

Member CEO and BBBEE representative  
**Urgent online meeting**  
**Tuesday 20 Feb 13h30**

Proposed Transport BBBEE Charter Council Road Freight sub-sector Scorecard. We need your input for final comments. Please contact [martine@saepa.org.za](mailto:martine@saepa.org.za) for joining details. Your attendance is vital.

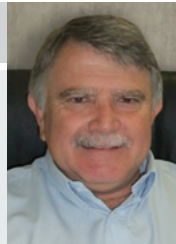


# NEWS DELIVERY

**"Last Mile  
Logistics"**  
Transport  
Forum Event  
7 March 2024  
**PAGE 4**

**February  
2024**

## GARRY'S MESSAGE



Garry Marshall

I trust we can look forward to eager participation by SAEPA members in the "Last Mile Logistics" Transport Forum event on 7 March. With a mix of academic and operational experts it's sure to be thought-provoking.

It's early coverage of express logistics this year but warranted as we are off to a roaring start and a bust Easter looms soon a few weeks.

In this newsletter, Members will again see our concentration on education and training, new courses and Dangerous Goods continuous focus. All this is aimed at giving young South Africans the chance to climb aboard our express industry and build a career with us.

As business, government and the general public rely on express logistics more and more for time definite, urgent deliveries, we have to keep our skills level in tip-top condition. It means active membership of SAEPA is essential and beneficial.

The signs are encouraging and we should be in for a bumper year. With best wishes

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

**PS:** Members should be aware that drivers' wage structure changes from 1 March 2024. SAEPA has been very involved in the whole process to find a level that is fair to all parties. Please see the article on Page 6.

## THAT VITAL FEMININE TOUCH – TIME TO ACT QUICKLY

*"Together, through shared responsibilities and a commitment to collaboration, we can create lasting impact, stimulate economic growth, and pave the way for a more equitable and prosperous future."*

Nicci Scott, Chief Executive Director, Commercial Transport Academy

Last month News Delivery spoke about the increasing welcome presence of women in our industry and foreshadowed an exciting initiative to capitalise on this relatively underutilised pool of talent. Now we are delighted to provide a profile of the Courier Incubator and how it benefits our industry, our economy and your company.

### Entrepreneurship and development

The Courier Incubator is a bespoke and structured programme tailored specifically for South African women who wish to further themselves for future employment and entrepreneurial opportunities within the fast-growing express logistics and courier industry. It is sponsored and endorsed by SAEPA.

The programme focuses on empowering trained women aged 23-28 in Gauteng and the Western and Eastern Cape. It drives innovation and promotes self-sufficiency in the evolving courier services landscape. The core is a powerful commitment to professional growth and the encouragement of entrepreneurial endeavours among female participants.

### Why should SAEPA members get involved?

- Subsidised competent performers
- A whole new source of pre-trained talent for your company
- Meaningful contribution to bringing more women into the sector
- Prestige and recognition among various stakeholders

### How does the programme roll out?

Over 12 months, these selected participants – who are all competent drivers – will cover a comprehensive technical and soft skills programme, to prepare them to be competent light to medium vehicle drivers. After completion of a three-month phase they will be placed in the industry with Couriers.

The Courier Incubator, with the support of the Commercial Transport Academy, will ensure that the candidates undergo a rigorous recruitment process aligned to industry requirements. We will support the Courier Hosts with the on-boarding of the ladies, the monthly management of the candidates and provide a stipend of R4600.00 per month.

*continued on page 2*





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## NEWS

# THAT VITAL FEMININE TOUCH – TIME TO ACT QUICKLY

*continued from page 1* In return, the participating SAEPA member will be responsible for appointing a mentor to manage the recruits and ensure they are given opportunities to work in all areas. This should encompass the warehouse/distribution centre environment, administration, and the delivery process. As these ladies will all be competent drivers, they must be afforded the opportunity to drive for a minimum of six months. Some will already have vehicles which can be used.

## Benefits to the industry, your company and South Africa

The Courier Incubator programme presents a ground-breaking opportunity to address both employment opportunities among young women and the need for skilled talent in this fast-growing industry.

This initiative aligns with the values of inclusivity and equality and promotes innovation and sustainability within the sector.

Participating SAEPA member courier companies benefit from a cost-effective talent pipeline, reduced operational expenses, and potential contributions to their BEE scorecards.

With the option to become workplace hosts for a 12-month period, members can play a pivotal role in shaping the future workforce while investing in your own long-term success.

## So how do you come on board?

- Contact the Commercial Transport Academy to become a workplace host for nine months
- A top up of the monthly stipend is optional and can be claimed back from Skills Development or Socio-Economic Development on your BEE scorecard. You can pay this directly to learners or via the CTA.



*Deneen Abrahams, an ambitious student at the Commercial Transport Academy, has been awarded a new Mercedes Van through a generous sponsorship of Mercedes Benz Financial Services. Furthermore, she has earned the unique opportunity to be mentored by ITT as part of her enrolment in the innovative Courier Incubator Programme, aimed at sharpening her business acumen for a promising future in the industry*

Commercial Transport Academy receives support and sponsorship from USAID, Hollard Insure, Iveco Trucks SA, Ctrack, UD Trucks SA and YES programme.



## CTA Contact Details:

Nicci Scott Anderson – nicci@c-t-a.co.za or 083 626 2116

Kas Govender – Kas@c-t-a.co.za or 084 896 4731

Cheryl Viljoen – Cheryl@c-t-a.co.za or 083 730 5200







# Valentine's Day

February – featuring Valentine's day. Despite the fact that it has its origins in either a Roman Pagan festival, or in celebrating the martyrdom of Christian Saints, it is a month all about LOVE. Some people love it, some people hate it but it is a cultural institution all over the world. Personally, I think you should show people whom you care about appreciation and love all year round, and not just go over the top on one specific day.

## How does this relate to Safety and Security?

Well, the implementation of security and safety protocols can often feel just like the lead up to Valentine's day. There is all the back and forth and research about new ways of doing things. New technologies that promise the world and that "this will be the solution that will now finally solve all the problems". Then, comes the big day when the new technology or procedure is implemented. It is all very exciting, maybe for about a week. Then the novelty fades away, or the new procedures are just too cumbersome or the technology is just too sophisticated for the operation. And just like many



Photo by Kostiantyn Li on Unsplash

Valentine's gifts, these things are set aside, in favour of the tried and tested ways that worked.

Implementing Safety and Security systems should be like working on a long-term relationship. They should be robust enough for the long-haul, but flexible to adapt to changing environments. Often we may be seduced by the glamour of an amazing solution, but sometimes simpler is better.

We all enjoy a fancy meal every now and then, but in all honesty, there is just something about tried and tested favourites that fill the gap.

Let us treat Safety and Security like a long term investment, and not just a quick Valentine's special. Plant a rose garden of safety and security protocols, instead of buying cut flowers - the quick fixes that fade even before they have left the store.

## Our Mission

**SAEPA** is a non-profit company which represents and protects the interests of all stakeholders in the express logistics chains which keep our South African economy pumping. As the official association for service providers we act as the voice of the industry in promoting the use of express logistics and in offering guidance to legislative and regulatory authorities. Committed to job creation, transformation and people development, we offer our collective expertise and co-operation to educational bodies and authorities. Through our wellness programme, **Wellness Express**, we make available low-cost primary health care and other wellness benefits to industry employees and their families.

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**\*\*\* Diarise now and be sure to attend \*\*\***



This Transport Forum event is tailored to the interests of SAEPA members. It is an opportunity for catching up on the latest developments while renewing industry acquaintances.

It is sponsored by University of Johannesburg Institute of Transport and Logistics Studies.

**Venue:** School of tourism and hospitality (STH) The Kerzner Building; Bunting Road campus, Auckland Park, Johannesburg

**7 March 2024 at 09h00**

<https://www.transportsig.com/events/calendarx/transport-forum/7-march-2024-logistics-last-mile>



Programme		
09h00-09h30	Housekeeping and stakeholders recognition	<b>Mr Harry van Huyssteen</b> Custodian Transport Forum
09h30-09h40	Welcome	<b>Dr Peter Kilbourn</b> Senior Deputy Head of Department of Transport and Supply Chain Management University of Johannesburg
09h40-10h05	Last Mile Innovation	<b>Mr Garry Marshall</b> Chief Executive Officer South African Express Parcel Association (SAEPA)
10h05-10h30	The utilization of last-mile data analytics for improved decision-making	<b>Mr Renko Bergh</b> Co-Founder Expansion & Strategy CtrlFleet
10h30-10h55	Last Mile Logistics: What should a risk analysis look like?	<b>Mr Stanley Bezuidenhout</b> Director, Forensic Specialist, Expert Witness, Trainer, Author IBF Investigations
10h55-11h10	Comfort Break	
11h10-11h35	The Role of International Standards in Building Sustainable Supply Chains	<b>Mr Oliver Naidoo</b> Managing Director JC Auditors
11h35-11h50	Last Mile Logistics and what it means to YOU	<b>Mr Michael Henning</b> Sales Manager Easy Clear
11h50-12h15	Last mile – Fuelling the economy	<b>Mr Ray Singh</b> Head of Business Development: Petroleum Unitrans
12h15-12h30	Lucky Draw and Closure	
12h30-13h00	Lunch and Networking	

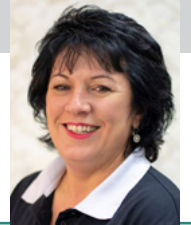
### Post Office vs couriers in South Africa

## Which way now ?

The Department of Communications and the Postal Services Act. Digital Technologies (DCDT) has gazetted BusinessTech picked up the gazette and their notice that it intends to review section 16(8) of article can be read here:

<https://businesstech.co.za/news/government/748914/post-office-vs-couriers-in-south-africa-big-change-coming/>





It's proving to be a frantic year already, testimony to the growth of express logistics and our needs for management attention and intervention in the area of skills and personal development.

Here are some of the current matters worthy of your attention:

### DANGEROUS GOODS

#### Dangerous Goods (DG) Skills Programme Update

The deadlock regarding the qualifications of facilitators has been resolved.

We are still in consultation with QCTO and TETA ETQA regarding the entry requirements for facilitators training this programme. It is currently Grade 12/Matric. SAEPA has recommended that other entry assessments (literacy and numeracy) are conducted in the absence of a Grade 12/Matric certificate to confirm that the facilitator registering for this programme may still enter the NQF 5 qualification.

SAEPA will also propose a phased-in period for the training of facilitators on this skills programme as it would be impossible for all Skills Development Providers (SDPs) to have implemented this training before 30 June 2024.

Note to Dangerous Goods Skills Development Providers (SDPs): in order to obtain accreditation as an SDP with the Quality Council for Trade & Occupations (QCTO), all facilitators delivering dangerous goods training must have been certified against the NQF 5 programme called Learning Support Facilitator Programme or similar qualification. More information on this skills programme can be provided by emailing [martine@saepa.org.za](mailto:martine@saepa.org.za)

#### Dangerous Goods for Drivers Update

A reminder to organisations that the PrDP D requirements relating to dangerous goods by road applies as follows:

- Courier drivers of a motor vehicle under 3.5 ton/3 500 kg GVM, where classified dangerous goods/substances are transported above the exempt quantity will require a PrDP D.
- Drivers transporting explosives/blasting products will require a PrDP D.

The above list is not exhaustive – as transportation of dangerous goods on a public road takes on many forms in different sectors and industries.

Next month we will feature the requirements of all courier drivers in line with Part 92 of Civil Aviation Authority requirements.

### TRUCK DRIVER QUALIFICATION UPDATE

SAEPA in collaboration with QCTO & TETA-ETQA rescoped Occupational Qualification (OQ) SAQA ID 93793 in 2023. This qualification is aimed at drivers whose vehicle tarre is greater than 3500kg. There are no electives in this OQ as in previous legacy qualifications.

The rescoped occupational qualification curriculum has been submitted to the QCTO for quality assurance and once QCTO approved, the QCTO will send it to SAQA for registration. This has not happened yet as of February 2024. RFA will inform members when SAQA have completed the registration process. Until then, this OQ framework is not official.

Skills Development Providers will be responsible for the development of all their own course material (Learner Guides and assessments etc.) if wishing to apply for accreditation with QCTO.

The rescoped Truck Driver occupational qualification (OQ) (SAQA ID TBC) will replace the OQ Truck Driver SAQA ID 93793. This OQ expired on 30 June 2023 with a last registration date of 30 June 2024. Any learners registered on SAQA ID 93793 before 30 June 2024, will have 24 months (train out period) in which to complete the qualification.

The legacy qualification National Certificate Professional Driver SAQA ID 50285 is still available for registration before 30 June 2024 with a 24 month train out period. Curenrtly there is no replacement OQ for this qualification.

### TETA Discretionary Grants 2024

No feedback has been received yet regarding applications made in November 2023.

**Reminder:** TETA Legacy Qualifications Expired 30 June 2023 but available for registration until 30 June 2024

**Reminder:** Closing date for the submission of ATR 2023/24 and WSP 2024/25 is 23:59 on 30 April 2024

### NATIONAL SKILLS AUTHORITY (NSA) PUBLIC CONSULTATION

The NSA has requested public commentary on Gazette 47926 dated 23 January 2023. The focus on this gazette relates to Sector Education Training Authority (SETA) Grant Regulations, the monies received by a SETA and related matters in terms of Section 36 of the Skills Development Act i.e. proposed changes to Mandatory Grants (MG) and Discretionary Grants (DG).

Organisations are encouraged to make inputs to the NSA by using the SAEPA submission made to DHET in February 2023. Should you require a copy please contact [martine@saepa.org.za](mailto:martine@saepa.org.za)

### Integrated Transport Sector Broad-Based Black Economic Empowerment (ITSB-BBEE) Road Freight and Clearing & Forwarding Update

Stakeholders were invited to attend consultation sessions with the Department of Transports BEE Council from 12-16 February.

Draft codes for Road Freight and Clearing & Forwarding have been presented by the Council.

Stakeholders will have until 29 February 2024 to submit their comments and recommendations on these draft codes.

The Council have advised that it is their intention to have the new codes gazetted in March 2024. There will be a 60-day comment period from the public once the new codes are gazetted..

Organisations are urged to obtain a copy of the draft codes for review and inputs to the Council.

Should you require any further information on the latest consultations, please contact [martine@saepa.org.za](mailto:martine@saepa.org.za)



# REMINDER – MINIMUM WAGE INCREASES FROM 1 MARCH 2024

The National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI) has issued a circular announcing the upcoming changes to minimum wage which take effect from 01 March 2024 to 28 February 2025.

SAEPA has been involved throughout the determination process with the aim of finding a level that is fair to all parties.

The below wages for medium vehicle drivers (code 10) when converted to monthly salaries means the minimum will be R11 445,62.

Converted to monthly salaries code 14 truck drivers driving vehicles with a gross weight of 24 tonnes or less will earn R12 916,62 per month. The hourly rate for this class of code 14 drivers is R66,29.

Code 14 drivers driving vehicles with a gross weight of up to 56 tonnes (Ultra-heavy vehicles) will earn R15 391,44 at an hourly rate of R78,99.

Abnormal load truck drivers' minimum monthly salary is now R18 741,71 and the hourly rate is R96,18.

It must be noted that these are minimum wages, more experienced drivers can earn much more than this.

Truck drivers work for a maximum permissible period of 45 hours which represents a five-day working week at a maximum of 9 hours a day. Truck drivers can work overtime up to six days a week upon agreeing with their employer, which then makes their salaries go up significantly.

Truck drivers' salaries also differ with some earning substantially more based on which companies they drive for and what they transport.

The latest truck driver salary from March 2023			
General freight and furniture removal sectors' minimum wages			
Class	Current Minimum Weekly Wage	Minimum Weekly Wage from 1 March 2024	Monthly salary from 1 March 2024
Medium motor vehicle driver (both articulated and rigid)	R2485.25	R2659.22	R11,514.42
Heavy Motor Vehicle Driver (both articulated and rigid)	R2787.90	R2983.05	R12,916.61
Extra-heavy Motor Vehicle Driver (both articulated and rigid)	R2787.90	R2983.05	R12,916.61
Ultra-heavy Motor Vehicle Driver / Basic Rigger Driver	R3322.06	R3554.60	R15,391.42
Abnormal Load Driver	R4045.18	R4328.34	R18,741.71
Petroleum Tanker Driver	R3388.83	R3626.05	R15,700.80

**Note:** The Courier Sector wage structure is the same except for the Medium motor vehicle driver (both articulated and rigid) which increases to R2 643,33 weekly from R2 470,40.

SAEPA News Delivery is grateful to S A Trucker magazine whose full article and link can be accessed here: <https://satrucker.co.za/here-are-the-new-truck-driver-wages-as-from-1-march-2024-after-a-7-increase/>

## Digitalization, Sustainability and Safety & Security top the IATA World Cargo Symposium Agenda

WCS takes place in Hong Kong from 12 - 14 March 2024.

### Speakers & Sessions

Ronald Lam, Cathay Group Chief Executive Officer, Willie Walsh, IATA's Director General, and Marie Owens Thomsen, IATA's SVP Sustainability and Chief Economist join Brendan Sullivan, IATA's Global Head of Cargo, in setting the scene for the conference with keynote addresses. They will be followed by key air cargo experts, including:

- Tom Owen, Director of Cargo, Cathay Pacific
- Michael Steen, Chief Executive Officer, Atlas Air
- Vivian Lau, Chief Executive, Jardine Aviation Services Group
- Kirsten de Bruijn, Executive Vice President Cargo, WestJet
- Marco Bloeman, Managing Director, Accenture and Head of Accenture Cargo

For more details of the ground to be covered, or to register, please visit: <https://www.iata.org/en/events/all/wcs/#tab-2>



# Dangerous Goods by Air – Global Standards

The International Air Transport Association (IATA) and International Civil Aviation Organization (ICAO) extended their long-standing cooperation on setting and implementing global standards for the safe carriage of dangerous goods by air. An agreement was concluded at the IATA Executive Offices in Geneva during a visit last month by ICAO Secretary General Juan Carlos Salazar. Greater collaboration between the two organisations was discussed.

Based on Technical Instructions agreed on at government level through ICAO, IATA works with the aviation industry to develop

the applicable practical tools and operational recommendations. These are issued as the Dangerous Goods Regulations and are global standards applicable to the entire value chain – manufacturers, shippers, airlines, express logistics service providers, forwarders and ground handlers. Regulations include operator variations, supporting documents, tools, guidelines and notes essential for a practical, consistent approach to the safe acceptance, inspection, handling and carriage of dangerous goods on aircraft.



“The safe carriage of dangerous goods has become common practice, thanks to the strict adherence to global standards and guidelines”, said Willie Walsh, IATA’s Director General. “Today’s agreement ensures that dangerous goods will continue to be handled according to the highest globally applicable standards. To this effect, IATA will continue its advocacy work with key stakeholders to maintain a globally aligned, and practically focused approach to the regulated transport of dangerous goods. This will lead to more efficient and robust supply chains whilst upholding aviation’s number one priority of safety”.

**NB:** Nicole Alexander is always available to offer SAEPA members guidance on regulations, safe and secure practices and compliance. [nicole@professional.aero](mailto:nicole@professional.aero)