

SAEPA wishes members and their families a happy and successful New Year.



NEWS DELIVERY

GARRY'S MESSAGE

A NEW YEAR FULL OF PROMISE

As we hit the ground running in 2026, it's encouraging to note early massive investment in our industry. Investment in infrastructure, systems and above all people are what make express logistics the South African success story. Our thanks and recognition go to management of SAEPA member companies for expressing this strong vote of confidence.

We table our congratulations to Themba TC Dlamini, recently appointed Chair of Transport Education Training Authority (TETA) and look forward to a mutually rewarding relationship. SAEPA has always worked closely and productively with the authority. In this regard, the appointment of SAEPA representatives to TETA Chambers will strengthen the working relationship.

Another body that warrants our attention is the unsung hero, Transport Forum. SAEPA is appreciative of the role Transport Forum with its Captain Harry van Huyssteen plays in bringing together the various stakeholders in the transport sphere. This body deserves our continued support in 2026.

Finally, inspired by the pragmatism of Minister of Communications and Digital Technologies, Solly Malatsi, we look forward to 2026 bringing to an end the divide between our industry and the S A Post Office. This will grant our express logistics sector the freedom to concentrate on creating employment and developing skills among young people in the service of the South African economy.

Best wishes for 2026 from all of us at SAEPA!



Garry Marshall

Garry

Transport Education Training Authority (TETA)

SAEPA Representatives appointment on TETA Chambers 2025-2030

SAEPA is delighted to announce that Simphiwe Rasmeni, Nativesha Karim and Nicole Pillay have been appointed as industry employer representatives at the Freight Handling, Road Freight and Forwarding & Clearing Chambers respectively for the 2025 to 2030 term.

The Chamber Committees are authorised to perform the functions delegated to it by the Accounting Authority to ensure TETA's compliance with the relevant Acts, regulations, codes, policies and strategic documents that guide it.

Among the key responsibilities:

- Develop and propose the Chamber business plan to address education and training needs, ensuring alignment with strategic objectives



Simphiwe Rasmeni



Nativesha Karim



Nicole Pillay

- Recommend to the Board:

- The approval of subsector inputs to Skills Sector Plans
- The Chamber business plan to address education and training needs and priorities for the subsector

- Monitor implementation of the Chamber business plan
- Oversee outcomes and expenditure for learning programmes within the sub-sector

SAEPA congratulates Mr. Rasmeni, Mrs. Karim and Mrs. Pillay on their appointments and look forward to their leadership in promoting and advancing skills development and compliance within our express logistics industry.

Welcome to another year of growth, opportunity, and excellence in the express logistics industry! As we step into 2026, the landscape of express logistics continues to evolve rapidly. This presents fresh challenges and exciting possibilities resulting in increased demand for new and renewed skills.

The New Year is the perfect time to renew your commitment to learning and development (L&D), ensuring you remain ahead of the curve, ready to adapt to the demands of innovation.

This year's focus needs to be a year of substance over form, and not left to Learning and Development Departments alone. It's critical that they enjoy practical support from first line right up to senior management.

**Scarce skills are those occupations or professions in which there are not enough qualified people available to meet current and future demand. These are typically roles where there are simply too few trained individuals.*

Critical skills are specific competencies or expertise essential for effective performance within a particular occupation, including skills that may be lacking even among those already employed in the field. This means that while a job might not be scarce, certain critical capabilities within that job may still be urgently needed.

Dangerous Goods Driver Skills Programme (SP-250306)

SAEPA expresses concern

This programme is for any learner previously awarded a Dangerous Goods certificate who requires a refresher in order to comply with regulations.

Registered with The Quality Council for Trades and Occupations (QCTO) it is currently under the spotlight with SAEPA as the entry requirements published by the QCTO differ from those agreed to during the Working Group sessions.

The entry requirements published by QCTO do not recognise SAQA unit standard 123259, as agreed by the Working Group. Legacy Unit

Standard 123259 has been used by the industry for decades and most of learners who have a dangerous goods certification have been trained on this unit standard.

There is a negative implication of this publication by QCTO for learners. When the legacy unit standard expires on 30 June 2026 any learner needing to renew dangerous goods certification will need to attend the full course for novices. This training is triple the time away from the workplace and doubles the cost for organisations.

This matter was addressed with TETA ETQA in July 2025 and has not yet been resolved.

What management can do to assist and support skills development:

- Schedule time off for learners - resist cancelling time allocated for learning due to operational requirements.
- Support the training committee to make sure it runs properly and allow members to attend meetings
- Prioritise skills development as a strategic resource in the company especially with regard to scarce and critical skills (*)
- Prioritise learning and development as a key component of the sustainability and success of your organisation
- Nominate Subject Matter Experts (SMEs) to support the development of qualifications by giving time for SMEs to attend workshops for the development of the curricula.

In this regard, members should work with SAEPA as a Development Quality Partner to Transport Education and Training Authority (TETA) to develop express logistics curricula.

Funding and investment

Companies should budget 6% of payroll for L&D in line with the proposed Transport B-BBEE codes for Skills Development. Funds should be allocated to:

- Investing in all employees from couriers to customer services, sales and backline support employees.
- Promoting coaching and mentoring through external subject matter experts and providers.
- Professionalising of Customs staff by joining the professional Institute for Customs and Freight Forwarding (ICFF)

We encourage managers to champion skills development in the workplaces, fostering a culture where continuous learning is celebrated. Starting now, let's build a workforce that is confident, capable, and inspired – primed to deliver excellence throughout the year!



Image by Alexander Fox | PlaNet Fox from Pixabay



Mr Themba TC Dlamini
TETA Board Chairperson



Appointment of Transport Education and Training Authority Board Chairperson

Dear Valued Stakeholder

The Transport Education and Training Authority (TETA) welcomes the appointment of Mr Themba TC Dlamini as the Board Chairperson of the Accounting Authority effective from 18 December 2025 until 31 March 2030. He holds a Bachelor of Arts and an Honours degree in Economics (Cum Laude), and a Master of Arts in Development Economics with more than 20 years of experience of the public sector. The appointment is by the Honourable Minister of Higher Education and Training, Mr Buti Manamela, in terms of the Skills Development Act, 97 of 1998 (as amended).

TETA looks forward to Mr Dlamini's leadership and strategic guidance in strengthening governance, advancing skills development, and supporting sustainable growth within the transport sector.

MR DLAMINI SUMMARY OF RESUME

- Former Chief Executive Officer for the Public Protector of South Africa (PPSA). Before joining PPSA, he was the Chief Executive Officer of the Media Development and Diversity Agency (MMDA);
- Former Managing Director of the Black Management Forum;
- Former Chief Executive Officer of the National Gambling Board (NGB), the Independent Communications Authority of South Africa (ICASA) and Construction Education and Training Authority (CETA);
- Former Deputy Director-General responsible for Corporate Services and Governance at the Department of Science and Technology.

Other positions he held include:

- Special Advisor to Minister of Labour
- Chief Director responsible for Corporate Services at the Provincial Department of Health in the North West;
- Manager responsible for Regulatory Affairs at Telkom;
- Project leader at the Development Bank of South Africa (DBSA);
- Research Assistant at The Urban Foundation and tutor/teacher.
- Served on the Board of the Metropolitan Trading Company (MTC), the National Home Builders Registration Council (NHBC), and the Board of the North West Development Corporation (NWDC);
- Former Chairperson of Mmabana, Arts, Culture and Sports Foundation based in the North West province.
- Currently reappointed as Chairperson of the National Library of South Africa (NLSA), a council member the National Heritage Council
- An Audit Committee of Statistics South Africa and a Commissioner on the National Planning Commission (NPC).

SUMMARY EDUCATION HISTORY

- Master of Arts in Development Economics from William College in Williamstown Massachusetts, USA (1995)
- Bachelor of Arts and Honours in Economics (Honours-Cum Laude from Howard University in Washington DC, USA (1987)
- Matric from Dr W.F. Nkomo High School in Atteridgeville, Pretoria (1981)

RAM AND FORTNA – NEW DISTRIBUTION CENTRE

FORNTNA, a leading automation and software company for the full logistics value chain, has been selected by RAM Hand-to-Hand Couriers to automate their new distribution centre in Isando, Kempton Park, Johannesburg.

The new facility will serve both as a central hub for RAM's network and as a last mile depot for local deliveries, streamlining transportation flows and enhancing overall efficiency.

The custom-engineered solution is fully optimised for RAM's building footprint and operational requirements, featuring end-to-end automation, real-time track-and-trace visibility, and seamless management of inbound and outbound flows.

As parcel volumes rise and customer expectations for speed and flexibility continue to grow, the new sorting centre will enable RAM to scale effectively while enhancing operational performance and adaptability.



FORTNA

Recognition for Institute of Customs and Freight Forwarding

The Institute of Customs and Freight Forwarding (ICFF) has made significant progress towards securing formal recognition as a professional body with the South African Qualifications Authority (SAQA). This advancement represents a major achievement for the organisation and the broader industry.

Special congratulations are extended to the ICFF team, led by CEO Ms. Ingrid du Buisson, for reaching the final phase of the registration and recognition process. At present, the compliance documentation is open to public commentary for a period of 30 days, providing stakeholders with an opportunity to contribute feedback.

Upon successful completion of this phase, the ICFF will be officially recognised as a professional body in South Africa.

The goal of the ICFF is to elevate standards within the customs and freight forwarding sector.

SAEPA members interested in more details on the registration and commentary process should visit the SAQA website.



Airlink's new Embraer E195-E2 aircraft enters service.

The inaugural flight, number 4Z 553, was from the airline's main base at Johannesburg's O.R. Tambo International Airport to Durban's King Shaka International Airport.

It carried a consignment of cargo comprising biological substances and motor vehicle parts.



Airlink E195-E2 at take-off close-up

Photo by Justin de Reuck

Integrated Transport Sector B-BBEE Update

At this time, there are no additional updates or information available regarding the Road Freight & Forwarding and Clearing B-BBEE codes.

Salary and Employment Negotiations

National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI)

The National Bargaining Council (NBC) will enter into negotiations with trade unions regarding salaries and basic conditions of employment. These talks are scheduled to begin in June/July 2026.

Following the conclusion of negotiations, the newly agreed terms will come into effect from 1 March 2027.

AS ONE DOOR CLOSES ...

PostNord ceases letter deliveries after 400 years.

PostNord Denmark, the Danish national postal service, has ended traditional letter delivery in 2026 owing to declining volumes.

Danes who still send letters can drop them at retail chain shops for delivery through their networks.

postnord

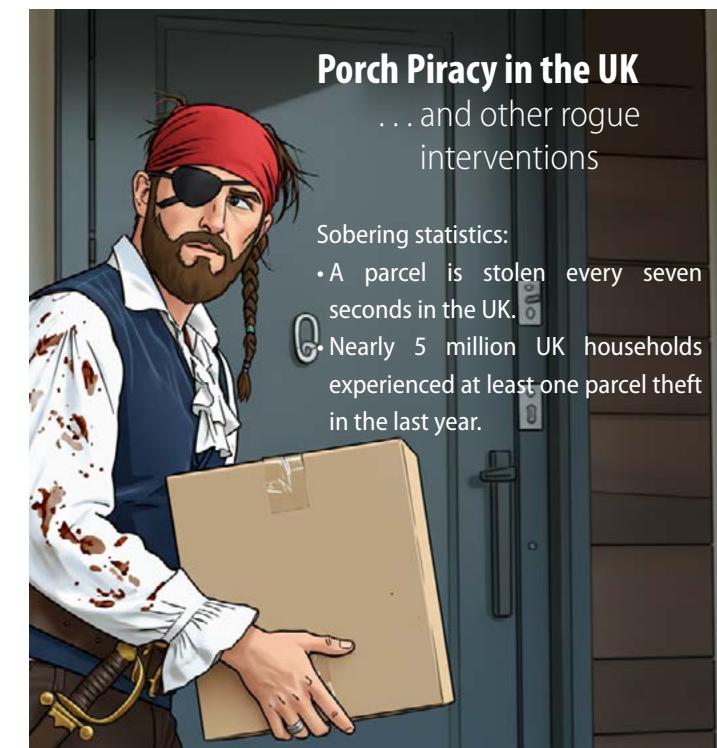
Porch Piracy in the UK

... and other rogue interventions

Sobering statistics:

• A parcel is stolen every seven seconds in the UK.

Q. Nearly 5 million UK households experienced at least one parcel theft in the last year.



K.I.S.S.

Welcome to 2026, another year of facilitating the flow of essential items from your clients to their clients.

The New Year always brings with it that time honoured tradition of "New Year, New Me", New Year's resolutions, or the belief that "this year will be different!" Statistically, by the middle of February, most New Year's resolutions have fallen by the wayside, and people fall back into their old habits with the intention of mighty changes, just a distant memory!

How does this apply to our business? Well, often when we are faced with a dilemma or a challenge, we look for solutions that promise us the moon, the stars and whole galaxies. This "new shiny system/process" will resolve all our problems. Embracing new ways of doing things is not necessarily a bad thing, if it in fact improves the situation. But more often than not, the novelty turns out to be another white elephant or it creates far more problems than it's worth.

We see that in the era of AI technology being introduced into systems and businesses. If the implementation of this technology is not carefully approached and planned out, it ends up costing more than it saves, with humans having to step in and correct what the AI agents have messed up.

In terms of safety and security, I was reminded again yesterday of the simple mnemonic K.I.S.S. Keep It Simple,Stupid - not the 1970s pop group KISS but the acronym coined by aerospace engineers at Lockheed.



K.I.S.S is the belief that the tried and tested ways of doing things are most likely the best ways, precisely because they are simple systems with proven results. For instance, in the area of safety and security, KISS advocates:

- ★ Performing criminal record and background checks
- ★ Random audits and tests of security systems
- ★ Regular staff briefings on the latest threats and things to be on the look out for
- ★ Working with service providers to ensure the optimum use of resources

In a fast-advancing transport sector, embracing new technology to enhance current security protocols is vital. We're all looking for faster, more accurate, more cost-effective. But never forget the human brain with its analytical power and creativity, will find any anomaly or hidden snags, especially where you employ experts in that field. A seasoned, experienced professional will always have an instinct about security protocols and ways of doing things that technology cannot always replicate.

by Nicole Alexander, Independent Consultant



So if you make one New Year's resolution destined not to be binned by mid-February let it be to check on your basics. As the saying goes, "If it ain't broke don't fix it!"

Once you have the right, firm foundation in place, you have a stable platform to test any shiny new ideas to advance your business without distraction.

Let 2026 be a fruitful year for you and your business!

Artificial Intelligence – How this affects Customs Clearances



We are excited to share that Maxeen Naidoo Bharath (FFSP), International Imports Specialist at SkyNet Worldwide Express, will be the guest speaker at the ICFF's first workshop of 2026.

With over 15 years of experience, Maxeen Naidoo Bharath (CMILT) will unpack Artificial Intelligence and its impact on Customs Clearances, the wider industry and clients.

Date: 12 February 2026

Time: 12h00 -13h00

Platform: MS Teams

Cost: Non-members R350

RSVP: imapheto@icff.co.za



The scourge of courier scammers

by Nicole Alexander

The festive season was a bumper period for retailers and wholesalers, couriers and, sadly, scammers.

Over the last few months, the rate at which scammers are targeting online customers with false messages about deliveries etc. has grown astronomically. So much so that banks are issuing continual warnings to be aware of such scams and not to click on fake links.

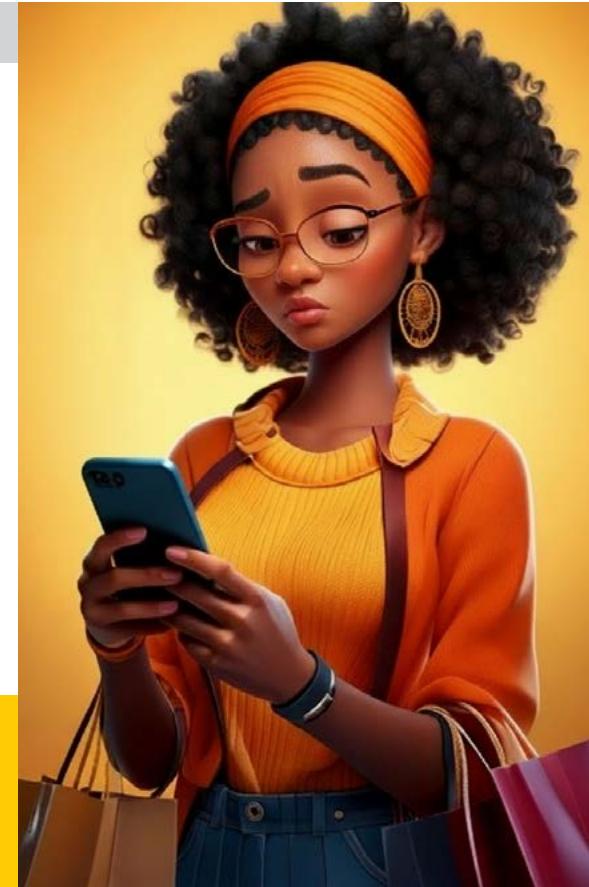
- Scammers play the numbers game, sending out messages to all and sundry, confident that at any time a large proportion of the public and business will have an order in the pipeline.
- They impersonate the branded website of a popular courier that looks like the real thing and the customer may not detect that it's fake.
- Then they induce the victim to make an urgent payment, so they can harvest banking details for fraudulent use. This is often on a pretext such as

customs fee, delivery charge, insurance etc.

Although express logistics is the innocent middle party the fact is that – unreasonably – scams also result in hostility towards courier companies from victims.

It is therefore in the interest of our industry to continue to educate and remind consumers of the scam tactics. Unexpected SMS or email notifications must always be treated with caution. Users should never click links in such messages. If in doubt, all contact should be with the courier company official presence, not the contacts in any unexpected SMS/email.

Perhaps a general warning notice could be included with shipments. Or SAEPA members have other ideas and suggest possible solutions. Please contact nicole@createnix.com



EXCITING PHOTOGRAPHS FOR NEWS DELIVERY

When arranging or submitting photographs of people for news articles in News Delivery, please ensure they demonstrate some activity.

Head-and-shoulders passport photos or behind-the-desk portraits don't tell us much about the person being featured. Readers would like to know what they do and how and where they do it as well as who they are.

The express logistics environment is always



dynamic, creating a backdrop for exciting photographs. Branded uniforms, vehicles and buildings add to the authenticity of the picture. People interacting at the workplace show teamwork.

We work in exciting places in exciting times, so let this come through in our photographs.