



GARRY’S MESSAGE

One of the annual highlights of our logistics industry is just around the corner. Elsewhere in this newsletter you’ll find details of the ASCEA Gala Dinner and Awards Ceremony.



Garry Marshall

This is an inspiring occasion where you will learn the innovative strides being made by businesses across our continent. We look forward to seeing you there. It’s a great networking opportunity as well as an eye-opener.

We’re deep into the winter months now and this is perhaps the right time to re-visit our Wellness Express initiative. Tailored to meet the needs of employees and their families at affordable rates, this is about much more than coughs and colds. The aim of Wellness Express is to keep our people and their loved ones healthy.

See the advertisement in the newsletter and feel free to discuss your personal situation with our co-ordinator, Sharon at [sharon@saepa.org.za](mailto:sharon@saepa.org.za)

May I also direct you to this month’s Skills Development article on this page as it contains important and urgent information which has an impact on your skills development strategy

Garry

MARTINE ON SKILLS DEVELOPMENT

by Martine Maraschin



Transport Education Training Authority (TETA)  
Chairperson Appointment and Impact on Stakeholders

Readers will be aware that Dr Nobuhle Nkabane has been removed from her post as Minister of Higher Education and Training.

Following the withdrawal of her initial Sector Education and Training Authority (SETA) Chairperson appointments, a new call for nominations was issued with a submission deadline this month. The process entails re-selecting new Chairpersons for all SETAs, including TETA.

In the absence of an Accounting Authority - of which the TETA Chairperson is a key component no TETA Board can be appointed. Accordingly, Discretionary Grant (DG) awards cannot be made and applications submitted in November 2024 cannot be processed until the new authority is in place.

A temporary Accounting Authority may



Congratulations on the appointment of Honourable Minister Buti Manamela and Deputy Minister Dr Nomsa Dube-Ncube



Sworn in on 22 July 2025, Buti Manamela is now Minister of Higher Education while Nomsa Dube-Ncube, the Deputy Minister, is the first woman to be appointed to this position.

be established in the interim, as provided for in Section 11 of the Skills Development Act, No. 97 of 1998. Additionally, a call for a panel of special advisors to TETA has been made.

**What does this mean for stakeholders?**  
**Delayed Notification of DG Awards**  
Should stakeholders be awarded DG funding, notifications may only be issued by late  
*Continued on page 2*

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August or September 2025. This would leave a 60-day window to implement and deliver the first tranche of activities, including recruitment and on-boarding, which would likely extend to the end of October when peak season has commenced. At that point, the 2026/27 DG cycle is expected to be advertised.

## Strategic Decision on DG Acceptance

Stakeholders will need to decide whether to accept the award in August/September, or rather apply for the 2026/27 cycle in November, which if awarded can only be implemented around April/May 2026.

## Financial Risk and Planning

There is a real financial risk for stakeholders and their Skills Development Providers (SDPs), especially where cash flow is dependent on timely DG awards. This risk should be carefully evaluated before engaging with your SDP.

## Impact on B-BBEE Strategy

Currently, TETA funding qualifies as claimable spend under the Road Transport B-BBEE codes. If your company relies on TETA grants for Skills Development contributions towards B-BBEE compliance, you are strongly advised to reassess your strategy considering these developments.

## Quality Council for Trades and Occupations (QCTO)

### Skills Programme Development: Update

*"It takes a collective to craft a qualification that truly serves the sector."*

TETA has been crafting new skills programmes with Subject Matter Experts (SME) from the industry to create fit-for-purpose skills programmes (SPs) with the view of developing part of full qualifications in the current financial year, once funding can be released.

The following skills programmes at NQF 3 National Qualifications Framework are being crafted by TETA and stakeholders within Road Freight and Forwarding & Clearing industries after TETA's main scoping session

in February. Preparations are under way to have these SPs developed and finalised by before the end of the year:

- Delivery Driver
- Motorcycle Driver
- Customs Clerk
- Forwarding Controller
- International Logistics Clerk
- Dispatching Clerk
- Receiving Clerk
- Storage Clerk

SAEPA thanks all its SMEs for their participation in the Working Groups over these past five months. When our industry collaborates, quality qualifications follow.

### Help craft the qualification our industry deserves

We would like to invite Subject Matter Experts in these two industries to reach out to TETA Education and Training Quality Assurance (ETQA) to become involved as we progress with the development of the curricula for these occupations.

QCTO Qualifications Registration Status						
SAQA ID	Occupational Qualification	NQF Level	Minimum Credits	Registration Start Date	Registration End Date	Last Date for Enrolment
93783	Occupational Certificate: Truck Driver	3	130	18/07/01	25/12/30	26/12/30
122640	"Intermediate Occupational Certificate: Truck Driver (To replace ID 122640)"	3	120	24/08/22	29/08/22	30/08/22
96396	Occupational Certificate: Freight Handler	3	122	18/07/01	25/12/30	26/12/30
122623	Intermediate Occupational Certificate: Freight Handling Practitioner	3	122	24/08/22	29/08/22	30/08/22
94025	Occupational Certificate: Transport Clerk	4	121	18/07/01	25/12/30	26/12/30
122627	National Occupational Certificate: Road Transport Supervisor	4	120	24/08/22	29/08/22	30/08/22
122625	National Occupational Certificate: International Trade Administrator	4	130	24/08/22	29/08/22	30/08/22
96371	Occupational Certificate: Road Transport Manager	5	205	18/07/01	25/12/30	26/12/30
123402	Higher Occupational Certificate: Logistics Practitioner	5	120	25/02/04	30/02/04	31/02/04
99111	Occupational Certificate: Supply Chain Practitioner	5	145	18/07/01	25/12/30	26/12/30
110942	Occupational Certificate: Supply Chain Practitioner	5	180	19/10/24	25/12/30	26/12/30
96368	Occupational Certificate: Clearing and Forwarding Agent	5	120	18/07/01	25/12/30	26/12/30
111357	Occupational Certificate: Supply Chain Manager	6	180	19/10/24	25/12/30	26/12/30
93544	Occupational Certificate: Supply and Distribution Manager	7	125	18/07/01	25/12/30	26/12/30
102499	Occupational Certificate: Customs Compliance Manager	7	250	18/07/01	25/12/30	26/12/30
123404	"Advanced Occupational Diploma: Customs Compliance Specialist (To replace ID 102499)"	7	217	25/02/04	30/02/04	31/02/04
111386	Occupational Certificate: Supply Chain Executive	7	180	19/10/24	25/12/30	26/12/30

Above is a summary of QCTO qualifications available for use by industry. \*Note learners may still be enrolled into qualifications expiring on 30/12/2025 until 30/12/2026.

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## NEWS

### The 2025 African Supply Chain Excellence Awards (ASCEA) Gala Black Tie Dinner.

**B**e sure to attend this event. It's a great networking opportunity and your chance to check out innovation in our industry.

**Where:** The Ballroom at Montecasino

**When:** Thursday 7th August 2025  
from 18:30 – 23:00

Now in its 4th year, the prestigious Africa Supply Chain Excellence Awards celebrate the remarkable achievements of Africa's top supply chain organisations and their contribution to the economy.

There is participation from 48 African countries, showcasing the diversity and innovation driving the continent's supply chain sector.

**Cost: R1 550 per person: excl VAT**

Please contact the ASCEA event secretariat  
Upavon Management +27 (0) 11 023 6701 or  
[info@upavon.co.za](mailto:info@upavon.co.za)

SAEPA has thrown its support behind the initiative and our CEO, Garry Marshall is one of the judges.



### Photos from 2024 Awards





## NEWS

### SEEN AT AERO SOUTH AFRICA



Africa Charter Airline has delivered a second 737-400 freighter to BidAir Cargo. The aircraft was on display in BidAir Cargo's livery at Aero South Africa 2025 at the end of June.

## SAA News

South African Airways (SAA) recently reported its audited results for the 2024 financial year.

The delay was caused by a crisis as the external auditors uncovered a R431 million allocation error that flipped its "profit" into a net loss of R354 million.

## SAPO WATCH

In 2024, the Post Office reported 45% of revenue was generated from postal services and 2% from courier and parcel services.

By 2029, while, postal services decline to 28% of its revenue share, it expects to match that

with courier & parcel services also at 28%.

It will be interesting to see whether the increase envisaged in courier and parcel business is targeted to come from sector growth or by acquisition from existing operators.



<https://dailyinvestor.com/south-africa/92234/important-south-african-state-owned-company-fighting-for-survival/>

## The Mystery Courier

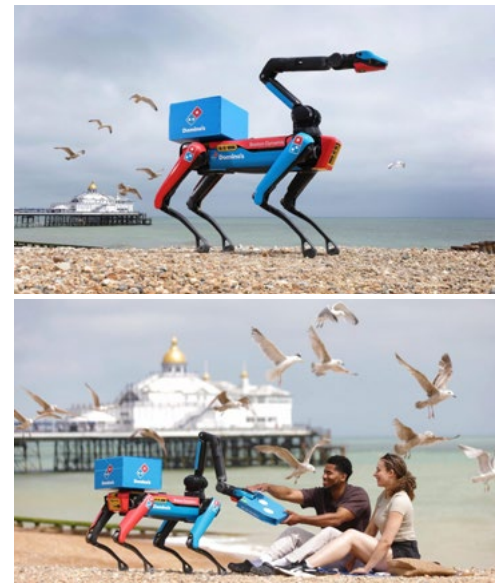
### Introducing Domidog

Aerial and pavement drones may account for a small percentage of total deliveries but new applications underscore the inventiveness of our industry.

Izzy Gardener from Domino's states: "Seagulls have claimed too many seaside snacks, and it's time we did something about it."

Thus her company has introduced 'Domidog' - a robotic dog designed to transport pizzas to sunbathers on the beach providing locked box protection against seagulls notorious for swooping to snatch away food from the unwary.

This innovative canine lookalike expertly navigates its way across dunes and pebbles using built-in sensors, stereo cameras, and sophisticated localisation technology.



## That Dopamine Hit

Even before e-commerce, Mrs Courier was addicted to home ordering. She would pore over a glossy catalogue, the thickness of a telephone directory. It was superior to daytime TV sales shows because it encompassed a comprehensive range of products.

Now the catalogues are on-line and e-commerce makes it easy for her and the rest of us to shop from the sofa.

In a recent UK Spectator article, "The thrill of tracking parcels", Chas Newkey-Burden finds the entire order and delivery cycle offers more benefits than mere convenience. He refers to the joy of clicking "buy" and setting up a future treat. He also enjoys the fact that he can have a parcel to open any day not just birthdays and Christmas.

It's probably why everyone welcomes the arrival of a courier and why these employees are always smiling.

It's rewarding to think that our industry has delivered emotional benefits to buyers as well as efficiency. Plus, Chas finds excitement in tracking his parcel. "Anytime I like, I can check in and see where my purchase is in the delivery process."

<https://www.spectator.co.uk/article/the-thrill-of-tracking-parcels/>

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