

**This is your final  
boarding call.**

**Please see ASCEA on Page 2**



# NEWS DELIVERY

April 2026

## GARRY'S MESSAGE

It's no secret that newspapers compete with each other to print bad news. Bad news sells. It attracts attention.

Sorry to disappoint readers of News Delivery. Every month we find more positive stories to report on instead.

We represent an industry – express logistics – that is the fastest-growing in its class. It invites investment, strengthens networks, improves the economy and satisfies customer needs for urgent delivery of eagerly-awaited important items.

From early days when courier services were an emergency tool, we have grown to become mainstream, relied upon by industry and commerce, agriculture, government and the general public.

We've seen the development of innovative value-added operations thanks to forward-thinking management and devoted staff.

That's why we continue celebrating training and education achievements at various levels. As our industry continues to do more for our customers, so the need to employ skills and talent moves to centre stage.

We are delighted to see our young people embracing the challenge of learning and making personal sacrifices to advance their careers.

At the same time, we applaud the new ideas that member companies reveal to meet the expanding demands of the marketplace.

That's why we urge members to enter and support The Africa Supply Chain Excellence Awards (ASCEA) which celebrates breakthroughs in logistics and supply-chain.

There is still time for your company to enter – entries close at the end of this month – and be recognised by staff, clients and prospective users.

**PS:** On behalf of the express logistics industry, I table our thanks to those generous donors who have recently contributed to the SAEPA legal fund. Your support comes at a crucial time.

As you know, SAEPA is locked into our defence against ongoing court action with the South African Post Office. Our position is that we are dedicated to protecting the rights of our member companies, the people who work in them and the businesses who are reliant on them. Indeed, as demonstrated during the Covid era, South Africa itself is dependent on our services to keep the economy pumping.

Nevertheless, the dispute continues and the high costs of protracted litigation continue to mount.

If your company is able to make a contribution towards these costs, the association and our industry will be most grateful.

We are committed to transparency and I will keep you updated on key milestones as this case unfolds. Thank you for standing with SAEPA in our fight for justice for our industry, our companies and employees and most importantly, the South African economy which remains dependent on our unhindered performance.



Garry Marshall

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

## Bachelor of Business Administration

Logistics & Supply Chain Management NQF 7

*“Open Learning Group (OLG) is pleased to have collaborated with SAEPA’s participating members. We congratulate the 2026 graduates on their achievements, which reflect strong commitment, discipline, and professionalism.*

*These outcomes highlight OLG’s focus on academically rigorous, industry-aligned learning that develops practical, workplace-relevant competencies. Through this approach, OLG supports both individual career advancement and the strengthening of sector capacity.”*

Tinyiko Mohale, Higher Education Manager

### Graduation April 2026

Mogamat Zaid Hartley – FedEx  
Reuben Grobler – DCB Logistics  
Weseley Aniroodh – DCB Logistics  
Jolandé van der Berg – FedEx  
Sifiso Archibold Zulu – DSV



# This is your final boarding call!

Calling SAEPA members. If you haven't already submitted your entry to The Africa Supply Chain Excellence Awards (ASCEA) you have only a few days to the end of the month. So act now!

**Entries close on 30 April 2026.**  
<https://www.ascea.co.za/enter>

This awards competition is the highlight of the year when it comes to recognising innovation, inspiration and influence.

The pride that comes with a continent-wide award helps you attract new customers and new talent and instils confidence and self-esteem throughout your people.

Stand up and be recognised at the Black Tie Awards Ceremony and Banquet at The Time Square Hotel, Pretoria on 19 August.

Contact: Jenny Froome [jenny@ascea.co.za](mailto:jenny@ascea.co.za)



**SAVE THE DATE**  
**Africa Supply Chain Excellence Dinner**  
**Wednesday 19th August 2026**  
 Time Square Hotel, Time Square, Pretoria, South Africa

**BY THE INDUSTRY, FOR THE INDUSTRY**



## Reuben Grobler, National IT Manager DCB Logistics

"I am grateful to have completed the BBA in Logistics and Supply Chain Management. This journey has been both challenging and rewarding, providing me with a strong foundation and a deeper understanding of the logistics and supply chain environment. Coming from an IT background, the programme has enabled me to better integrate technology with operational processes and gain valuable insight into how systems support and optimise supply chain functions. It has strengthened my analytical thinking and problem-solving abilities across both technical and business contexts. I sincerely appreciate the guidance and support from the lecturers and the institution throughout my studies. I look forward to applying these skills to further enhance my contribution within the industry."



## Wesely Aniroodh - DCB Logistics

"The journey has been a long one. Sleepless nights, crunching deadlines for assignments and exams. There were many times it would have been easier to throw in the towel, but here I am. Walking across that stage and receiving confirmation that I've done it is a feeling I can't put into words.

If I could give anyone still on this journey one piece of advice,

it would be to attend lectures and start assignments and exam prep as early as possible. 1% a day is better than 0%. Even if it's just 30 minutes a day, put in some work – it all adds up in the end.

Thank you to SAEPA, TETA and my company, DCB Logistics, for giving me this opportunity."

## Zaid Hartley - FedEx

"I am thrilled to share that I have officially graduated with my BBA in Logistics and Supply Chain Management NQF 7.

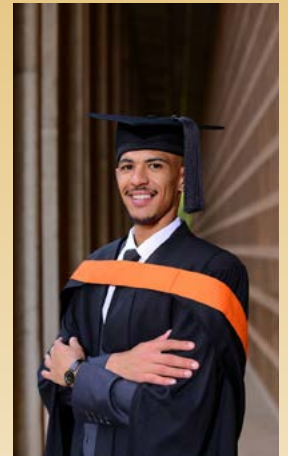
This journey has been one of the most challenging yet rewarding experiences of my life, and reaching this milestone is a moment of immense pride.

Reflecting on the sacrifices in balancing a full-time career with rigorous academic requirements required significant personal sacrifice. From late nights and lost weekends to the mental weight of managing complex projects alongside my studies, the path was rarely easy. However, these challenges only deepened my commitment to the logistics and supply chain field.

I am incredibly grateful to FedEx for the unwavering support provided throughout this process. Being part of an organisation that actively fosters growth exemplified by opportunities gave me the foundation I needed to succeed.

The company's culture of development allowed me to apply my learning directly to my role, creating a powerful synergy between my studies and my professional contributions.

I would also like to thank SAEPA and TETA for the opportunity to complete my studies as without them this would not have been possible."





### **Dangerous Goods Skills Programme SP-250306**

We followed up further with TETA this month, although so far SAEPA has not received any feedback.

#### **WSP 2026 Reminder**

Readers are reminded that The Workplace Skills Plan (WSP) WSP 2026/27 and Annual Training Report (ATR) 2025/26 are due by 23:59 on 30 April 2026. All applications are to be made online on TETA Indicum. Stakeholders are encouraged to contact their Chambers or the SD&LP Unit for further information.

### **TETA 2027/28 Sector Skills Plan (SSP)**

Our SAEPA CEO with members from FedEx, Seabourne Express, DPD, UPS, RTT, RAM, DSV and the SD Task Team participated in TETA's 2027/28 Research Focus Groups with The Renaissance Network (TRN) this month. This research is driven by Ms. Mashabane Ouma Ledwaba, Research & Knowledge Manager at TETA.

The discussions led by Hassan Cassim and Kudsya Cassim provided the Research Team with insights into the Express Logistics Industry within the Road Freight, Freight Handling and Forwarding & Clearing sub-sectors.

Research topics included updates on the sector profile, Key Skills Change Drivers, Sectoral Skills Demand and Supply Analysis, SETA Partnerships and Strategic Skills Priority Actions.

The sector skills research discussions held in

April proved insightful. Attendees demonstrated a genuine passion for skills development. Unfortunately, general apathy persists, as evidenced by the low attendance and the absence of other key stakeholders,

SAEPA has once again extended its support to TETA, advocating increased collaboration and the formation of meaningful partnerships with employer associations to drive genuine sector progress.

#### **Labour Law Amendment Gazette 54220 26 February 2026**

On 25 March 2026, SAEPA submitted a response on behalf of industry regarding the Labour Law Amendment Gazette above. A copy may be requested from [martine@saepa.org.za](mailto:martine@saepa.org.za)

#### **Draft Statement 000 of 2026 and Draft Statement 400 of 2026**

Proposed Amendments to the Broad-Based Black Economic Empowerment Codes of Good Practice

In the generic codes the Department of Trade Industry and Competition (dtic) has proposed a transformation fund which will allow companies to donate 3% of Net Profit After Tax (NPAT) to the Transformation Fund and this will accrue a further 5 points. In this proposal the dtic has also amended some of the targets of procurement which forms part of the Enterprise and Supplier Development (ESD) element.

A copy of SAEPA's response may be requested from [martine@saepa.org.za](mailto:martine@saepa.org.za)

## **Urgent Compliance Update Transition from Legacy Qualifications to QCTO Programmes**

Critical deadlines and action required for continued legal compliance

**S**AEPA Members are urged to take immediate action in response to significant changes in the national training and legal compliance landscape. With the phased expiration of SAQA legacy qualifications and the shift towards Quality Council for Trades and Occupations (QCTO) registered programmes, it is imperative to understand how these changes, effective after 30 June 2026, will impact training strategies and legal obligations.

Key deadlines include the final enrolment date for legacy programmes – 31 May 2026 is recommended to allow for processing – before the official cut-off of 30 June 2026. Notably, all legacy qualifications and their associated unit standards expired as of 30 June 2024, with a limited extension granted for enrolments until 2026. A crucial concern is the absence of QCTO replacements for many mandatory Occupational Health and Safety (OHS) Act standards, such as Health and Safety Representatives, First Aid, and Firefighting. Training via expired programmes will no longer be recognised by the Department

of Employment and Labour (DEL), exposing organisations to legal and operational risks, including potential fines and barriers to skills provider accreditation.

The transition also impacts broader organisational objectives, such as upskilling previously disadvantaged individuals and supporting management development, as the current shortage of accredited replacements and funding gaps may hinder compliance with new employment equity targets and stall organisational transformation.

SAEPA members are strongly advised to contact Martine at [martine@saepa.org.za](mailto:martine@saepa.org.za) should you require a list of which mandatory training initiatives are affected. To safeguard compliance and operational continuity, maximise enrolments on essential programmes before the deadline and prepare for the evolving regulatory environment under the QCTO framework. Prompt action will help ensure your organisation's workforce remains legally compliant and ready for the future.

## SKILLS DEVELOPMENT



SAEPA extends our gratitude to Nicole Pillay for her unwavering dedication and remarkable contributions over the past five years as we say farewell to this skills development stalwart.

As a valued member of our SAEPA Skills Development Task Team, Nicole has supported and steered qualification and curriculum development within the express logistics industry. Her direct involvement with SAEPA has benefited numerous young people who have improved their skills and advanced their careers.

Her personal touch at the SAEPA junkets will be missed.

Nicole, your commitment, professionalism, and passion have inspired those around you and elevated the work we do. Thank you for your hard work. We wish you every success and happiness as you embark on your next adventure – you will be greatly missed, but we look forward to seeing you at learning and development forums.

## NEWS

### DHL ACQUISITION

DHL Supply Chain has received unconditional approval from South Africa's Competition Tribunal for its acquisition of three Vital Group companies: Vital Distribution Solutions (Pty) Ltd, Staffing Logistics (Pty) Ltd and Vital Fleet (Pty) Ltd. The businesses will operate as subsidiaries of DHL Supply Chain in South Africa, preserving their established operations, customer relationships and regional networks.



SAEPA thanks Edward Kieswetter, Commissioner of the South African Revenue

Service (SARS) for the close co-operation on customs affairs during his tenure and wishes him well for the future.

We look forward to continuing this mutually productive relationship with Dr. Ngobani Johnstone Makhubu who has been appointed as his successor from May, 2026.



# 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](mailto:sharon@saepa.co.za) | Website: [www.saepa.org.za](http://www.saepa.org.za)

# SAEPA 2024 Further Education and Training Certificate (FETC)

Road Transport NQF 4 Graduation April 2026

Graduates from the 2024 cohort	
Marcel Dreydin Chetty	Seabourne Express
Gontse Lesiba Khoele	Skynet
Tsebo Ruben Machaea	FedEx
Selaelo Olvy Makgamatha	Skynet
Thapelo Malapela	Rhenus
Reshoketsoe Mercy Mashakane	Skynet
Rodney Emmanuel Mkwahanazi	Skynet
Leanan Doris Nkomo	Skynet
Mongezi Nqambi	Skynet
Gcebile Hypetia Nxumalo	Skynet
Providance Thendo Ramatsekisa	Skynet
Lebogang Lovonia Ramokgobedi	Skynet
Ntombifuthi Mandragora Smith	Skynet



Selaelo Olvy Makgamatha (Skynet) Thapelo Malapela (Rhenus Logistics) Reshoketsoe Mercy (Mashakane (Skynet) Gcebile Nxumalo (Skynet)



Doris Leanan Nkomo (Skynet) Ntombifuthi Mandra Smith (Skynet) Providance Ramatsekisa (Skynet) Mongezi Nqambi (Skynet)

*“The South African education landscape must serve a highly diverse learner population-school leavers, unemployed youth and working professionals seeking upskilling. Open Learning Group’s blended and distance learning models enable broader access without compromising quality. By working closely with employers, Sector Education and Training Authorities (SETAs), and professional bodies, we are able to design learning pathways that are not only accredited, but also relevant and immediately applicable. The result is graduates who are better prepared, more confident, and quicker to add value in the workplace”*

Musi Skosana, OLG FET Manager.




*“We would like to extend our heartfelt congratulations to all our learners; your dedication and hard work have made us exceptionally proud. We are grateful to the TETA Road Freight Chamber for funding this programme. Our sincere thanks also go to the participating members and mentors, whose unwavering support has been invaluable throughout the learnership.”*

Martine Maraschin

# ICFF ROADSHOW

*“Empowering Logistics,  
Enabling Growth”*  
– by Driving Efficiency, and  
Connecting People

 Date & Time:


**14 May 2026**

Registration at 10:00 for 11:00 - 14:00

 Location:

**ABSA Sandton**

Equinox, ABSA Sandton Campus  
15 Alice Lane Sandton, 6109

 RSVP by 10 May 2026,  
limited seats available:  
[lmapheto@icff.co.za](mailto:lmapheto@icff.co.za)

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YEARS OF  
Connection, Collaboration & Transformation

19 - 22 July 2026  
Century City, Cape Town

**SAPICS**  
THINK SUPPLY CHAIN THINK SAPICS

The banner features a large '60' with an arrow forming the '0', set against a red background with faint 'SUPPLY CHAIN MANAGEMENT' text and a globe icon. A large blue ribbon graphic is on the right side.

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express logistics

## NEWS DELIVERY

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### THE BIG PICTURE

The International Air Transport  
Association (IATA) data for February  
2026 global air cargo markets shows:

- Total demand, measured in cargo tonne-kilometers (CTK), rose by 11.2% compared to February 2025 levels



- At the same time, African airlines saw a 21.0% year-on-year increase in demand for air cargo in February, the strongest rise of all regions.





# R.A.I.N

**W**inter is coming... and at least in the Western Cape that means rain! I was serving on a weekend camp for young leaders and although our program was planned in advance, we quickly had to make contingency plans to cope with the first rains of the season. Luckily, the team is agile and we were able to pivot in order to ensure a great experience for these young South Africans.

So, how does rain apply to Safety and Security in our industry? Firstly, there are very real perils for drivers and riders caused by wet conditions, strong winds and darkness. Increasing following distance is an important caution. Tyre grip is reduced and there is the risk of skidding. And motorcycle riders should take extra care as poor visibility is aggravated in downpours.

Flooding may prevent our delivery vehicles from following their usual itineraries, sending them on unfamiliar routes. Indoors we may need to provide stronger lighting in our warehouses and logistics hubs. And we

should remember that our cycle couriers are exposed to inclement weather and provide them with rain proofing.

So let's see how the acronym RAIN can guide us over this tricky period under changed operating conditions.

**R**isk assessments – winter comes with its own set of challenges; the sun rising later and setting earlier, affecting the loading of vehicles and timing of deliveries. The risk of potential attacks rises especially in areas that are poorly lit. So consider ongoing risk assessments applicable to your context. These might need to be adapted to suit each location.

**A**gility – build agile teams, investing in people and systems able to adapt to changing situations. Train and equip your employees to employ critical thinking skills and be

able to adapt to ever changing environments and situations while focusing on the operation.

**I**ntrusions – make sure your systems are robust enough to withstand challenges and attacks from bad actors either internally or externally. Ensure your cyber security measures are top of the line, able to detect and avert malicious attacks.

**N**ews – keep up to date with latest threats and incidents relevant to our industry. Share with key employees information that is relevant to help make operating decisions.

## Conclusion

Rain is a blessing in a country like ours, subject to water shortages but too much of a good thing can be destructive. We need to balance our measures to protect our business while still ensuring we offer our clients tip-top service, come rain or shine.

Be safe out there. Winter is coming. Let's make sure our industry is prepared for what the dark clouds bring.