

The UK Regulator Ofcom has fined Royal Mail R 486 million (£ 21m) for missing annual delivery targets for first- and second-class mail, leading to millions of letters arriving late



NEWS DELIVERY

October 2025

GARRY'S MESSAGE

Postal Darwinism

Imagine if our authorities declared 1970s technology - Telex - to be the mandated option for message exchange - with 1980s fax machines also permitted. Imagine similarly that they shunned the email revolution of the 1990s with sanctions against users and providers.

How would business cope with the demands of the 21st Century using outdated technology shackled within a framework decades stale with no allowance for current developments. Business would rightly insist that the authorities recognise how business has changed and insist they make allowances or get out of the way.

Yet isn't this exactly what happens with Postal Regulation?

In the 1970s, 80s and 90s the authorities did not envisage an end to letterpost and post office parcel deliveries as the primary means of person to person communication. How wrong they were.

When the Postal Act was drafted those involved didn't have an inkling as to how the courier and



Garry Marshall

express logistics industry was to burst on the scene from the mid-70s. Now is the time to update their thinking.

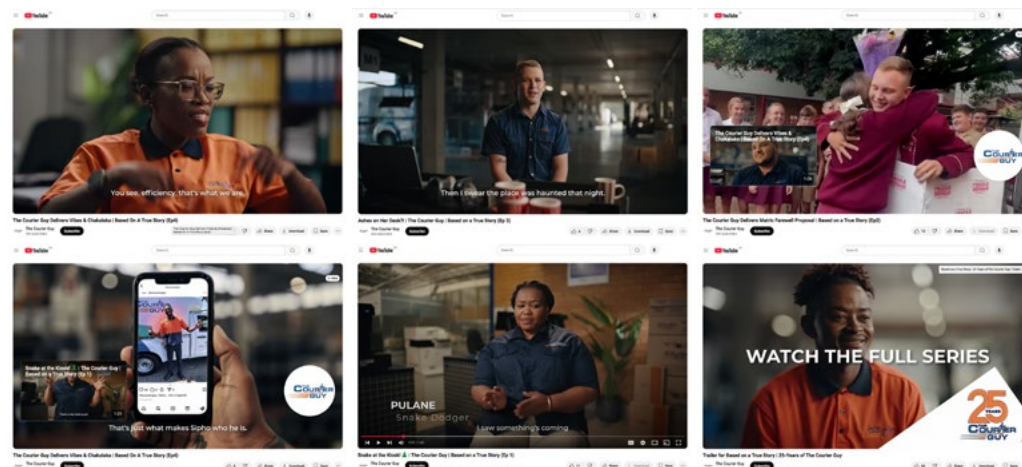
We've seen how postal decline is affecting even the mighty UK mail system with more than half of its 11500 Post Offices up for closure.

The fact is that our express logistics industry has revolutionised the delivery business. We offer an unparalleled range of delivery options for urgent, important and valuable packages. These options are safe, secure with a comprehensive geographic footprint and are all delivered with personal service and a smile.

Let's leave the Post Office along with telex and fax while couriers excel at fulfilling the distribution needs of South Africa's business, commerce, government and home users with the latest systems and technology.

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

THE COURIER GUY SILVER JUBILEE



The Courier Guy is celebrating its 25th anniversary with a series of "Slice of Life" videos that are entertaining, amusing and instructive.

Based on true stories, and featuring real people (not actors) the short videos demonstrate pride in our industry, pride in our people and pride in being South African.

We've posted beneath the address where you can enjoy these well-directed videos, smile along

and maybe think of your own experiences in the world of express logistics. Crisis shipments. Unusual courier requests. Weird and wonderful parcels. Remote destinations. Urgency and importance. It's all there.

Congratulations, The Courier Guy on your 25 years of success. Thank you also for enlightening the public as to the role of our industry and the nature of the services we provide.

<http://bit.ly/48AaoZc>

AIRLINK BUCKS THE TREND



The handover and ribbon-cutting ceremony at Embraer's facilities in São José dos Campos, Brazil. Embraer President & CEO, Services & Support, Carlos Naufel, Airlink Chief Commercial Officer, Katherine Whelan, Azorra Chief Marketing Officer, Michael Davis.

Bravo to Airlink as the carrier celebrates the acceptance and consummation of its lease of 10 new-built modern Embraer E195-E2 twin-engined passenger jets.

Its fleet renewal comes at a time when challenges within the aerospace industry's supply chain are delaying production of new aircraft and parts. International Air Transport Association (IATA) and management consultancy, Oliver Wyman, report that output by the aerospace manufacturing sector has not recovered since post-Covid 2020. The worldwide commercial backlog reached a historic high of more than 17,000 aircraft in 2024. Airlines are re-evaluating their fleet plans and, in many cases, keeping older aircraft flying for extended amounts of time.

"Fuelling Her Rise: Leadership in Motion,"

Chartered Institute of Logistics and Transport in South Africa (CILTSA)

SAEPA lent its support to and participated in the 2025 CILTSA Women in Logistics, Transport and Supply Chain Empowerment Conference. The conference brought together industry leaders and reinforced the industry's commitment to fostering female leadership within the transport, logistics and supply chain sectors.

Our CEO, Garry Marshall took part in a searching panel discussion focused on women's leadership and contributed his insight. The panel, facilitated by Ignatia Sekonyela, Founder and CEO of Bathudi Technical Training, featured a distinguished lineup of industry titans, including Maphefo Anno-Frempong, CEO of the Transport Education and Training Authority (TETA); Nomsa Mokoena, Managing Director of Faithrich Logistics and Maserati Ramokadi, Analyst, Transport and Logistics at Absa.

The conference theme, "Fuelling Her Rise: Leadership in Motion," was backed by significant sponsors including Isuzu, MasterDrive, Produkta Trucks, ISB Optimus and PowerFleet.

Commitments were tabled to advance women through tangible initiatives, including mentorship programmes and specialised training sessions aimed at building professional skills and confidence.

Several attendees were given professional development opportunities by supporting organisations. ActionCoach and the Shevon K Foundation awarded business mentorship, coaching and work readiness programmes to multiple recipients, while BBOpEx, led by Glenda Maitin, committed to a half-day workshop delivered via Microsoft Teams to help eight unemployed youth market themselves within the industry.

SAEPA's involvement in the conference underscores the dedication by the express logistics sector to creating a more inclusive and dynamic future for the industry in South Africa.

Held at the Birchwood Hotel, close to O R Tambo International Airport, this was a meaningful conference which finished with a festive conclusion.



From left to right: Lebo Letsoalo – Founder of the African Women in Supply Chain Association; Mapefo Anno Frempong – CEO of TETA; Catherine Larkin – CILTSA's Executive Director and Garry Marshall – CEO of SAEPA.





"Post Office has been part of the everyday fabric of British life for almost 400 years. But we cannot afford to stand still. Digital technologies have transformed how we shop, transact and communicate."

Neil Brocklehurst, Post Office chief executive.

More than half of UK Post Offices could be closed down, a new government consultation has revealed. Roughly 6,000 of the country's 11,500 Post Offices have become financially unviable and may be forced to shut their doors. This is according to the Government's Future of Post Office consultation.

Many operators have struggled to adapt their existing infrastructure such as sorting centers and delivery networks to the growing demand for parcel delivery.

At the same time innovation in the courier and express logistics business has changed the mechanisms of delivery and created a whole new flourishing business to replace the old.



THE BIG PICTURE

The International Air Transport Association (IATA) has released data for the August 2025 global air cargo market.

"Air cargo demand grew 4.1% in August, marking the sixth consecutive month of year-on-year growth. Volumes continue to grow even as global trade patterns change.

Beating the average, African airlines saw a 11.0% year-on-year increase in demand the strongest rise of all regions.



Image by Freepik



Empowering Tomorrow: Investing in Skills for the Future of Express Logistics

“Why people development Is the key to our industry’s resilience and growth.”

Maxeen Naidoo Barath writes in her personal capacity

As the express logistics sector stands on the cusp of transformation, the importance of investing in people has never been more urgent or profound. Technological innovation, shifting global markets, and ever-demanding customer expectations are re-writing the rulebook for success. In this evolving landscape, it is not only new systems and technologies that will ensure progress – it is the empowerment, upskilling and inspiration of

our workforce that will truly drive sustainable change.

True leadership today means recognising that our people are the cornerstone of adaptability and resilience. By dedicating time and resources to nurture future skills, we equip our teams not simply to keep pace but to lead the charge in digital transformation, operational excellence, and customer-centric solutions. This proactive approach creates a culture of continuous improvement and innovative thinking,

essential for tackling the complex challenges and seizing the opportunities ahead.

The call to action for industry leaders is clear:

- Make people development a strategic priority.
- Invest in comprehensive training, mentorship, and learning journeys tailored to the needs of a diverse and evolving workforce.
- Encourage curiosity, reward initiative, and foster an environment where every employee can

contribute their unique strengths to shaping the future.

By preparing today's talent for tomorrow's world of work, we ensure the express logistics industry will remain dynamic, competitive, and ready to effect change. Our commitment to skills development will not only secure our organisations' growth but also leave a lasting, positive mark on the sector and the generations that follow.

Seabourne Logistics - Our Journey with Internships

“Internships - an opportunity to attract and retain talent”

Phumzile Dlamini, Human Resource Manager, Seabourne Logistics.

News Delivery highlights the inspiring efforts of one of our member companies, Seabourne Logistics, which has successfully integrated internship programmes into their operations. This has created meaningful pathways for young talent to enter the express logistics and supply chain industry. By investing in internships, Seabourne Logistics has not only supported skills development and job readiness but also strengthened its own workforce with fresh perspectives, innovation and energy.

“Through the SAEPA/TETA-funded internship

programme during 2024/25, we’ve had the privilege of hosting several passionate and motivated young individuals,” says Phumzile. “From the outset, our goal was to offer meaningful workplace experience while identifying potential future talent. What quickly became evident was the enthusiasm, curiosity, and fresh perspective that our interns brought to the business. Their eagerness to learn and contribute added noticeable energy to our teams and introduced new ways of thinking about how we work.

“As the programme progressed, many of the

interns took on responsibilities beyond their initial scope. They adapted quickly to our systems, embraced our company culture, and demonstrated initiative and reliability. By the time their internships ended, it was clear that some had already become part of the Seabourne family — they understood our values, our people, and our business.

“Appointing these high-performing interns permanently was a natural next step. Doing so ensured we retained the knowledge, skills, and training we had invested in, while strengthening our workforce with individuals who were already

aligned with our goals.

“The results have been extremely positive. Our former interns continue to grow within the business, adding value through fresh ideas, dedication, and a strong sense of purpose.

“For graduates, internships provide a bridge between theory and practice. For employers, they offer a powerful way to develop, evaluate, and retain emerging talent. At Seabourne Logistics, our experience has proven that investing in interns is not only rewarding — it’s a sustainable approach to building the future of our industry.”

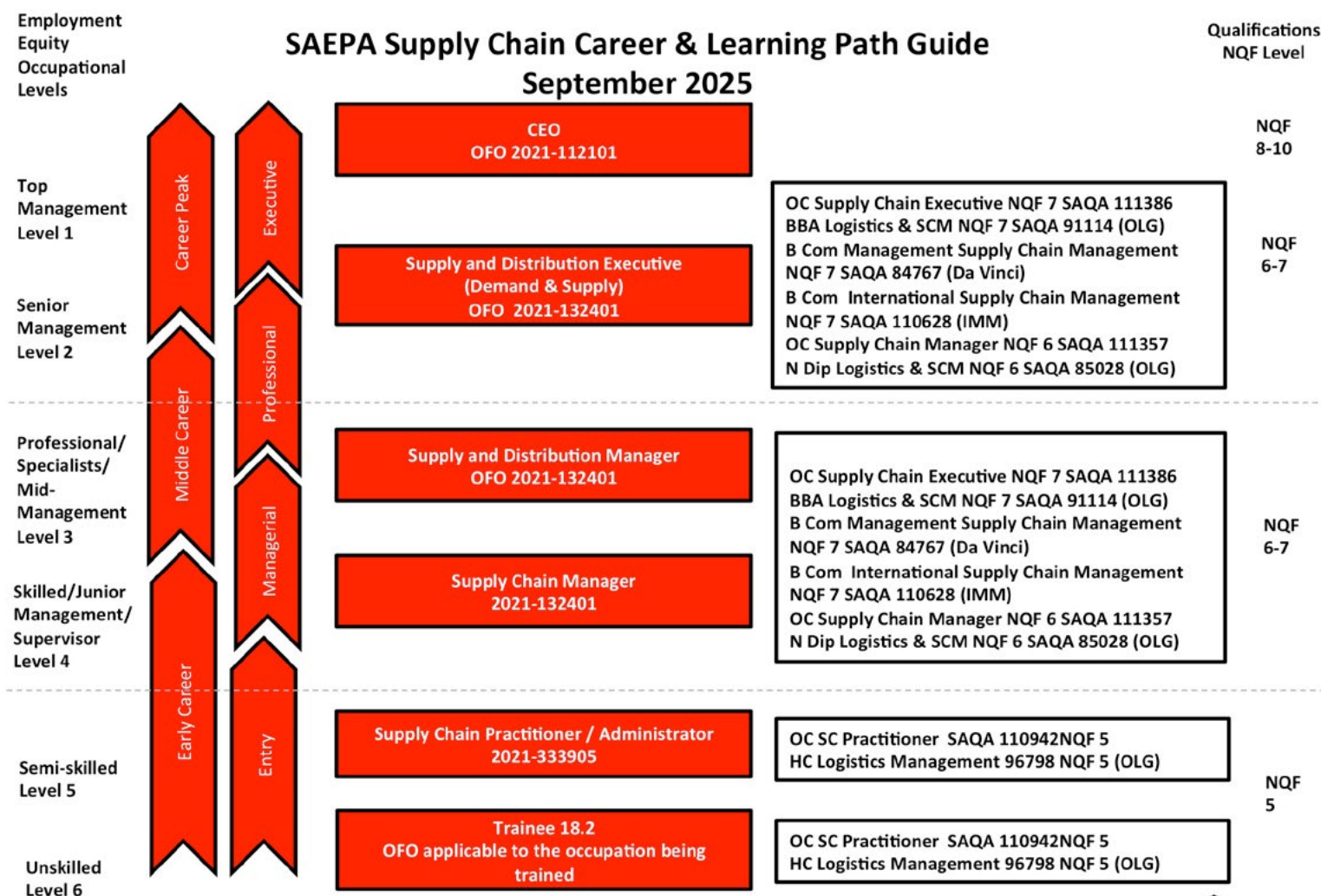
Building a Career in Supply Chain Management within Express Logistics

Martine says a career in supply chain management within the express logistics offers exciting opportunities for professionals who thrive in fast-paced, technology-driven environments. This field focuses on the seamless movement of parcels and documents through intricate networks of sorting hubs, transportation routes, and last-mile delivery systems. It demands precise co-ordination, analytical thinking and customer service excellence.

To advance in this dynamic industry, professionals can pursue recognised qualifications such as those listed on alongside each role of the career path below. These programmes provide structured learning opportunities to build both operational expertise and strategic leadership skills—preparing individuals to drive efficiency, innovation, and sustainability within express logistics operations.

Interested parties should check qualification registration status prior to enrolling of learners since some will expire between 30 June and 31 December 2026. Note that all qualifications have a train-out period of up to two years from registration end date, so learners enrolled on qualifications prior to the registration end date have two years within which to qualify.

- N Dip & BBA Degrees - offered by Open Learning Group (Pty) Ltd
- B Com Degrees - offered by Da Vinci Institute or IMM Graduate School
- All other qualifications are offered by Skills Development Providers (SDPs) accredited by Quality Council for Trades and Occupations (QCTO)



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MARTINE ON SKILLS DEVELOPMENT

Transport Sector Targets 2025-2030

Organisations with fewer than 50 employees are exempt from Employment Equity Reporting although they will need to obtain a Certificate of Compliance from the DEL. Qualifying Organisations can follow the link below "How to declare and get Certificate of Compliance"

5-YEAR SECTORAL NUMERICAL TARGETS					
		13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	14. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	15. REAL ESTATE ACTIVITIES	16. TRANSPORTATION AND STORAGE
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUP
Top management	Male	24.4%	49.8%	18.9%	32.2%
	Female	38.1%	41.9%	30.3%	30.0%
	Total	62.5%	91.7%	49.2%	62.2%
Senior Management	Male	29.9%	49.8%	22.9%	42.1%
	Female	46.1%	46.1%	46.1%	35.9%
	Total	76.0%	95.9%	69.0%	78.0%
Professionally Qualified & Middle Management	Male	35.9%	49.8%	32.4%	46.3%
	Female	46.1%	46.1%	46.1%	40.7%
	Total	82.0%	95.9%	78.5%	87.0%
Skilled Technical	Male	49.8%	49.8%	38.3%	49.8%
	Female	46.1%	46.1%	46.1%	41.4%
	Total	95.9%	95.9%	84.4%	91.2%
Disability only	All	3%	3%	3%	3%

https://youtu.be/BUBWozGb_2g?si=SMlgQvN3i37ApyGe

Employment Equity Report 2025

The Department of Employment and Labour's (DEL) Employment Equity online portal opened on 1 October 2025 for the submission of the 2025 EE Reports (EEA2 and EEA4) only. Deadline for these reports is 23:59 on 15 January 2026.

Refer to Gazette No. 52514 and 52515 of 10 April 2025, which provide employers with the regulations and amendments as well as the Sector Targets for immediate implementation.

The targets set by the DEL are now a matter of compliance for implementation in the 2025 Employment Equity reporting period. Designated employers must prepare employment equity plans that 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.

TETA Funding Opportunities: Annual Performance Plan 2025/26

TETA invited its stakeholders to submit proposals to implement the TETA 2025/26 Annual Performance Plan, SLA between DHET and TETA, and National Priorities. Applications closed on 19 October 2025.

The overall objective was to solicit proposals that will ensure that Annual Performance Plan, SLA between the TETA and DHET and national priorities are addressed to meet overall TETA annual performance.

It is envisaged that awards will be made by end November. Qualifying stakeholders will be notified by email of their awards and will be required to implement all programmes before 31 March 2026, the end of the current financial year end.

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but with us it's also affordable



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- Hassle-free experience with set fee deducted from salary
- Extensive coverage of various ailments

Platinum Tier

- Priority access to Workforce Healthcare walk-in clinics or MediRite Pharmacy Clinics
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Affordable pricing:

	Principle Member	Dependant
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