



NEWS DELIVERY

May 2025

GARRY'S MESSAGE



Garry Marshall

There can be few businesses as exciting and dynamic as Express Logistics. Every day is a balancing act with our members' people and processes juggling speed, service and security while still coming through smiling. Over the weeks and months, they adapt what they are doing and how they are doing it to accord with the feedback and demands from industry and commerce, agriculture, government and increasingly the general public.

We have accommodated changes in whom we serve, how we respond to their special needs, whom we employ to deliver service and how we train and educate them. It's only when we look back over the long term as an association, that we appreciate the evolution of courier and related enterprises. It's rewarding to recognise the role of SAEPA as the glue that binds competitive member companies together in terms of shared values and ethics. It is this that has earned us the respect of the regulators as the mouthpiece of this growing, changing business.

Consequently, our vital role in the economy is now being generally recognised and celebrated. During the covid era, government sources praised us for keeping the economy pumping despite the difficult circumstances. As South Africa moves into its next phase of development, they can be assured that our express logistics industry will remain at the core, ready to serve.

Garry

MARTINE ON SKILLS DEVELOPMENT

by Martine Maraschin



Important Notice

Employment Equity Amendment Update



PROVINCE	TOWNS TO BE VISITED	DATES	TIME	VENUES
EASTERN CAPE	EAST LONDON	TUESDAY, 20 MAY 2025	09.00 – 14.00	TBC
	GQEERHA	THURSDAY, 22 MAY 2025	09.00 – 14.00	TBC
KWA-ZULU NATAL	PIETERMARITZBURG	TUESDAY, 27 MAY 2025	09.00 – 14.00	TBC
	DURBAN	THURSDAY, 29 MAY 2025	09.00 – 14.00	TBC
GAUTENG	PRETORIA	TUESDAY, 03 JUNE 2025	09.00 – 14.00	TBC
	JOHANNESBURG	WEDNESDAY 04 JUNE 2025	09.00 – 14.00	TBC
	WEST RAND (VAAL)	THURSDAY, 05 JUNE 2025	09.00 – 14.00	TBC
MPUMALANG	NELSPRUIT	TUESDAY, 10 JUNE 2025	09.00 – 14.00	TBC
	WITBANK	THURSDAY, 12 JUNE 2025	09.00 – 14.00	TBC
NORTH WEST	KLERKSDORP	TUESDAY, 10 JUNE 2025	09.00 – 14.00	TBC
	RUSTENBURG	THURSDAY, 12 JUNE 2025	09.00 – 14.00	TBC
FREE STATE	WELKOM	WEDNESDAY 18 JUNE 2025	09.00 – 14.00	TBC
	BLOEMFONTEIN	THURSDAY, 19 JUNE 2025	09.00 – 14.00	TBC
NORTHERN CAPE	KIMBERLEY	WEDNESDAY 18 JUNE 2025	09.00 – 14.00	TBC
WESTERN CAPE	GEORGE	TUESDAY, 24 JUNE 2025	09.00 – 14.00	TBC
	CAPE TOWN	WEDNESDAY 25 JUNE 2025	09.00 – 14.00	TBC
LIMPOPO	THOHOYANDOU	TUESDAY, 24 JUNE 2025	09.00 – 14.00	TBC
	POLOKWANE	WEDNESDAY 25 JUNE 2025	09.00 – 14.00	TBC

2025 EMPLOYMENT EQUITY WORKSHOPS/ROADSHOW SCHEDULE

NB: Please keep on visiting the website for confirmed venues

"Bridging the Equity Gap Through Diversity & Inclusion"

The Department of Employment and Labour (DEL) has published the 2025 Employment Equity Workshops/Roadshows schedule. Members are encouraged to look out for further communication from DEL regarding bookings and venues.

Please be reminded that all targets and requirements of the amendments are now a matter of compliance for implementation in the 2025 Employment Equity reporting period which commences on 1 October 2025. Designated employers must prepare employment equity plans which run from 1 September 2025 to 31 August 2030.

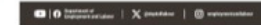
The first time that designated employers will need to report on these plans is in September 2026.

It is expected that the DEL will provide further information regarding the new format and requirements from the amendments.

The Department of Trade, Industry and Competition (dtic) draft Transformation Fund Concept

The date for submissions to the draft Transformation Fund Concept has been extended to 28 May 2025.

SAEPA has made its submission to the dtic. Please contact martine@saepa.org.za should you wish to receive a copy.



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MARTINE ON SKILLS DEVELOPMENT

TETA & QCTO Scoping Sessions

TETA held working groups for the Motorcycle Driver and Delivery Driver with Subject Matter Experts (SME) from SAEPA and the industry on 23 & 24 May and 26 & 27 May respectively.

We are grateful to the SMEs who represented SAEPA at these working groups. SAEPA looks forward to continued collaboration as we work towards the successful developing and implementing of these occupational skills programmes.

TETA Sector Skills Plan 2026/27

Stakeholders from the Road Freight and Forwarding & Clearing industries met the TETA appointed researchers on Friday 9 May to update the Sector Skills Plan 2025-2030 for the year 2026/27. Boitumelo Mokotong assisted by Eileen Sibanda from Red Flank Solutions (Pty) Ltd were well prepared and extremely knowledgeable on the topics for discussion. The sessions, focused and serious, were conducted in good spirit with a touch of humour. Boitumelo did a great job at keeping all participants "in their lanes and ensured good steering of the discussion".

The objectives of the focus groups were to:

- Identify sectoral skills gaps and occupational shortages (Hard To Fill Vacancies HTFV), thus guiding

evidence-based decision-making concerning skills development interventions to address demands of labour market

- Analyse sector's dynamics by reviewing:

- ◊ change drivers relating to internal or external factors that change traditional methods of conducting business in the sector, causing it to develop in a certain way thus affecting skills demand or supply in a certain way
- ◊ articulating sectoral strategies aimed at addressing skills development needs and
- ◊ uncovering emerging new occupations

It is our hope as stakeholders that TETA will take heed of these inputs made. Further information on the final HTFV will be provided in the weeks to come.



Transport Education Training Authority (TETA) Inaugural Forwarding & Clearing Summit

TETA is hosting a free summit on 4 & 5 June 2025 at Emperor's Palace Convention Centre under the theme: "Empowering the Freight Forwarding and Clearing Industry to Enhance Skills, Boost Trade, and Foster Growth in South Africa, Africa, and Globally."

TETA seeks to co-create with industry leaders, regulators, and all stakeholders a sector-ready Skills Master Plan that will contribute meaningfully to the development and transformation of this crucial sector.

This summit invites stakeholders in the Forwarding & Clearing section to attend to the summit as their voices and contributions will be vital to ensuring a skills framework that is relevant, responsive, and inclusive.

Further information can be found on <https://www.teta-summits.co.za/>

Feedback - Quality Council For Trades & Occupations (QCTO)

SAEPA encourages all stakeholders to provide feedback on the current QCTO processes, procedures and pain points/challenges relating to accreditation; registration of learners, exiting of learners and External Integrated Summative Assessments (EISA). Submissions can be made to martine@saepa.org.za

Safe air transport for animals

The International Air Transport Association (IATA) has launched LAR Verify, a digital portal to improve the welfare and safe transport of live animals by air. It can be embedded into cargo management systems, making it easier to integrate into existing workflows.

Members can access accurate operator and destination-specific requirements as defined by the IATA Live Animals Regulations (LAR), which have formed the basis for the worldwide transport of live animals by air for more than 50 years. The new portal offers an automated compliance solution for live animal shipments, streamlining planning, booking, acceptance and handling.

IATA data shows that there were close to 200,000 live animal shipments globally in 2024, up 11% since 2019 according to Brendan Sullivan, IATA's Global Head of Cargo.

<https://www.iata.org/en/services/compliance/lar-verify/>

Our thanks to Linden Birns for the link.



Photo by Anatolii Kozhukhar on Unsplash

FedEx Welcoming infrastructure investment

South Africa's commitment to infrastructure investment is set to reshape the country's transport and logistics sector, driving economic growth, trade efficiency and business expansion.

This is the view of Gregory Saffy, recently appointed Managing Director of Operations for Sub-Saharan Africa at FedEx. "This commitment will be a pivotal step toward enhancing the efficiency of goods and services moving across the country," says Saffy. "Hopefully, this investment will translate into more reliable and expedited transit times, allowing us to continue offering superior services to customers. Upgrades to roads, railways, ports, and airports will facilitate smoother domestic and international trade, aligning with our mission to provide efficient and dependable logistics solutions."

A further key FedEx appointment is Leon Bruwer as Managing Director of Sales. When it comes to experience, Bruwer posts over 30 years experience in logistics with Saffy on 28 years.

This means both leaders bring a wealth of experience and a proven track record in driving growth to the FedEx team.



SAEPA congratulates industry stalwart Diederick Stopforth on his appointment as Managing Director of Internet Express, one of South Africa's fastest-growing courier and express parcel companies.

Diederick brings to the role a wealth of experience, resilience and a reputation for credibility and business ethics. He has served as a Director of SAEPA where his expertise in marketing and business development were highly valued by the association.

Founded in 1998, Internet Express is focused on innovation, customer-centric solutions and technological excellence.

The company's recent acquisition of City Express underscores its commitment to expanding its service offerings and market reach.

<https://www.internetexpress.co.za/>



At SAEPA we are all winners

Our thanks to TRANS Airfreight for including SAEPA in the their customer appreciation golf day at Benoni Country Club this month.

SAEPA sponsored 300 ml water bottles for each golfer and a prize of four gift vouchers for the Golf Pro Shop as the four ball prize.

While all four ball's received prizes TMA Africa walked away with the main prize.

TRANS Airfreight is enthusiastic about training and education to sustain service excellence.



The overall winners are from TMA from left to right are Frank Whittal, Danie Opperman, Carl Hogg & Martin Hogg

SAEPA gave their support by supplying branded 300ml water bottles for the golfers and a 4 ball gift voucher for each player



Country Club Golf carts all ready or action



Bidair lady representative teeing off



Rise of the Machines

Everywhere you look, it seems that the latest bandwagon to jump on is AI. From being a theoretical construct illustrated in movies such as 2001: A Space Odyssey (1968) to the Terminator Franchise (1984), the idea of “Artificial intelligence” being equivalent or better than human intelligence is an idea that can be quite terrifying. Well, we are not there yet and like most Domsday worst case scenarios, hopefully we won't all end up on a battery farm feeding The Matrix (1999). Unless, maybe we are there already?

But for now, AI is worming its way into the very fabric of how we perform at work. From our messaging applications to our office suites, and even for designing software and websites, AI is something destined to become as ubiquitous as the internet.

So how can express logistics react to this changing paradigm?

A recent Freight News article showcased the fact that South Africa is a top target for Cyber Attacks. <https://www.freightnews.co.za/article/sa-top-target-cyber-attacks>

The article is quite sobering so I wondered how Express Logistics might harness the power of AI to tackle this very real threat. I asked CHATGPT to give me a breakdown. In less than a minute AI gave me a recipe embracing key points which would otherwise have taken hours of research. Follows in italics.

By using AI tools, SAEPA members should remain one step ahead of potential threats. With technology

growing at an exponential rate, we need to keep up-to-date before the wave breaks over us.

Harnessing AI for Safer Deliveries: How South Africa's Express Logistics Sector Can Combat Cyber Threats

In an era defined by digital transformation, South Africa's express logistics and courier industry is moving at full throttle toward greater efficiency, agility, and reach. But alongside this technological evolution comes a growing menace: cybercrime. As e-commerce surges and more logistics operations go digital – from real-time tracking to automated dispatch – companies are becoming increasingly vulnerable to data breaches, ransomware, and sophisticated cyberattacks. Enter Artificial Intelligence (AI): a powerful ally in the battle to secure the digital backbone of the logistics industry.

The New Frontier of Security Risks

Cybercrime in South Africa is on the rise. According to Interpol's 2022 Africa Cyberthreat Assessment Report, South Africa experiences the third-highest number of cybercrime victims globally, at an annual cost of billions. For courier and logistics firms, the risks are manifold: compromised customer data, hijacked delivery instructions, disrupted supply chains and reputational damage.

Such threats are not theoretical. There have been instances where criminals have used phishing attacks to intercept delivery schedules, cloned tracking pages to steal user information and even deployed ransomware to freeze entire logistics networks.

Why AI Matters in Courier Security

AI's potential in enhancing logistics operations is well-documented: route optimisation, demand forecasting, warehouse automation. And its capabilities in cybersecurity are equally transformative:

1. Real-time Threat Detection

AI-powered systems can monitor network traffic in real time, flagging suspicious activity based on patterns and anomalies. Unlike static security protocols, AI adapts to evolving threats, providing proactive rather than reactive protection.

2. Predictive Analytics

By analysing past incidents and large datasets, AI can predict likely attack vectors and vulnerabilities in courier IT infrastructure, enabling companies to patch weaknesses before they are exploited.

3. Automated Response Systems

When a breach is detected, AI can trigger automated containment protocols, isolating affected systems, alerting teams and initiating countermeasures within seconds, reducing response time and potential damage.

4. User Behaviour Analysis

AI can monitor user login behaviours across systems. If an employee's credentials are used from an unusual location or at odd hours, the system can flag or temporarily lock access until verification.

Rise of the Machines

5. Secure Last-Mile Delivery

With AI-integrated Internet of Things (IoT) devices and smart locks, companies can ensure that parcels are delivered securely and accessed only by verified recipients minimising physical theft and fraud.

Practical Steps for Implementation

For South African logistics companies looking to bolster their cybersecurity posture using AI, the journey begins with a strategic roadmap:

- 1) Audit Current Systems by assessing IT infrastructure to identify points of vulnerability.
- 2) Collaborate with AI cybersecurity firms specialising in AI-powered solutions tailored to logistics.
- 3) Invest in AI Training to equip staff - especially in IT and operations — with the knowledge to understand and work alongside AI systems.
- 4) Walk, don't run. Ideally, start with Pilot Projects to introduce AI security tools in specific areas like customer data protection or fleet management before scaling organisation-wide.
- 5) As always, ensure regulatory compliance by adhering to South Africa's Protection of Personal Information Act (POPIA) and other global data protection standards to avoid penalties and protect consumer trust.

The Competitive Advantage of Cyber Resilience

In a competitive landscape where delivery speed, customer experience and reliability are key differentiators, companies which prioritise cybersecurity — especially through AI — will not only mitigate risks but also gain a significant edge. As clients are increasingly aware of data privacy, demonstrating your commitment to digital safety will increase their trust in your brand.

Moreover, a secure, AI-driven system opens the door to innovation. Members can confidently expand into new services such as contactless deliveries, AI chatbots for customer service, and smart lockers — all without fear of compromising digital security.

A Call to Action

The intersection of AI and cybersecurity isn't just a trend, it's a necessity. As South Africa's express logistics and courier industry continues to digitise, so too must our approach to safety. Embracing AI is not about replacing human judgment but augmenting it with the speed, scale, and intelligence needed to stay ahead of cybercriminals.

In our industry, where every second and every byte of data matters, companies that act now to integrate AI-driven security will future-proof their operations and protect what matters most: their customers, their reputation, and their bottom line.



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

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

THE MAKING OF A LEGEND BY THE MYSTERY COURIER

“I think it’s sad the word ‘legend’ has been diluted from pulling a sword from a stone to unexpectedly returning with crisps.”

Gary Delaney, English writer and stand-up comedian.



Legend used to be applied to heroes who trod where none had before – pioneers climbing Everest, reaching the Antarctic, setting foot on the moon.

That was an age when youth also revered the fictional Superhero and couldn’t get enough of their comicbooks, tunics and toys.

But now here on Earth we have a prosaic, real-time day-to-day group of heroes to admire. Couriers. They serve the Republic’s express supply chains and Checkers is celebrating them in a big way.

Checkers Sixty60 branded an in-your-face LIFT Airbus 320 on domestic flights between Johannesburg and Cape Town. But their masterstroke astonished me. They launched a range of collectible toys – figurines, toy delivery bikes and vans, even Sixty60 branded clothing. And collectors are going crazy for them.

Last year, in a rare appearance at my workplace, Mrs Courier observed the constant arrival by courier of spares urgently needed. Immediately converted, she has taken to forever ordering household inventory online – even our groceries. She has also



started collecting the Checkers’ Sixty60 figurines which celebrate the real world unsung heroes in Express Delivery.

Checkers set the stage. So now, at the prompting of Mrs Courier as to “why don’t I do something” it’s time to introduce News Delivery’s own breed of South African express logistics hero – SAEPAMAN

SUPERHERO	SAEPAMAN/SAEPAWOMAN
• Saves Earth from disaster	• Saves SA economy from disaster
• Combats villains who threaten and rob citizens	• Protects property in transit to business and consumers (1)
• Meets impossible deadlines	• Fast, secure and on-time. Meets impossible deadlines

(1) https://www.youtube.com/watch?v=M6qEee1_4fw

It’s wonderful to see our industry is now receiving recognition from the young as well as their parents in business and commerce. Well done, Checkers’ marketing for your breakthrough.



Speed • Security • Service

THE BIG PICTURE

According to the International Air Transport Association's (IATA) analysis of the air cargo market during March 2025:

African airlines recorded:

- -13.4% year-on-year decrease in demand for air cargo, the slowest among the regions. This is in contrast with the global industry which saw a 4.4% rise in demand vs March 2024.
- 10.5% year-on-year increase in cargo capacity, most of which is belly cargo hold space on passenger aircraft.
- A cargo load factor of 37.1%, a year-on-year fall of -10.4%. In other words, a little more than one third of the available capacity was taken up by the market.

Demand for air cargo is a useful barometer of trade, with many high-value items transported by air, including smart phones and IT equipment, automotive components, precious metals and gems, perishable food items and pharmaceuticals. E-commerce shipments and other courier items are also a growing component of the air cargo industry.



Photo by: Chantel Sengul/Digitalist