (SP) for use by the industry for delivery drivers (GMV <3500kg), which includes motorbike/scooter

drivers. The development of these SPs will commence towards the end of April.

SAEPA invites interested Subject Matter Experts (SMEs) to submit their nominations to [martine@saepa.org.za](mailto:martine@saepa.org.za)

## MARTINE ON SKILLS DEVELOPMENT

### SAEPA Junket 2025: A Platform for Skills Development and HR Collaboration

SAEPA held its first Junket (information sharing session) for 2025 on 19 February 2025, hosted by FedEx.

The Junket provides leaders in HR and Skills Development an opportunity to collaborate, network, and exchange innovative ideas.

The SAEPA Junket has long been a key platform for Skills Development Practitioners, allowing them to discuss industry trends, training initiatives, and workforce development strategies. This year's event reinforced the importance of continuous learning and skills enhancement in the ever-evolving Transport Sector. Attendees engaged in insightful discussions on best practices, funding opportunities, and regulatory updates, ensuring that businesses remain at the forefront of workforce development.

The new year, brings changes in the form of

an expansion of scope and focus as well as new members onto the SD Task Team.

The focus of the junket will now also include general Human Resources. This development recognises the integral role of HR in shaping workforce capabilities, talent retention, and employee well-being. With this broader scope, the Junket will now provide an even richer exchange of knowledge, ensuring that both Skills Development and HR professionals can grow together to build a resilient and agile workforce.

New members to the SD Task Team are Zaid Hartley (FedEx) and Simphiwe Rasmeni (RTT) joining the team. The Task Team's responsibility is to help identify, create, drive and support Skills Development and HR initiatives for the industry.

We encourage SAEPA Member Skills Development and Human Resource

Professionals to participate in future SAEPA Junkets and to contribute to meaningful conversations that will drive innovation and growth in our industry.

**Diarise these dates for SAEPA Junkets in 2025:**  
20 May 2025  
20 August 2025  
20 November 2025

Stay connected for updates on upcoming events, and let's continue shaping the future of skills development and HR in the Transport Industry.



L-R: Natiesha Karim (RAM Hand-to-Hand Couriers); Zaid Hartley (FedEx), Garry Marshall (CEO SAEPA), Simphiwe Rasmeni (RTT), Tony d'Almeida (Industry Expert) and Nicole Pillay (Alto Training). Not in picture Sbongile Gatite (BidAir Cargo) and Martine Maraschin (Alto Training).

### Employment Equity Sector Target Engagements 2025

At the time of writing there has been no further feedback on SAEPA's public commentary submission to Department of Employment & Labour (DEL).

Until the DEL has published a gazette to formalise the Employment Equity targets, the proposed targets are not a matter of compliance.

### B-BBEE Update

At the time of preparing this article, SAEPA had not received any updates from the Transport B-BBEE Charter Council regarding the publishing of the public commentary of the proposed new codes.

We believe the public commentary may possibly come out before the end of April. Once the proposed codes are published for public commentary, there will be a 60-day commentary period. Thereafter the Department of Trade Industry and Competition (dtic) and the Department of Transport (DoT) will peruse the inputs made from the public commentary and may or may not make adjustments accordingly. It is only after this review period that the gazette may be published for implementation, probably with immediate effect.

A heads up for those companies whose measurement period will end after the publication of the new codes. Your current measurement period will be verified against the new codes.

Therefore, it is important to strategise against what you believe the new targets will look like as your measurement period would have already commenced.



### Workplace Skills Plans (WSP) 2025/26 Reminder

There is one month left for Skills Development Facilitators (SDF) to submit their organisation's WSP for 2025/26. The deadline is 23h59 on 30 April 2025.

This year sees a return to the Transport Education Training Authority (TETA) Indicium System last used in 2023. Some stakeholders have already experienced some challenges with the system and it is recommended that SDFs gain access to and start uploading their WSP and Annual Training Report (ATR) as a matter of urgency to avoid last minute challenges that might cause them not to submit on time.

Queries regarding assistance for MG applications or the TETA Indicium System can be directed to your local Chamber at TETA.

#### Road Freight Chamber

##### Khaya Ngubane

011 577 7079 / 082 932 9568

Khaya.Ngubane@teta.org.za

##### Tshitshi Mhlongo

011 577 7061 / 064 680 7928

TshitshiM@teta.org.za

#### Forwarding & Clearing Chamber

##### Tabane Mokgosinyana

011 577 7085 / 082 833 5223

Tabane@teta.org.za

##### Nomfundo Bhengu

011 577 7102 / 083 967 7876

NomfundoB@teta.org.za

### SAEPA welcomes new Executive Officer at TETA's Forwarding & Clearing Chamber

Trevor Tjale is a seasoned Public Management professional with extensive expertise in skills development, stakeholder engagement, project management, and performance reporting management. He holds a Postgraduate Diploma in Public Management from Regenesys Business School and is currently completing his master's degree in public management at the Regenesys School of Public Management. His research dissertation focuses on The Influence of Stakeholder Engagement on Management Information System's Data Quality: A Case Study of the Department of Higher Education and Training (DHET).

With a strong background in Sector Education and Training Authority (SETA) skills development training, Trevor has expertise in learnership and skills programme facilitation, assessment and moderation, learning material development, and quality management systems. He has played a key role in training project implementation and management. His work also extends to evaluating how ethics impact service delivery and client satisfaction within the public sector.

Trevor previously served at the Department of Rural Development and Land Reform as a Provincial Skills Development Planning Manager, where he was responsible for the National Rural Youth Service Corps (NARYSEC) Program in KwaZulu-Natal. This flagship initiative under the Department of Agriculture, Land Reform and Rural Development aims to combat rural youth unemployment by providing skills development, character building, and opportunities for infrastructure and development projects.

He later transitioned to the Department of Higher Education and Training (DHET), where he served as the Sector Liaison Manager, overseeing and coordinating Sector Education and Training Authorities (SETAs), their performance management, and implementation oversight.

As of 1 December 2024, Trevor joined TETA as the Executive Officer: Responsible for Stakeholder Relations for the Forwarding and Clearing Chamber. In this role, he leads strategic partnerships and stakeholder engagement within the transport sector and the Freight Forwarding and Clearing subsector.

*"As I step into my role as Executive Officer: Stakeholder Relations for Chambers at TETA, my vision is to foster a strong, healthy, and professional working relationship with all stakeholders in the Freight Forwarding and Clearing sub-sector. Inclusivity will be at the heart of my leadership. I should like to honour two remarkable pioneers of the TETA Freight Forwarding and Clearing Chamber - Charles Dey and Ingrid Du Buisson whose contributions paved the way for the progress we see today."*



## Air Cargo 2025

Transport Forum has advised SAEPA of an event on their calendar for 24 – 25 April 2025 at the NH Johannesburg Sandton Hotel

Contact: Tristan Koch, Chief Commercial Officer, Awery Aviation Software – email: [tristan@awery.aero](mailto:tristan@awery.aero)

## Driver Safety & Wellness Symposium

In our industry the driver is pivotal. Without the driver the parcel will never reach the purchaser. So make a note of 8 and 9 May when the Driver Safety & Wellness Symposium takes place.

You may wish to permit/encourage drivers and those who supervise them to attend. While the wide-ranging subject matter begins by focusing on Health and Wellness there is much more of interest to operations: vehicle maintenance, fuel management, technology among the other topics.

Catherine Larkin tells us the event takes place at Birchwood Hotel, Boksburg on 8 and 9 May. For more details visit <https://www.tdsw.co.za/>

## CANARY IN THE COAL MINE?

Letter writers and receivers in Denmark have only a few months of postal service remaining. PostNord is ceasing to collect, sort and deliver mail after 30 December 2025. The service provider will concentrate on parcels after the volume of mail has fallen 90% since the year 2000.

The country's new postal act provides absolution from the universal postal service responsibility.

# ICFF ROADSHOW

11 APRIL 2025

Dear ICFF Members & Freight & Customs Industry,

The **Institute of Customs and Freight Forwarding (ICFF)** invites you to our **ICFF Roadshow**, taking place on **Thursday, 11 April 2025**, at **Birchwood Hotel** from **08:30 – 12:00**. This event will feature **industry expert guest speakers** and an **informative session** on why **gaining your professional designation with the ICFF** is a critical step in advancing your career in Freight and Customs.

This is an excellent opportunity to network, gain industry insights, and understand how ICFF can support your professional growth. **Don't miss out!**

**08:30am - 12:00pm**

**Birchwood Hotel**

RSVP by Friday,  
28 February 2025 to Lerato at [lmapheto@icff.co.za](mailto:lmapheto@icff.co.za).

We look forward to seeing you there!



## Institute of Customs and Freight Forwarding

Ingrid du Buisson, CEO, reminds us that the Institute has a framework which allows for competency assessments of employees on their proficiencies.

This indicates any shortcomings thus assisting in developing more focused training plans. Employees attend structured training programs with industry training providers, receive recognised industry qualifications and become professionally designated members of the ICFF.

More details are available at [www.icff.co.za](http://www.icff.co.za) or contact [idubuisson@icff.co.za](mailto:idubuisson@icff.co.za)

## OOH OOH OOH

Research in Europe shows that OOH collection and delivery options are continuing to dominate the market.

Out of Home (OOH) applies to business as well as consumers. Other options such as lockers are being well-received, giving the sender and/or recipient more control.

Real-time visibility is also proving the magic ingredient in fulfilling last mile expectations. Predictability and accuracy are elbowing out brute speed in the customer need hierarchy.

Increasingly, too, e-tailers are using their express logistics service provider as data provider for strategic inputs concerning delivery preferences for various types and sizes of items.



# The long and winding road of security

On a recent road trip down to the Garden Route, I was impressed again by the size, complexity and reach of the express logistics industry. The frequency of trucks, courier vehicles and delivery motorcycles on the roads ensure that business and consumers are served even in the smallest towns.

Keeping this vast network safe and secure is a serious responsibility. Thus I have written much about the need for the relevant training.

As I drove through the lovely towns on Route 62, I was struck by the difference from the big centres and hubs. That raised the question of whether we are applying sufficient time, effort and

resources on equipping and training our people in smaller and remote operations. Given that much security training is risk-driven it is tempting to assume that smaller centres face less risk. Out on the open road, with just karoo bushes and lambs for company may open the door to complacency.

An interconnected network requires all our people in the web to know and apply safe, secure and compliant practices. That means training and testing to ensure that all are on the same wavelength when it comes to taking care of people, parcels and premises.

So let's make sure that our people are properly prepared for all contingencies, even in those quiet platteland villages.

## Express Logistics is everywhere and indispensable



Nicole spent the last week sick at home where she was aware of the constant deliveries of food and other parcels to her and her neighbours in the complex. This was a reminder of how much South Africa relies on express logistics to serve the home as well as the business economy. Whatever did we do before?

## Master Torque

Members may enjoy Master Torque magazine from MasterDrive.

There is informed commentary pertinent to our industry regarding road safety, driving skills, vehicles and other topics of interest. The following, for instance, is right on the button.

"South African drivers have likely not failed to notice the sheer amount of delivery bike riders sharing the road. In 2023, it was estimated there were approximately 50 000 delivery bikes on the roads which is expected to double by 2026. Ultimately, for drivers, this may only create more challenges as many have had a dangerous encounter with a rider before. What does this mean for all road users?"

<https://mastertorque.co.za/>

<https://www.masterdrive.co.za/2025-annual-magazine/>



Photo by Martin Vermeij on Unsplash



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