

**Save this date:**  
The 5th Annual ASCEA dinner  
will take place on 19 August 2026  
at the Maslow Hotel, Time Square,  
Pretoria.



# NEWS DELIVERY

March 2026

## GARRY'S MESSAGE

Let me start this autumn message with thanks for your subscriptions to SAEPA which are due this month. You'll have noted that your association has been busy year round advancing your interests and those of our industry. It is your funding that equips us to continue working on your behalf.

New membership certificates will be available for members in good standing and these add more weight where government and commercial tenders are concerned.

The Middle East conflict has taken us all by surprise and is very concerning. Flight cancellations disrupt supply chains. In a recent interview with News24 I made the point that the Middle East is a major hub on which we rely for international shipments. Again, our industry has faced an unexpected challenge and risen to it with re-routing and chartering to fill the breach.

As fuel prices rocket, airlines are having to introduce higher tariffs or fuel surcharges as are some of our members. It just isn't possible to absorb these

unbudgeted cost escalations. And there is more to come as the road delivery component of our services are punished at the pump.

On a brighter note, in this edition of News Delivery, we do celebrate the kind heart of our industry. There is an article relating to employment for the deaf and elsewhere a delivery initiative that tackles food insecurity and poor nutrition.

The latter was a reverse logistics operation that won two awards at the Africa Supply Chain Excellence Awards (ASCEA) in 2025. Will you be stepping up to the podium in the Time Square Hotel, Pretoria on 19 August 2026? There is still time for your entry, which we strongly recommend.

In closing, SAEPA thanks you again for your annual subscriptions and for your continued hard work serving business, the public and the South African economy.



Garry Marshall

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

## ASCEA Don't miss this deadline!

SAEPA is encouraging our members to enter The Africa Supply Chain Excellence Awards (ASCEA).

Express Logistics is one of the supply chain segments that continues to perform, grow and surprise.

Everyone admires innovation, especially in strategic thinking. Those members who have taken part say their entry was justified alone by the reputational benefits among clients and prospects. Moreover, staff pride and motivation fuel teamwork.

If ever there was a year for invention in logistics, that year is 2026.

Now in its 5th year ASCEA continues to recognise

those organisations whose work is uplifting industries, strengthening communities, creating employment and shaping a more resilient continent. This is an awards programme by the industry, for the industry.

Submissions are welcomed from every African country.

Many high quality submissions have already been received. So if your company hasn't already submitted your entry, please do so now: the deadline is 30 April.

<https://www.ascea.co.za/enter>

If you would like more information about the competition, feel free to contact Jenny Froome [jenny@ascea.co.za](mailto:jenny@ascea.co.za)

A promotional banner for the ASCEA 5th Anniversary. It features a large white number "5" with "Years ANNIVERSARY" written below it. To the right is a stylized map of Africa with a colorful outline. The background is dark blue with a yellow diagonal stripe. Text on the banner includes "SAVE THE DATE", "Africa Supply Chain Excellence Dinner", "Wednesday 19th August 2026", "Time Square Hotel, Time Square, Pretoria, South Africa", and "BY THE INDUSTRY, FOR THE INDUSTRY".

**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**



## Surge in Electric Vehicle Demand

Another COVID moment?

What are the implications of the conflict in the Middle East for Express Logistics and our Learning & Development programmes. We have already been hit with a sharp rise in fuel prices.

Businesses in our sector are already feeling the effects as operating costs soar and fleet management strategies are being forced to adapt quickly. This shift mirrors the rapid changes seen during the COVID pandemic, where organisations had to pivot swiftly to maintain business continuity.


From being a distant goal will the adoption of electric vehicles (EV) be brought forward as a necessary response to market pressures. And if so, how will

fleet and operations management rapidly address challenges such as charging infrastructure, and new vehicle shortages as a result of an urgent increase in demand?

Here we go again. Rapid change. Engage skills development.

Employees may now require new skills, including EV maintenance, digital fleet management, route optimisation and sustainable logistics practices. This may necessitate teams having to revise training programmes to support new needs. What about our drivers – what upskilling will be required to ensure they are comfortable enough with electric vehicles to sustain safety, efficiency and productivity?

Food for thought for HR and Operations management.



### WSP 2026 Reminder

Members are reminded that your Workplace Skills Plan for 2026/27 (WSP) and Annual Training Report (ATR) for 2025/26 are due by 23:59 on 30 April 2026. All applications are to be made online on TETA Indicium. Please contact your Chamber or the Skills Development and Learning Programmes Unit (SDLP) for further information.

### Dangerous Goods Skills Programme SP-250306

Further follow ups were made with TETA this month. SAEPA has not yet received any feedback.

## The TETA Discretionary Grants Process: 2025/26 and 2026/27

This section provides a detailed overview to assist members/stakeholders in understanding the sequence of events related to the 2025/26 Discretionary Grants (DGs) and the announcement of new opportunities for the 2026/27 period.

### Application Timeline and Key Events

**6 December 2024:** This marks the deadline for all DG 2025/26 applications, which were to be submitted via the TETA Indicium portal.

**December 2024 to October 2025:** SAEPA has no knowledge of 2025/26 awards being made.

### Challenges and Confusion

SAEPA members/stakeholders expressed confusion regarding the TETA Discretionary Grants for 2025/26,

especially as the TETA financial year end is 31 March 2026. In line with regulations, it is critical.

In the midst of this process, TETA has also advertised for the 2026/27 DG applications, further complicating matters for SAEPA members and other stakeholders.

This recent advertisement has left SAEPA members/stakeholders unsure as to whether they should apply for the 26/27 discretionary grants, given that there has been no feedback from TETA regarding their 25/26 applications. There is also concern about whether members/stakeholders would have the necessary human and other resources to implement two rounds of DG awards made within three months of each other.

On the other hand, if members/stakeholders choose not to apply for the 26/27 DGs and are not awarded any funding, they risk missing out on both

the 25/26 and 26/27 grants.

### Workplace Skills Planning and Overlapping Deadlines

Many members/stakeholders are still in the process of preparing their new Workplace Skills Plan (WSP), due at the end of April. At this point they are technically in the final month of the 25/26 skills year and must finalise and submit their WSPs before 30 April 2026.

### Changes in Application Procedures for 2026/27

The timing of the 26/27 DGs is also unusual as the 2026/27 year has not even commenced. Traditionally, these applications are submitted in November each year. However, this time, the process shifted: the last applications were made online via

the Indicium portal, while the 26/27 applications are to be submitted to the Project Management Office (PMO). The evaluation of these applications will be undertaken by an appointed auditing firm, and the final decision on grant allocations will be made by the newly elected TETA Board.

### Summary Timeline of Discretionary Grants (DGs) Events

The following timeline is intended to help members/stakeholders navigate the events and requirements relating to both the 25/26 and 26/27 DGs.

#### Key Dates for DG 2025/26

**1) 6 December 2024:** Deadline for all DG 2025/26 applications via the TETA Indicium portal.

**2) December 2024 to October 2025:** No

*Continued on page 3*

## MARTINE ON SKILLS DEVELOPMENT

Continued from page 2

awards made and no formal communication from TETA.

**3) 9 October 2025:** Special Projects Applications for DG 2025/26 advertised to close gaps in the Annual Performance Plan (APP). Applications must be submitted directly to the TETA Independent Management Committee (IMC) by 19 October 2025 (DG 2025/26 Window 2).

**4) 29 October 2025:** The TETA CEO issues a formal communique explaining delays due to the longer-than-anticipated constituting the TETA Board, which impacted the approval timelines for the 2025/26 DG applications. At this point, "internal processes are well underway. These include comprehensive internal checks such as probity assessments, clarifying discrepancies identified out of the information provided by service providers, and interviews with staff who conducted the initial evaluations."

**5) 5 December 2025:** The TETA CEO releases another communique regarding "the cancellation and re-advertisement of the 2025/26 Discretionary Grant". Applicants are informed that all applications submitted by 6 December 2024 have been cancelled, "this decision is necessary to ensure that the 2025/26 Discretionary Grant Funding Window is administered in strict compliance with TETA's governance and accountability standards. Continuation of the evaluation and award process would not support the principles of fairness, transparency and

accountability that govern Discretionary Grant adjudication." Stakeholders are invited to re-apply for DGs by 19 December 2025 (DG 2025/26 Window 1).

**6) 2 January 2026:** A communique from the TETA CEO announces the appointment of Duja Consulting to evaluate the 2025/26 DG applications.

**7) 27 January 2026:** The TETA CEO announces the appointment of ARC Sakhile Chartered Accountants and Auditors to evaluate the 2025/26 applications.

As of 20 March 2026, SAEPA has received notification of only one DG award for eight bursaries (18.1), but it is unclear whether this relates to DG Window 1 or Window 2.

During February and March, SAEPA engaged with ARC Sakhile regarding the evaluation of their applications, but no further awards or feedback has been received from TETA.

### Key Dates for DG 2026/27

**1) 20 February 2026:** TETA advertises DG 26/27 on its website, setting the initial deadline for submissions at 23:59 on 10 March 2026.

**2) 23 February 2026:** Some chambers notify members/stakeholders about the DG 26/27 opportunity.

**3) 9 March 2026 (evening):** Chambers inform members/stakeholders of an extension to the submission deadline, which is now 31 March 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

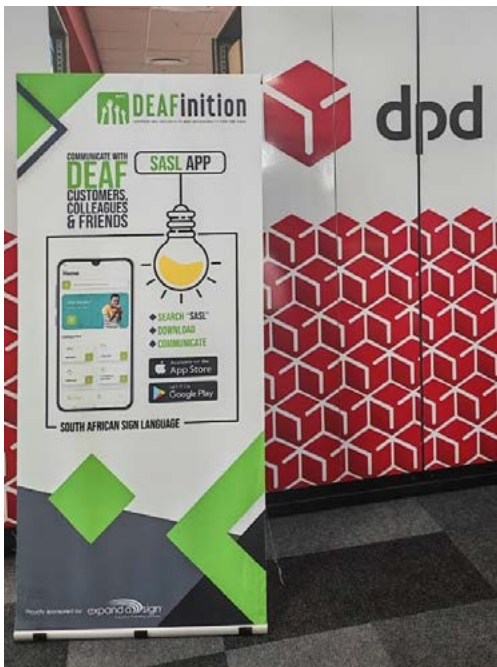
Keep your team healthy and supported in all the ways that matter. **Contact us to find out how.**

Cell: 083 325 4247 | Email: sharon@saepa.co.za | Website: www.saepa.org.za

# Promoting Language Equity: Breaking Communication Barriers

*“DPD South Africa believes every voice matters,” says Tshego Mosadi, DPD HR Business Partner.*

Thus the company identified a gap in disability inclusion, specifically relating to communication accessibility for deaf employees. Currently, three deaf employees are employed with organisational communication relying on colleagues to translate key messages



informally prior to 2025. Recognising the need for a more structured and equitable approach, the Human Resources department introduced the Diversity, Equity, Inclusion and Belonging Initiative in 2025 to ensure equal access to communication and foster an inclusive workplace.

DPD partnered with eDeaf, a leading South African service provider specialising in Deaf skills development. eDeaf offers comprehensive services, including training, recruitment support, ongoing workplace assistance, and professional interpreter services for both employers and deaf employees.

With eDeaf's support, Human Resources facilitated a national Deaf Culture Sensitisation Workshop, to promote awareness, understanding, and meaningful inclusion across the organisation. Since 2025, all major organisational communications have been accompanied by qualified interpreters, ensuring accessibility and equal participation.

The initiative has significantly improved communication accessibility for deaf employees, enhanced awareness and understanding of Deaf culture among hearing colleagues, and strengthened a culture of inclusion throughout the organisation.

## Empowerment and employment

### Just a few words about eDEAF.

A Deaf owned, B-BBEE Level 2 company, this is the leading provider of Deaf Skills Development training in South Africa.

Through our partnered solutions approach, it provides service to both the employer and the Deaf learner/employee in terms of training, recruitment, interpretation and ongoing support services.

eDeaf's goal is to improve the economic and social lives of the Deaf community, through a variety of empowerment and skills development programmes.



Employees working closely with deaf staff members are enrolled in South African Sign Language (SASL) training to improve day-to-day communication. Additionally, a conversational communication application has been introduced to facilitate one-on-one interactions. The app provides employees with real-time access to a live interpreter, ensuring seamless and effective workplace communication.

**Creating a legacy for future leaders**

The SAPICS Young Professional and Student Conference, in association with University of Johannesburg, will educate, empower, and elevate students in the profession of Supply Chain Management.

Online via Zoom  
08 April, 2026  
08:00 - 13:30

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

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SAPICS  
YEARS OF  
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Transformation

## Attention Young Professionals

SAPICS Young Professional & Student Conference.

**Invitation to an online event on 8 April 2026 from 8:00 to 13:30**

<https://sapics.glueup.com/event/sapics-young-professional-student-conference-173331/>

<https://sapics.glueup.com/event/sapics-young-professional-student-conference-173331/#speakers>

Attendance is free for SAPICS members, full-time students and young professionals under the age of 25.

Since 1966 SAPICS has worked to elevate, educate and empower individuals and organisations in supply chain management in South Africa and across the continent.

### SPEAKERS



Orpha Cilliers



Clare Fincham



Priscilla Leigh



Jacob Majatladi



Khumo Mosathupa



Mbongeni Michael Ndlovu



Sanjay Saha



Sebonkile Thaba



## Logistics with a kind heart

20 million South Africans live with food insecurity and poor nutrition. A massive reverse logistics operation is playing its part by putting 103 million meals on the table where they are needed.

For its magnificent performance, S A Harvest won two categories at the 2025 Africa Supply Chain Excellence Awards.

10,3 million tons of food are wasted in the Republic every year. Instead of going to landfill when the expiry date beckons, the food is collected from participating restaurants, retailers

and other partners to form nourishing fare.

Operations are headed up by Eugene Kriel who leads the national logistics, fleet, warehouse, and distribution systems that move rescued food across the country. His focus is precision, safety, and process improvement.

The organisation started in 2019 with just one van. Mirroring the growth in express logistics generally, it is now a serious player, delivering those 103 million meals to the needy and along the road, creating jobs as well.



## THE BIG PICTURE



Photo by Eric AK on Unsplash

*“The resilience of air cargo will continue to be tested in the coming months. In addition to the long-running uncertainties of evolving US trade policies, the outbreak of hostilities in the Middle East will both weigh heavy on global supply chains.”*

Willie Walsh, IATA's Director General.

In the air cargo market African airlines posted an 18.2% year-on-year increase in demand for air cargo in January 2026, the strongest growth of all regions.

Demand for air cargo between Africa-Asia grew 41.6% with seven consecutive months of growth and now represents 1.3% of the air cargo industry.

Members can read IATA's global air cargo analysis at the address below.

<https://www.iata.org/en/iata-repository/publications/economic-reports/air-cargo-market-analysis-january-2026/>

## IATA Highlights Three Priorities for Aircargo

*“Aircargo plays a critical role in connecting businesses to global markets and keeping supply chains moving, even as the operating environment becomes more complex. With so many external events impacting global supply chains — including the tariff and geopolitical shocks — it is important that we work on building resilience in areas we can control or influence. Working together to strengthen digitalisation, global standards and supply chain security will position aircargo well to continue supporting economic growth by connecting products to markets.”*

Brendan Sullivan, IATA's Global Head of Cargo - IATA World Cargo Symposium in Lima, Peru March 2026.

### The three priorities are:

- Accelerating digitalisation
- Strengthening global standards
- Enhancing safety and security

Members can read up on the detail at the following address:

<https://www.iata.org/en/pressroom/2026-releases/2026-03-10-01/>

SAEPA thanks Linden Birns of Plane Talking for forwarding the information.



# COPING WITH CHANGE

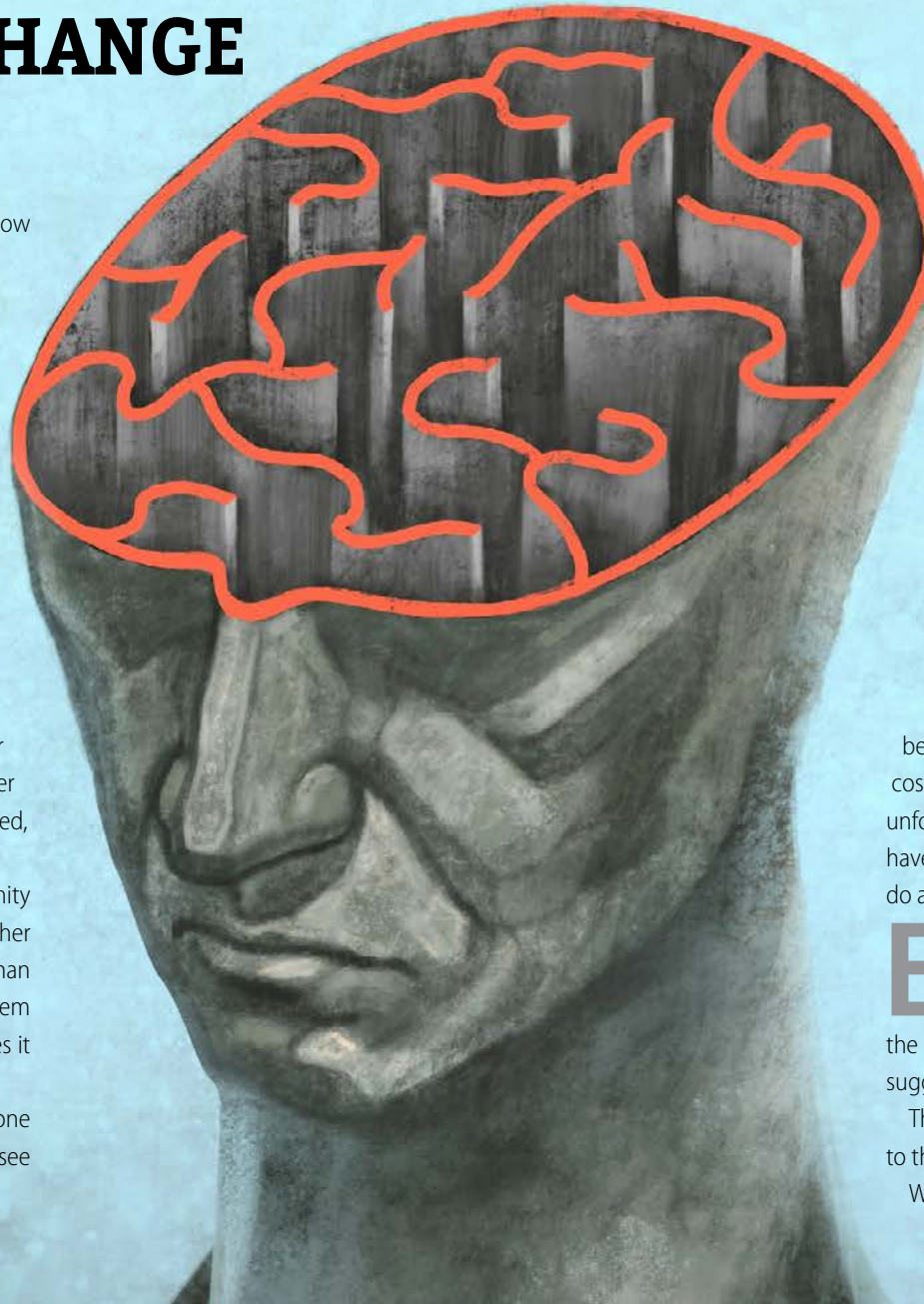
If you're like me, you'll be similarly astonished at just how quickly things change. In fact, it's a truism to say Change is the only constant in life.

With the start of the conflict in the Middle East the world is once again in an uncertain place. A few actors are making decisions with far reaching consequences for the globe, from economic impacts to the cost of human life. The irony is that in March we celebrated a number of days meant to signify how far we have come as humanity: March 1 – Zero Discrimination Day, March 1- World Civil Defence Day, March 8 - International Women's Day to name but three.

What we must not do is allow ourselves to feel despondent and powerless and lacking control as we follow the ongoing news cycle. We are aware that our industry will feel the short and long-term effects of the power struggle over oil and resources. Flights are cancelled, re-routed, delayed affecting agreed time frames for cargo delivery.

So, how should we as the Express Logistics community respond to the crisis? Remember how we all rallied together during the COVID pandemic, and came out stronger than ever? South Africans are innovative, resilient and great problem solvers. This is exemplified by an industry that demonstrates it can cope with anything.

During COVID, the main priority we had was to keep everyone SAFE - from our employees and partners to our clients. Let's see if how we can be SAFE this time, with and for each other.



**S – Security** – we need to ensure that our security protocols are checked and enhanced, especially to prevent potential attacks on vehicles for their fuel and their cargo. Streamlining routings can also secure costs, as we know that fuel prices are going to rise.

**A – Adapt** – we need to be prepared to adapt to the changing circumstances. As a management team, let's brainstorm different scenarios and see how things could be done more efficiently, or safer.

**F – Fun** – the world is a dark place at the moment, and your employees may be feeling the effects not only of what is going on in the world, but may also be experiencing circumstances in their personal lives. The cost of living has risen exponentially to the extent that salaries unfortunately cannot keep up. So, make the work environment a haven, rewarding, a place where at least they can enjoy what they do and have respite from harsher realities.

**E – Engage** – this is the time to break down silos. COVID was a great leveler, it put us all on the same plane. No one was immune. We're all in this together. So get involved with the teams to see what solutions their front line experiences can suggest.

That's how we ensure our express logistics industry will continue to thrive and pivot and render the essential services that we do.

With love and encouragement from Nicole.

## Strategic Partnership

The Institute of Customs and Freight Forwarding (ICFF) has announced a strategic partnership with The Evalex Leadership Evolution and Accelerator (Elea). Elea is a provider of leadership assessment and development solutions.

Both parties believe the collaboration fuels a bold step toward strengthening leadership capacity and professional excellence within South Africa's supply chain management industry. It will equip professionals with advanced leadership development programmes tailored to the logistics and trade sector.

***“This partnership underscores our commitment to not only advancing technical expertise but also cultivating strong, visionary leaders who can drive the industry forward,”***

says Ingrid Du Buisson, ICFF CEO.

Dr Juliette Fourie, MD Elea adds

***“By combining Elea’s leadership evolution framework with ICFF’s industry knowledge, we are creating a powerful platform for sustainable growth and transformation.”***



## Making South Africa proud



Safair has claimed the top position in the Middle East and Africa for 2025 with an exceptional on-time performance rate of 91.06%, achieved across 62,805 flights. This is a standout result by any global standard and places Safair among the most punctual airlines worldwide.

## Dangerous Goods (DG) Digital Declaration

The International Air Transport Association (IATA) has launched DG Digital as a feature of DG AutoCheck. The new tool fully digitalises the creation and approval of shippers' declarations for more than 3,800 dangerous items—from lithium batteries to explosives and chemicals. This results in faster document sharing, improved safety, and a significant reduction in rejected shipments.

Today, 95% of Dangerous Goods Declarations are still received in paper format. These declarations must be scanned, converted into a PDF document, then uploaded into DG AutoCheck to be validated. With DG Digital, declarations are generated and transmitted digitally from creation by the shipper to validation. This creates a more efficient and streamlined workflow compared with traditional paper-based processes.

For the full story:

<https://www.iata.org/en/pressroom/2026-releases/2026-03-12-01/>



## Be alert to that motorcycle

Since the explosion of home delivery services, there are simply more scooters and motorcycles on the road. The monthly “big shop” had been replaced by four or five or more top-up deliveries. Businesses no longer hold huge stocks of spares - it’s more costly than ordering items when needed.

So we see more couriers on the roads. Accidents involving them, many of them new to the job, are concerning.

The fact is that motorcycles and scooters are just less visible to saloon and commercial vehicle drivers. They are smaller and they disappear more easily into the “blind spot”. They pop up unexpectedly between lanes. And in a collision, they are generally on the losing side.

Arrive Alive covers the challenges in some detail.

<https://www.arrivealive.co.za/bike-crashes-visibility-and-motorcycle-safety>

### Mitigating the danger

- High-visibility jackets will make two wheel couriers easier to spot.
- Riding with headlights on permanently results in daytime visibility.
- Drivers should take care when lane changing and be aware that they may be in a motor vehicle blind spot.
- Daytime running lights for motorized two-wheelers have been shown to reduce visibility related crashes in several countries by between 10% and 15%.

These couriers are making life more convenient for business and consumers and we owe it to them to make their safety a priority.



Photo by Wenhao Ruan on Unsplash



## COMPETENCE, COURTESY AND CARE

Few could have forecast the growth in business and home express parcel deliveries that has taken place over recent years. As an industry, we are proud of the job creation.

In fact, numbers have grown so fast that they have probably outstripped our ability to keep

pace with driver training and education, though we do our best.

Yet this is such an important issue. To the consignee, the courier/driver is the face of the supplier and the express logistics company - literally. All other contact between supplier and

end users is telephonic or email.

Thus, it’s vital that your staff - the face of your company - have the right attitude and the right presentation.

The vehicle should be clean and well maintained and its load tidy and cared for.

As the sole interface between the supplier, courier and recipient the driver should be well turned out, competent, courteous and trained in customer satisfaction skills.

Please consider this front line when planning and budgeting your training and education for 2026.