

## GARRY'S MESSAGE



Garry Marshall

Members will no doubt join me in being overwhelmed by the breadth and intensity of content in this month's newsletter.

The activity is testimony to the maturity of our industry and the economy's reliance on our continued success.

Make a note in your diary of the seminars and other gatherings where seasoned professionals and various stakeholders contribute a variety of viewpoints and shared knowledge. We urge members to make the time to attend some of these key events in the interests of learning and advancement.

There is also the clamour - global and local - for increased use of technology to manage the very real costs of excellence. In particular, we draw your attention to the statement by our own Minister of Transport in regard to the digitalisation that is sweeping the globe.

At the same time there is an irresistible call for our us to step up our investment in people skills through training and education to continue the developments in the way we manage our businesses and deliver customer service. This has long been a fanatical pursuit of SAEPA and we stand proud of our commitment to skills sharing as a major pillar of our Association.

The first busy quarter of the New Year is coming to a close. The real action lies before us. We wish you well with the imminent short holiday season and after that, backs to the wall!



## NICOLE ON SECURITY

by Elliot Molemi, Professional Aviation Services



# Dangerous Goods

With all the current supply-chain distractions, management must be careful to ensure that vigilance regarding Dangerous Goods (DG) is not relaxed. Globally and locally, aviation security remains the priority and express logistics has a key role to fulfil. The regulations may be onerous but they are vital to protect lives and property. Research has shown that the risks of DG events are potentially more damaging than terrorist activity.

Rapid evolution of express logistics is one of the factors necessitating a re-look. The increase in shipments sent by the general public is one issue. While businesses are to an extent aware of hazardous materials and any special treatment required, the same cannot be said for the man-in-the-street. They may be unaware that everyday items such as aerosol fresheners, paints or flammable liquids constitute serious risk. Nor do they always hand in and answer questions about their consignments. Increasingly, they are able to deposit parcels in lockers without human interaction at unattended collection points in supermarkets, garages and the like.

Accordingly, the Civil Aviation Authority has reviewed the regulatory framework, and the new regulations were promulgated by the minister of Transport in March 2023. Changes aligned with international practice will have a major impact on the industry in South Africa. On the positive side, CAA consulted closely with members to ensure that negative effects on operations are averted or minimised.

The CAA has introduced approvals and certificates for service providers. Every company is required to appoint a Responsible Person - suitably qualified - to take responsibility for Dangerous Goods. Companies must compile a DG Procedures Manual governing all aspects of accepting, handling, storing, documenting, and transporting Dangerous Goods. It must address procedures such as how DG are to be re-packaged should they be opened by SARS or other parties. In case of emergency, employees need to know whom to contact and what to do. There must be protocols in the event of spillage or contamination. Designated DG areas must be demarcated and clearly signposted.

On the training side, every entity must *continued on page 2*

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# Dangerous Goods

draft and submit to the CAA a training programme which should include the requirement of Competency Based Training Assessment (CBTA). There are now two aspects to Dangerous Goods training, a learner now must pass theory and practical assessment to be declared competent to work with Dangerous Goods. CBTA requires that employees are assessed in functions they perform and at their place of work.

Bringing everyone in line with the new procedures and specialised knowledge will also mandate intensive training and education for all.

News Delivery will keep readers advised of the progress towards the new regulatory policies and practices. At all times, remember that this is to protect lives and property and the good record of the industry.

View Elliot's presentation at <https://www.youtube.com/watch?v=NGGD9gAgajk> starting at 3 hour 16 mins

## World Cargo Symposium in Hong Kong March 2024

Digitalisation is on everyone's lips. Our industry is opening up to intensive development with some keen carriers implementing programmes in advance of the planned date. All IATA member airlines aim to have the ONE Record capability by January 2026. The ongoing challenge lies in ensuring that IT solutions extend the digital benefits to all participants in the supply chain.

Brendan Sullivan, Global Head of Air Cargo at the World Cargo Symposium says:

- Governments must consistently implement global standards;
- Supply chain partners need to collaborate to overcome shared challenges;
- Our entire industry must align to ensure a unified and effective approach to digitalisation.

Sullivan also stressed the critical importance of safety and adherence to Dangerous Goods Regulations, underscoring the necessity for continual training and education in this regard.

His full address can viewed at the following link:  
<https://www.iata.org/en/pressroom/2024-speeches/2024-03-12-01/>

## News of our national carrier



The national carrier is to reinstate service to Perth three times a week starting at the end of next month after evaluating passenger and cargo demand.

Members will be aware of the recent

announcement that the deal to sell 51% of South African Airways to Takatso Consortium is off.

The airline is now looking at new ways to raise capital.



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# Focus on aviation

*“A robust air cargo system is essential for global trade, speed, efficiency, connectivity, supply chain resilience, economic growth, and the timely delivery of essential goods and services.”*



Ms Sindisiwe Chikunga, Minister of Transport.

It was encouraging to note the Minister's focus on aviation in her press briefing of 5 March 2024.

One of the particular items of interest to members is the ACSA investment in the development of a new cargo terminal, Mid-field Cargo, at O.R Tambo International Airport.

The Minister's presentation on the state of civil aviation in South Africa can be found at the following address: <https://www.transport.gov.za/wp-content/uploads/2023/02/Final-State-of-Civil-Aviation-Press-Briefing-05MAR24-FINAL-A.pdf>

## “Changing the Rhythm of Trucking.”

Road Freight Association annual conference, Arabella Hotel, Golf & Spa, Hermanus  
24 to 26 May 2024

*“It offers a pivotal platform for industry to come together to share and create dialogue that propels our sector forward.”*

RFA CEO Gavin Kelly.

The three-day event will bring together key stakeholders, thought leaders, and professionals from the road freight industry for networking, innovative ideas, learning, and relationship-building.

As is tradition, the keynote address will be delivered by the Minister of Transport, Ms Sindisiwe Chikunga. Joining the Minister is a line-up of distinguished speakers including political analyst Ongama Mtimka, logistics expert Professor Jan Havenga, and Athena Executive Director, Devon Palanee. Additionally, RFA CEO Gavin Kelly and RFA chairman Penwell Lunga will give insights into the RFA's vision for the year.

<https://rfa.co.za/convention/register/>.  
Take advantage of the opportunity.  
Look out for the early bird offer.

## GOVERNMENT NOTICE 4333 OF 5 FEBRUARY 2024 IN GAZETTE NO. 50077 SECTION 16(8) OF THE POSTAL SERVICES ACT 124 OF 1998:

Sakeliga has weighed in on the Post Office 1 kilo parcel issue with a cogent and detailed submission in response to the government call for comments. It is a not-for-profit business organisation

operating in the public interest. Sakeliga has around 9,000 business members that make use of postal services in various forms, including courier services for parcels less than 1 kilogram.

The Sakeliga submission can be viewed here:

<https://sakeliga.co.za/wp-content/uploads/2024/03/2024-03-08-Sakeliga-comments-on-the-Postal-Services-Act-Notice.pdf>



## Africa Forum Victoria Falls 22 – 24 April 2024

Catherine Larkin advises us that the 17th Africa Forum takes place next month in Zimbabwe. It's a major continental event providing a platform for all stakeholders in the transport and logistics industry to share, learn about, and promote supply chain interests.

Africa Forum is organised by the Chartered Institute of Logistics and Transport.



SAKELIGA  
SELFS TANDIGE SAKEGEMEENS KAP

## FOR YOUR DIARY

# “Supply Chain Metamorphosis”

ANNUAL SAPICS CONFERENCE AND EXHIBITION

Now in its 46th year

**9 to 12 June 2024 in Cape Town**

*“This year’s conference promises to deliver unparalleled insights, networking opportunities and cutting-edge solutions to address the ever-evolving challenges in the field of supply chain management,”*

– SAPICS president MJ Schoemaker.

Contact the Conference Secretariat at Upavon Management on 011 023 6701 or email [info@upavon.co.za](mailto:info@upavon.co.za) for any questions

# SUPPLY CHAIN METAMORPHOSIS

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[www.sapics.org.za](http://www.sapics.org.za)

## Africa Supply Chain Optimisation Summit 10 & 11 July 2024, Sandton Convention Centre

The Africa Supply Chain Optimisation Summit 2024 is a comprehensive gathering of industry leaders, experts and innovators aimed at exploring and addressing the most pressing challenges and opportunities in supply chain management. From leveraging Africa’s growing role in global supply

chains to navigating logistics crises, integrating sustainable practices, and mastering global trade, this summit offers a diverse array of sessions covering every aspect of Supply Chain excellence.

Visit <https://africasco.co.za/> for more details.



# UPDATE

## Integrated Transport Sector Broad-Based Black Economic Empowerment (ITSB-BBEE) Road Freight

The Road Freight Association (RFA) has informed the Transport Charter Council that they do not believe due process had been followed and have expressed this to the council in a written submission. SAEPA has aligned itself with the RFA objection.

SAEPA has made further submissions regarding more technical aspects of the proposed Road Freight scorecard.

Copies of both letters are available for members. Please email [martine@saepa.org.za](mailto:martine@saepa.org.za) should you wish to receive copies.

The Transport Charter Council still intends to collate all the various submissions from the subsectors to present to the Department of Trade Industry and Competition (DTIC). Once the DTIC process to moderate the inputs and once the DTIC has satisfied itself with that process, it will promulgate the final codes for public comment for a period of 90 days. We have not yet been advised when this will happen.

## Transport Education Training Authority (TETA)

### Transitional Arrangements: Legacy Qualifications vs. Occupational Qualifications

In preparation for the last date of learners' enrolment 30 June 2024 against historic qualifications (unit standards based), unit standards and historic skills programmes, TETA requested all stakeholders to provide them with a list of qualifications, skills programmes and individual unit standards which are still required but not yet registered as occupational qualifications or occupational skills programmes. SAEPA submitted the list below:

- SAQA ID 59300 - General Education and Training Certificate: Transport NQF 1
- SAQA ID 50285 - National Certificate: Professional Driving NQF 3 for Light Utility Vehicle (LUV) Driver with various specialisations
- SAQA 59365 - National Certificate: Freight Forwarding and Customs Compliance NQF 3
- SAQA 57957 - National Certificate: Export Administration NQF 5
- SAQA 59304 - National Diploma: Freight Forwarding and Customs Compliance NQF 5



### Transport Education Training Authority

*Heart of Skills Innovation*

The programmes below were included as additional programmes required by the industry:

- Transport Operations qualification at NQF 6
- 4IR in Transportation, Logistics and Supply Chain (including AI)

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

### TETA Discretionary Grants 2024

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

### Workplace Skills Plan (WSP) 2024/25

SAEPA engaged with TETA regarding the requirement for an upload worksheet for the

employee profile on the WSP. We are pleased to report that TETA have updated the Clarity 4.0 system to include such an upload worksheet. It is available on the system in section 2.02 Employment Summary.

**Reminder:** Closing date for the submission of Annual Training Report (ATR) 2023/24 and Workplace Skills Plan (WSP) 2024/25 is 23:59 on 30 April 2024. That's next month !!!

### WSP 2023/24

SAEPA is currently gathering information on organisations whose WSP 2023/24 (submitted 30 April 2023) were not approved. We are asking organisations to share this information with [martine@saepa.org.za](mailto:martine@saepa.org.za)

### TETA Sector Skills Plan (SSP) 2025/26 Research

As part of their data collection process towards the update of the TETA 2025/26, the Research and Knowledge Unit are conducting an online survey to gather information on the Transport sector. The survey will remain open only until 31 March 2024. Below is the link for access to this survey.

[https://www.surveymonkey.com/r/2025\\_6\\_SSP](https://www.surveymonkey.com/r/2025_6_SSP)

Members are encouraged to complete the survey to ensure that the skills need within the industry are identified.

## MARTINE ON SKILLS DEVELOPMENT

### Employment Equity Amendment (Gazette 50058)

SAEPA will shortly be holding a workshop to review and prepare its submission on the proposals made in Gazette 50058. The deadline for submissions to Department of Employment and Labour (DoEL) is 1 May 2024. Members interested in participating in this workshop should email [martine@saepa.org.za](mailto:martine@saepa.org.za) for further information.

Road Freight Targets: DEL Proposed 2021 vs RF Codes 2024 vs Gazette EAP			
Management Control	RF Targets Proposed by DEL March 2021	RF BBBEE Proposed Codes 14 February 2024	"Gazette 50080 1 February 2024 Targets National EAP
<b>Board Participation</b>			
Exercisable voting rights of Black board members as a percentage of all board members	50%	65%	-
Exercisable voting rights of Black women as a percentage of all board members	25%	40%	-
Black Executive directors as a percentage of total number of executive directors	50%	65%	91%
Black Women Executive directors as a percentage of total number of executive directors	25%	40%	41%
<b>Other Executive Management</b>			
Black Executive Management as a percentage of all executives management	60%	60%	-
Black Female Executive Management as a percentage of all executives management	30%	30%	-
<b>Senior Management</b>			
Black employees in senior management as a percentage of all senior management	60%	60%	91%
Black female employees in senior management as a percentage of all senior management	30%	30%	41%
<b>Professionally Qualified/Middle Management</b>			
Black employees in middle management as a percentage of all middle management	75%	75%	91%
Black female employees in middle management as a percentage of all middle management	38%	38%	41%
<b>Skilled Technical/Junior Management</b>			
Black employees in junior management as a percentage of all junior management	88%		91%
Black youth in junior/middle/senior management as a % of all junior/middle/senior managers		20%	41%
<b>Skilled/Semi-skilled and Unskilled</b>			
Black woman in Skilled, semi-skilled and unskilled positions as a % of these categories	N/A	46%	91%
			41%
<b>Disabled</b>			
Black disabled employees as a % of all employees (RF excl. Drivers) office based staff	2%	3%	2%
Black female disabled employees as a % of all employees (RF excl. Drivers) office based staff	N/A	1%	-

A letter to members from Yolandi Dercksen, ICFF Vice President



# Recognition of Training Programmes for Training Providers

We are delighted to share with you an exciting development in the realm of cargo and customs education. The ICFF is proud to introduce the Recognition of Training Programmes, a comprehensive initiative aimed at ensuring the delivery of top-notch, industry-specific education and training.

As we embark on this journey towards excellence, it is imperative to recognise the critical role that professional bodies, such as the ICFF, play in the realm of quality assurance and standards development within the South African National Qualifications Framework (NQF) environment. The partnership between professional bodies, SAQA, FIATA, and the registration of their designations contributes significantly to strengthening social responsiveness and accountability within professions while promoting pride in association for all professions and occupations.

## Key Features of the Recognition of Training Programmes:

### 1. ICFF Standards Framework:

Aligned with FIATA and the South African Qualifications Authority (SAQA), the ICFF Standards Framework serves as a cornerstone for quality assurance and standards development. The framework comprises two levels, in line with national standards:

- Level 1: Accredited TP
- Level 2: Non-Accredited TP

### 2. Evaluation Criteria:

The Recognition of Training Programmes considers various factors, including adherence to the ICFF Standards Framework and the broader FIATA & SAQA environments. The evaluation process examines the content and structure of training programmes, the expertise of facilitators, and the effectiveness of training delivery methods.

### 3. TPR Policy:

The ICFF's Training Provider Recognition (TPR) Policy ensures ongoing adherence to established standards, fostering continuous improvement within the industry.

**Professional Body Support:** Recognising the pivotal role of professional bodies in shaping industry standards, we encourage public and private training providers to support the ICFF in its capacity as a Professional Body. By submitting training programmes for formal evaluation and possible approval within the two specific categories, Training Providers actively contribute to the growth, accountability, and professionalism of the South African freight and customs sector.

### Benefits for Training Providers:

- **Industry Recognition:** Achieving recognition from the ICFF aligns with the broader goals of skills development in South Africa, enhancing the standing and reputation of Training Providers.
- **Collaboration Opportunities:** Recognised TPs gain access to a network of industry professionals, promoting collaboration and knowledge-sharing.

**Support for Students:** To further promote excellence and professionalism, students attending ICFF-recognised training programmes will benefit from:

- **Discounted Membership Fees:** Enjoy reduced membership fees as a testament to your commitment to quality education. Students will have the opportunity to attend webinars and workshops offered by professionals in the industry as well as to network with mentors to grow and develop in the industry.
- **Designation Support:** Receive assistance in obtaining and promoting professional designations within the freight forwarding and customs industry.

### Continuing Professional Development (CPD)

Recognised training programmes will actively promote Continuous Professional Development (CPD) within the industry, ensuring that professionals stay current with evolving trends and best practices.

In conclusion, the Recognition of Training Programmes is a significant stride toward ensuring the highest standards of education and training. We invite all Training Providers to join hands with the ICFF, contribute to the advancement of the South African freight and customs sector, and support the professional development of our future industry leaders.

For more information, please visit our website or contact us directly. Together, let us forge a path towards excellence and professionalism.

*Yolandi Dercksen*  
ICFF Vice-President

How to Apply: Interested parties are invited to contact Lerato at [lmapheto@icff.co.za](mailto:lmapheto@icff.co.za)

## The Big Picture

African Airlines saw their air cargo volumes increase by 17.0% in January 2024, much improved compared to December's performance (-1.2%). They benefited from strong growth on the Africa-Asia trade lane.

Worldwide, demand increased 18.4% over January 2023 air cargo traffic levels and was the highest annual growth in cargo tonnage per kilometre since mid-2021.

# Navigating safety and security risks in logistics, transport, and supply chain

## Half day seminar – Sandton 22 May 2024

*“Safety and security are paramount for any organisation involved in logistics, transport, and supply chains. This seminar equips attendees with the insights they need to safeguard their people, cargo, and operations. It is vital that we navigate the challenges and emerge stronger, safer, and more resilient.”*

– President of CILTSA, Elvin Harris



### A disturbing track record

Safety and security are critical components of logistics, transport, and supply chain management, yet recent statistics reveal a concerning reality. According to the Transported Asset Protection Association (TAPA), South Africa has witnessed over 40,000 crimes impacting supply chains in the past year alone, based on data from the South African Police Service (SAPS). These incidents encompass a spectrum of offences, ranging from high-profile truck hijackings and cash-in-transit robberies to common robbery, burglaries, and stock theft.

South Africa ranks fourth globally in cargo theft rates, as per the Cargo Crime Monitor. Items of significant value such as phones, electronic goods, and food and drink consistently feature in the top five list of stolen goods.

In response to these alarming trends, the Chartered Institute of Logistics and Transport: South Africa (CILT) is hosting its half-day seminar on navigating safety and security risks in the logistics, transport, and supply chain industries on 22 May in Sandton. The event aims to equip professionals with knowledge and tools to identify, assess, and mitigate safety and security risks within their operations.

### Empowering industry professionals: seminar highlights

The CILTSA Safety and Security seminar is tailored for professionals working

across all facets of logistics, transport and supply chain management. Participants can expect an insightful programme covering a range of pressing topics, including:

- The state of safety and security in logistics, transport, and supply chain in South Africa
- Leveraging intelligence for enhanced transport safety and security
- Securing trade routes: private initiative in the public interest
- Protecting the lifeline: addressing theft, vandalism, and pilferage of critical infrastructure
- Transport, facility, and security requirements: latest regulations and developments
- Risk management and telematics
- Cybersecurity
- Unlocking the power of changed driver behaviour

For more information about the event please contact Catherine Larkin at 083 300 0331 or [cvlarkin@ciltsa.org.za](mailto:cvlarkin@ciltsa.org.za).





# Last Mile Logistics – Transport Forum 7 March 2024

Sponsored by the University of Johannesburg Institute of Transport and Logistics Studies (Africa, the event was a sell-out. SAEPA CEO, Garry Marshall addressed the topic.

## Garry on Last Mile Innovation

*“The market is unforgiving. If you fail, the customer has choice and moves on”*

Many express logistics users are relatively new. Some were pressed into using these services during Covid. Others had already taken tentative steps. But, wow, how quickly have they become demanding for faster and faster fulfilment and ETA. Five years ago, customers would wait in for a delivery “sometime today” or “sometime this week”. Not any more. “Where is my parcel and when will it get here?” What was formerly excellent performance has now become the default expectation.

Information technology has become critical in order processing, selection, interface between the goods supplier and the last mile delivery service, the selection of optimal routing and customer notification of where and when the

parcel will arrive. As such technology is expensive, the larger players with deep pockets may well be enjoying some competitive advantage.

They also have more delivery options. Some set up satellite distribution centres closer to customer clusters to reduce journey distances and times. They may invest in automated warehousing and selection, smart lockers for drop-off and pick-up and have access to a variety of fulfilment methods: trucks, vans, scooters, bicycles even drones in less congested or difficult to reach destinations.

Where small and large operators compete on even terms is personal service - with a smile. This is why our industry is investing millions in ongoing training and education to make employees familiar with technology, innovation, customer demands and personal service.

The costs of universal excellence are manifold and cost control requires detailed planning and careful administration. “You don’t send a van out

do a delivery a scooter could accomplish.” Fleet management is a key discipline, especially when it comes to short, intensive peaks such as Black Friday, Christmas, Valentine’s day.

Low density deliveries have to be factored in and accommodated: one-off suburban deliveries for instance contrasted with the economies of scale achieved serving industrial areas or business parks.

And if internal and growth challenges were not enough there is the ever-present shadow of regulation hanging over South Africa.

But let’s look on the bright side. We ply our trade in the fastest-growing sector of the transport industry. We are creating meaningful jobs for many young people who would otherwise be left on the sidewalk, we are providing new skills for youth and we are satisfying the needs of South African business, industry, agriculture and the public.

That’s why our couriers deliver every shipment

with a smile!

Fellow expert speakers at the event were :

- Dr Peter Kilbourn, Senior Deputy Head of Department of Transport and Supply Chain Management, University of Johannesburg
- Renko Bergh, Co-Founder Expansion & Strategy, CtrlFleet on the utilisation of last-mile data analytics for improved decision-making
- Stanley Bezuidenhout, Director, Forensic Specialist, Expert Witness, Trainer, Author, IBF Investigations on What should a risk analysis look like?
- Oliver Naidoo, Managing Director, JC Auditors - the Role of International Standards in Building Sustainable Supply Chains
- Michael Henning, Sales Manager, Easy Clear on Last Mile Logistics and what it means to you
- Ray Singh, Head of Business Development: Petroleum on fuelling the economy

Last Mile Logistics - the video recording is available on the Transport Forum YouTube Channel:

<https://www.youtube.com/watch?v=fH8AYuxv2uU>

Garry’s presentation begins 1 Hr 09 mins in and continues to 1 Hr 36



## DRONE OR ROBOT?

by The Mystery Courier

**T**ravelling by car along Washway Road in Sale, Greater Manchester, I was intrigued to pass one of the now familiar pavement drones.

It was tootling along, in what was rather a charming manner, intent on delivering its package, sporting its flag and oblivious to the foot traffic and dogs en route as it carefully picked out its route.

I learnt that the locals treat the pavement drones with affection and make way to facilitate their deliveries. They do, however, refer to them as “robots”, the term drones being reserved for their aerial cousins.

Nothing wrong with that, except as a road-related term “robot” may cause some confusion among the nine members of nearby Sale Sharks rugby club who hail from South Africa: Nick Shonert, Alex Groves, Ernst van Rhyne, Hyron Andrews, Cobus Wiese (with a C not a K), Dan du Preez, Jean-Luc du Preez and Robert du Preez.

