

GARRY'S MESSAGE



Garry Marshall

Our industry continues on its winning path. In this edition, we recognise achievement by organisations and individuals.

Juliette Fourie is the first to complete her PhD after four years. Another tribute to the focus on academic and practical achievement by our people and their dedication to achievement.

Our correspondent on Safety and Security, Nicole Alexander, has been busy adding to her credentials during the winter months. She is now a South African Civil Aviation Authority (SACAA) Certified Dangerous Goods Instructor. That qualifies her to teach the most advanced course for Dangerous Goods by Air. SAEPA is delighted to feature her column "Nicole on Security" in News Delivery.

We also recognise fifteen learners from FedEx, Skynet, Seabourne Logistics and Rhenus Logistics who gained their SAEPA Further Education Training Certificate (FETC): Road Transport NQF 4.

Small wonder that express logistics continues powering ahead as we continue to lay great stress on skills development.

Equally, the exchange of ideas with industry leaders around the world helps drive best practice. In this regard, a hat tip to our Mystery Courier. It was he who noted that anyone attending the global conference "The Leaders in Logistics Last Mile 2025" at Allianz Stadium in Twickenham in October, might just be able to sneak into Springboks versus Argentine Pumas the previous Saturday.



MARTINE ON SKILLS DEVELOPMENT

by Martine Maraschin



Groundbreaking TETA PhD

Transport Education Training Authority (TETA)

Congratulations to Juliette Fourie, the first to complete her PhD among a group of learners who took on the challenge four years ago.

TETA funded Discretionary Grants for PhD bursary students. Juliette embarked on her PhD in the 2021 sponsored by TETA, through the South African Express and Parcel Association (SAEPA) with the Da Vinci Institute.

This work aligns closely with South Africa's developmental goals and contributes to sustainable sectoral growth.

The context of the study:

Juliette's doctoral research was titled:

A Strategic Framework for Sector Skills Planning in the Freight Forwarding and Customs Clearing Sector: A South African Perspective

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ANOTHER ONE BITES THE DUST

Members will be aware that the South African Post Office (SAPO) has announced the immediate suspension of all outbound parcel services to the United States.

The USA is the Republic's second largest export market, accounting for over 8% by value.

SAPO last posted a profit in 2013.

SAPO experienced a 58% decline in letter deliveries in the year starting September 2022.

In July 2023, the Minister of Communications and Digital Technologies placed the Post Office into business rescue. It shed 43% of its workforce, about 4300 workers. Since then, SAPO has been operating under business rescue practitioners.

Yet its conflict with the express logistics industry endures.

There is no comparison between the service

offering of our industry and that of the South African Post Office (SAPO). Realistically, no discerning shipper would entrust urgent, important or valuable parcels to the latter. Now, insofar as the United States is concerned, they no longer have the option.

Freight News published an insightful article on the subject in late August, quoting our CEO, Garry Marshall.

<https://www.freightnews.co.za/article/sapo-versus-saepa-standoff-at-breaking-point-0>

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MARTINE ON SKILLS DEVELOPMENT

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Groundbreaking TETA PhD

Transport Education Training Authority (TETA)

It explores the continuing challenge of misalignment between South Africa's sector skills planning processes and the on-the-ground workforce needs of the Freight Forwarding and Customs Clearing (FFCC) sector. Though this sector plays a vital role in trade facilitation and employment, skills planning often struggles to keep pace with changing industry demands and needs to address the long-term vision of professionalisation.

Methodology

Using a qualitative approach grounded in an interpretivist paradigm, Juliette's study drew on semi-structured interviews, document analysis and reflections by practitioners. This combination provided rich insights into the experiences of stakeholders, the systemic issues shaping workforce strategies, and the gaps inhibiting effective talent development. The findings pointed to outdated data practices, limited collaboration and fragmented systems as barriers to accurate planning.

Benefits of the research

The research addresses the mismatch between workforce supply and demand and demonstrates how targeted, sustainable workforce strategies can have a transformative



l to r Nicole Pillay (SAEPA SD Task Team); Mashabane Ouma Ledwaba (Research & Knowledge Manager TETA); Juliette Fourie; Trevor Tjale (F&C Executive Officer TETA) and Garry Marshall (CEO SAEPA)

"Thank you to SAEPA, through the funding of the Transport Sector Education Authority (TETA), for providing me with a bursary to publish such vital research. Your support has been crucial in better aligning skills in South Africa's transport sector, and I am grateful for the opportunity to contribute to this important field. Sponsoring someone is one thing; trusting them to complete a PhD is another".

Juliette Fourie

impact. Its findings contribute to the development of a strategic framework for more accurate, data-driven and future-focused skills planning. It also amplifies

industry calls for greater professionalism in line with national development goals to help boost GDP in the broader economy.

Golden Jubilee

Congratulations to Road Freight Association



The Road Freight Association (RFA) marks its 50th anniversary in 2025, celebrating half a century of unwavering advocacy for South Africa's road freight industry. SAEPA congratulates our strategic ally on its Golden Jubilee.

Since its establishment in 1975 as the Public Hauliers Association (PHA), the Association has evolved into the country's leading voice for road freight operators, consistently championing fair treatment and stability across the sector.

The RFA's journey began with humble origins, transforming from the PHA into the Road Freight Association in 1989. This evolution reflected the association's commitment to serve the needs of the entire road freight and logistics sector.

Over the past five decades, the RFA has been at the forefront of policy development, industry representation, and member empowerment.

In the early 1990s, the Association played a crucial role in the evolution of the National Road Traffic Act (NRTA), creating a regulatory framework that would drive safety and efficiency improvements.

This was followed by the founding of the Labour Relations Committee in 1996, demonstrating the RFA's dedication to collective bargaining and ensuring fair treatment across the industry.

Over the decades, the Association's proactive approach has yielded significant achievements. A cornerstone of the RFA's humanitarian mission has been its commitment to driver wellbeing through groundbreaking health initiatives. The Association pioneered Trucking against AIDS, a vital programme that later evolved into the comprehensive Trucking Wellness initiative.

The RFA's partnership with SA Harvest further exemplifies its humanitarian commitment, using smart logistics to deliver hope

by rescuing surplus food and supporting community nutrition drives.

Whether shipping emergency aid during natural disasters or facilitating food distribution, the RFA continues making tangible differences in communities across South Africa. Working with SAPS, the RFA has developed data-sharing protocols, real-time crime mapping, and incident reporting systems to combat pre-crime attacks.

The Association continues expanding into new arenas, from policy advocacy to exploring alternative fuel sources and preparing the industry for digital transformation and automation.

With the African Continental Free Trade Area (AfCFTA) creating new possibilities, the RFA remains ready for expanded regional activities and the policy changes this will bring.

Today, the RFA's vision extends "to infinity and beyond", focusing on creating a thriving, secure, and sustainable road freight sector whilst maintaining its commitment to the people who drive the industry - and country - forward.



ANOTHER GOLDEN JUBILEE

In its 50th year, UK courier EVRI is celebrating both quantity and quality.

The company boasts 8,000+ employees, 25,000+ couriers and an on-time delivery rate in excess of 99%.

DHL eCommerce UK is to merge with Evri to create UK's premier parcel delivery business.

<https://www.evri.com/news/dhl-ecommerce-uk-to-merge-with-evri-news>

Evri, one of the UK's largest dedicated parcel delivery



Pablo Ciano, CEO of DHL eCommerce and Martijn de Lange, CEO of Evri

companies, and DHL eCommerce, the e-commerce logistics specialist of DHL Group, have announced a strategic transaction that will see the merger of DHL eCommerce UK with Evri. The merged Evri business will deliver over 1 billion parcels and a further 1 billion business letters annually and is poised to bring significant benefits to consumers and businesses by offering greater choice and cost competitive solutions. As part of the transaction, DHL Group will acquire a significant minority stake in Evri.

<https://procurementmag.com/news/evri-supply-chain-expansion-means-for-uk-logistics>



The NCDA (National Courier and Despatch Association) is the UK's leading professional body for independent sameday courier companies in the UK.

Just how important are same-day deliveries?

As we like to keep up with the views of our fellow associations around the world we were drawn to the UK's The National Courier and Despatch Association (The NCDA) which recently explored this question.

The Association took into account growing demand for express logistics, including online shopping.

It pointed out that expedited delivery services present a notable competitive edge for businesses.

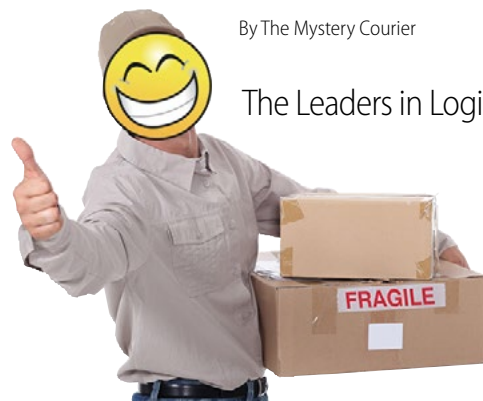
That being said, a larger clientele and greater urgency presents logistics challenges.

The full article can be found at this address:

https://www.linkedin.com/posts/the-ncda-national-courier-and-despatch-association_just-how-important-are-same-day-deliveries-activity-7346085850142695424-BZr6

A GOOD REASON TO VISIT LONDON NEXT MONTH

By The Mystery Courier



The Leaders in Logistics Last Mile 2025 conference returns to Allianz Stadium in Twickenham next month.

The event, which runs from October 8-9, will bring together over 800 senior executives and key stakeholders from across the e-commerce delivery sector. It will be a drawcard for members wishing to renew acquaintances, arrange one-on-one meetings and hear first hand

expert opinion from across our industry.

Pure coincidence, of course that The Springboks take on the Pumas of Argentina at the same venue the preceding Saturday, 4 October.

The link below lists the team sheet – for the “Leaders in Logistics Last Mile 2025, that is.”



<https://leaders-in-logistics.com/events/last-mile/speakers/>

On your bike!

We're all used to dodging cargo bikes delivering urgently needed groceries on behalf of retailers. In the UK, a prominent local authority is also supporting development of the concept for broader purposes.

The West of England Mayoral Combined Authority is piloting sustainable delivery models using e-cargo bikes.

With electrical motor support and a specific design for carrying goods these bikes complement and in some cases replace other last mile delivery methods. They are favoured because unlike vehicles they can use cycle paths to avoid congestion and can park next to destination. As they produce no emissions they are faster, greener and cost-effective in towns and cities.

The Mayoral Combined Authority is conducting in-depth trials using tracking tools to measure performance, carbon savings, and overall efficiency.

In the “Parcels as Passengers” trial, the authority also re-thought how goods are delivered between cities, taking advantage of underutilised space in long-distance coaches to move parcels between Bristol and Plymouth. At



each end, e-cargo bikes handle the local drop-offs. This removes delivery vehicles from the roads.

Nice to see a public authority reinforcing express logistics.

The West of England Mayoral Combined Authority covers Bath and North East Somerset, Bristol and South Gloucestershire.

<https://www.westofengland-ca.gov.uk/>



Dangerous Goods Vehicle Load Status Verification Software

DGR Assist has developed copyright software to assist the **COURIER INDUSTRY** with determining if Dangerous Goods being transported are compatible with each other and if the load is Exempt or Not Exempt to South African Dangerous Goods legislative requirements

DGR Assist (Pty) Ltd , a member of the DGR Compliance Group of companies has developed Trade Mark Protected™ Software to determine compliance with the :

National Road Traffic Act , 93 of 1996 and it's amendments – Chapter VIII Transportation of Dangerous Goods

Reference:

- Regulation 273A Incorporation of Standards
- Regulation 27B Dangerous Goods to be compatible
- Regulation 283B Presumption regarding the transportation of Dangerous Goods and the Quantities of such goods

SANS Standard 10231 – Operational Requirements :

- Clause : 7.1 Exempt quantity for a load consisting of substances with the same UN Number
- Clause : 7.2 Exempt Quantity for a Mixed Load
- Clause : 7.3 Load Compatibility

The software Subscription Licences perform two functions :

- A** **COMPATIBILITY** of substances with different Hazard Classes and different UN Numbers loaded onto the vehicle
- B** Determines if the load is **EXEMPT** from the Dangerous Goods Legislation based on the quantity loaded on the vehicle

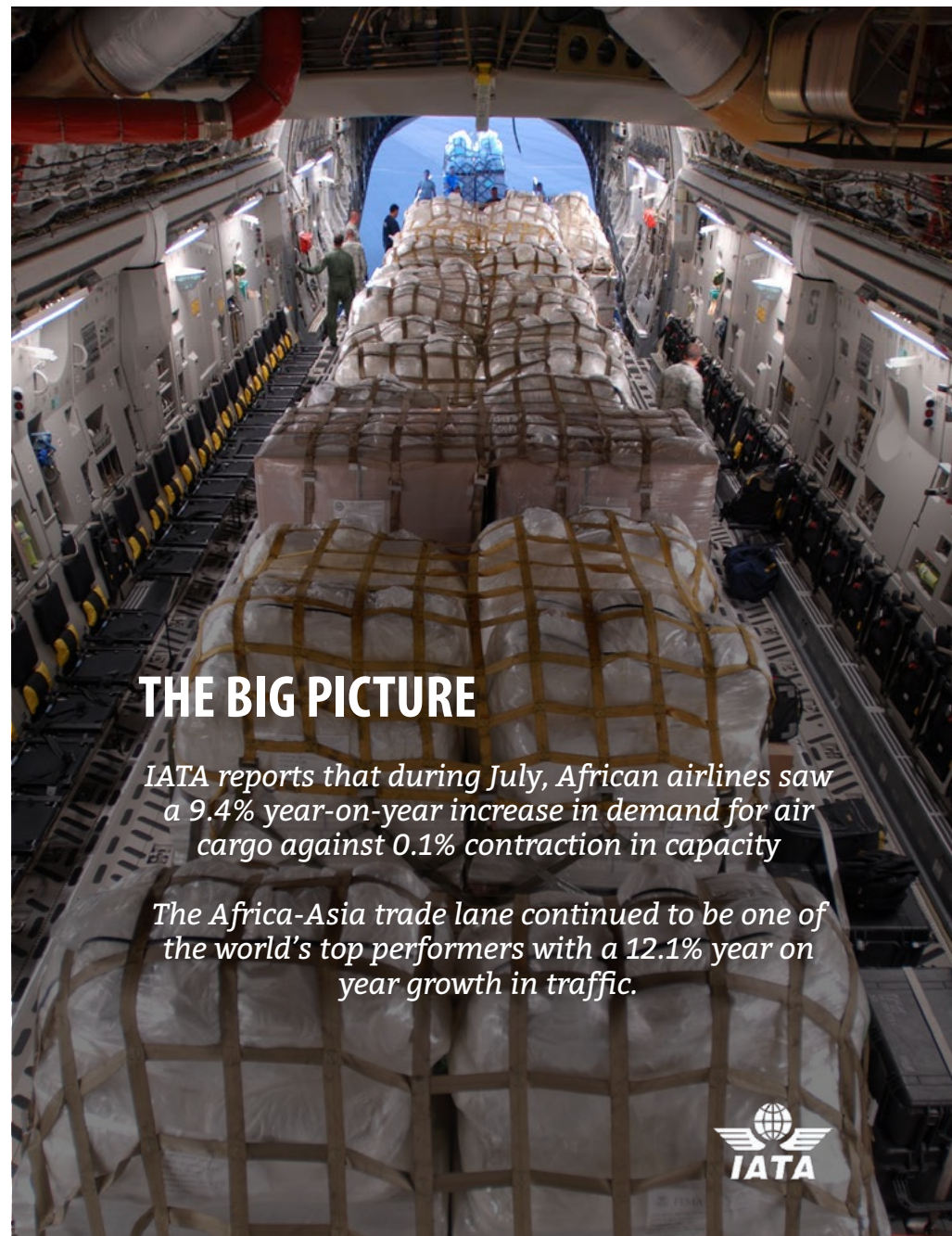
You are welcome to email Eddie Crane regarding the software : subscriptions@dgrassist.com

www.dgrcompliancegroup.com

Select tab
DC LOAD COMPLIANCE APP
for a detailed explanation of the APP functions

You have the power to protect your peace.

NEWS



THE BIG PICTURE

IATA reports that during July, African airlines saw a 9.4% year-on-year increase in demand for air cargo against 0.1% contraction in capacity

The Africa-Asia trade lane continued to be one of the world's top performers with a 12.1% year on year growth in traffic.



100% success – two years in a row

SAEPA'S Further Education Training Certificate (FETC):

Road Transport NQF 4:

15 learners from FedEx, Skynet, Seabourne Logistics and Rhenus Logistics have successfully completed their 12-month long FETC Road Transport NQF 4 qualification with the Open Learning Group (OLG).

This provided them with the relevant knowledge to manage the transportation of cargo in a road transport logistics environment.

The core components included

- Transport logistics operations
- Implementing routing and scheduling
- Principles of road transport management
- Marketing strategies
- Decision making and problem solving to that is applied in operating successfully

The successful completion of the Road Transport Supervision Learnership marks a milestone of growth and excellence. The graduates of this programme are now equipped to make their impact on the road transport sector.



Front Row: Lebogang Lovonia Ramokgobedi (hugging Maandra), Skynet; Ntombifuthi Mandragora Smith, Skynet; Leanan Doris Nkomo, Skynet
Second Row: Mongezi Nqambi, Skynet; Trevor Dladla, OLG facilitator; Gontse Lesiba Khoele (hugging Doris), Skynet
Third Row: Thapelo Malapela, Rhenus; Selaelo Olvy Makgamatha (with hand raised), Skynet; Essy Esterhuyzen, Technical Training Specialist at Skynet – not one of the learners but he assisted with the online links for the virtual learners and anything else he could help with.



Front row, from left to right: Leanan Doris Nkomo, Lebogang Lovonia Ramokgobedi, Gontse Lesiba Khoele (with folded arms), Essy Esterhuyzen (not a learner)
Second row from left to right: Mongezi Nqambi, Trevor Dladla Thapelo Malapela, Selaelo Olvy Makgamatha



Front row from left to right: Lebogang Lovonia Ramokgobedi, Trevor Dladla, Selaelo Olvy Makgamatha, Gcebile Hypetia Nxumalo, Ntombifuthi Mandragora Smith
Second row from left to right: Mongezi Nqambi, Thapelo Malapela, Gontse Lesiba Khoele

The Open Learning Group (OLG) is proud to have partnered with SAEPA in the successful delivery of the Road Transport Supervision learnership which commenced in 2024. We extend our congratulations to all learners who have successfully completed this programme. Their achievement is a testament to their commitment, perseverance, and professionalism. We are confident that these graduates will add significant value to their workplaces and to the broader road transport sector.

At OLG, we remain committed to developing industry-relevant skills that not only empower individuals to advance their careers but also strengthen the overall capacity and competitiveness of the sector.

Mr Makgau Dibakwane, OLG CEO

“Being part of the learnership programme has been a truly rewarding experience. Working closely with the learners, I’ve witnessed their growth in confidence, skills, and teamwork. Their commitment to learning and applying new knowledge in areas such as fleet management and health & safety has been inspiring, and it’s been a privilege to guide them on this journey. I believe initiatives like this not only empower individuals but also create lasting impact in our communities.”

Mr. Trevor Dladla, OLG facilitator

SAEPA Career Learning Paths

Last month was the first of our Career Learning Paths feature with the focus on customs-related occupations in Express Logistics.

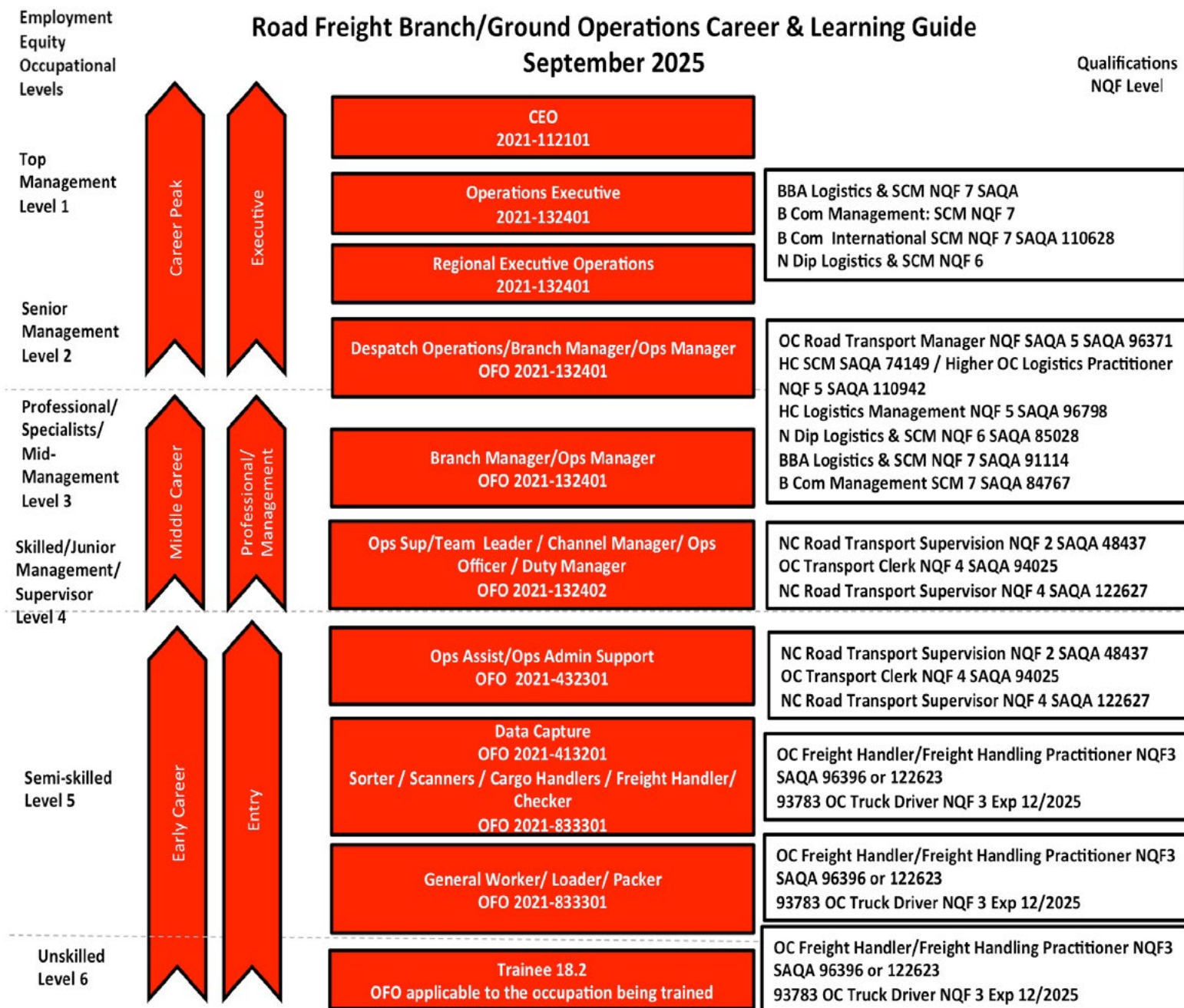
This month we are pleased to feature the Career Learning Path in Branch/Ground Operations. This illustrates the different roles in Operations (excluding Warehousing) with corresponding learning opportunities and qualifications listed alongside each role.

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 Transport Education Training Authority (TETA) or Quality Council for Trades and Occupations (QCTO)



DATES TO DIARISE

Stakeholder conferences for the Road Freight & Logistics Industry

• HR Professionals • Supervisors and Managers managing any employees who form part of the National Bargaining Council (NBC) and the Extended Bargaining Unit (EBC)

GAUTENG Pretoria

Stakeholder Conferences 2025

DRIVING COMPLIANCE & EMPOWERING THE INDUSTRY

Key presentations on:

- Main Collective Agreement
- Compliance and Enforcement
- Dispute Resolution • Funds Administration • E-Business
- Wellness Fund Health Plan benefits

Each company is kindly requested to send a minimum of two representatives.

9 October
09h30 for 10h00

PTA : Southern Sun Pretoria
Corner of Steve Biko and Stanza Bopape, Arcadia, Pretoria
25°44'46.6"S | 28°12'15.0"E

NBCRFLI
Your Road Freight Partner.

RSVP before the 25/08/2025, to be sent to Wendy Strydom wendy.strydom@nbcfl.co.za • Evelyn Matsobane • evelyn.matsobane@nbcfl.co.za



ICFF Fix

Bite-Sized Insights

Topic:

Incoterms vs Customs

Guest Speaker: **Strini Reddy**



15 Oct 2025
via MS Teams
from 12:30 – 13:30

The use and application of Incoterms have a direct impact on Customs Compliance and is an associated risk to supply chains and their cost efficiencies. A must attend session.

Strini Reddy is a seasoned professional in customs compliance and freight forwarding, serving as the Research and Development Chair at the Institute of Customs and Freight Forwarding (ICFF). With a background in logistics and supply chain management, Strini brings expertise in customs regulations, negotiation, import operations management, and sales management. His proactive approach and attention to detail have earned him a reputation for excellence in the industry.

With a strong technical background from the Da Vinci Institute as well as a vast number of years at Customs, Strini combines operational prowess with financial acumen to optimize processes and drive revenue growth. In his role at ICFF, he is dedicated to advancing the field through innovative research and strategic initiatives, demonstrating a commitment to continuous improvement and excellence in customs and freight forwarding practices. Strini is currently the National Customs Compliance Manager at Aramex SA.



Ingrid du Buisson
CEO



Yolandi Dercksen
Chairperson

R350.00 for non-members.

✉ RSVP to lmapheto@icff.co.za ➔ www.icff.co.za



CEO BRUNCH ICFF

Topic: *The Evolution of the Forwarding & Clearing Industry towards Professionalisation*

Inform. Engage. Connect.

We are excited to host our upcoming CEO Brunch, an exclusive event tailored for leaders in the customs and freight forwarding sector.

This brunch offers a valuable platform to:

- Share updates on how the ICFF is supporting your business interests
- Facilitate direct engagement with industry leaders and peers
- Encourage open dialogue and meaningful networking opportunities

Sponsored
by ABSA



Whether you're looking to stay informed about industry developments, engage with ICFF leadership, or connect with fellow professionals, this is an event you won't want to miss.

Friday, 24 October 2025 @ 10:00 AM – 1:00 PM

ABSA Corporate Office, 15 Alice Lane, Sandton, Johannesburg, 2196, South Africa

For more information, please contact Lerato at lmapheto@icff.co.za

RSVP by 20 October 2025

Limited seats
available

SPRING CLEANING

Spring brings with it the promise of new life and growth, and in South Africa it is also the sign that the busiest time of the year is almost here. The season where people go on holiday, do lots of retail therapy and where manufacturers, suppliers, importers, exporters, retailers, freight forwarders and the express logistics sector spend the next two months fulfilling consumers' wishes and needs.

I have never really understood why there is such a sudden rush at the end of the year to get everything done. I previously worked in retail for 13 years and now almost 10 years in the aviation industry. In both sectors I continue to view with amazement how much can be accomplished in such a short space of time. This applies to sales and the smooth running of the supply chain where express logistics plays the pivotal role. From the beginning to the end of the sales process, you can be guaranteed that a courier is somewhere involved.

With more ways popping up for the consumer to receive and move goods, the express logistics industry is always innovating. From kiosks to e-bike delivery personnel, to custom integrations on e-commerce websites; there is always a new idea around the corner. Innovation is progress and Springtime brings the belief that anything is possible.

Implications for safety and security

As mentioned in last month's News Delivery kiosks are mushrooming and there is a profusion of competing lockers offering more choice. At my local filling station, I noticed a new courier kiosk that had



Image by Vitaly Gariev – unsplash

by Nicole Alexander, Independent Consultant



"suspicious cargo", on two fronts; cargo that could be considered as part of "prohibited items" and cargo that could contain hidden or mis-declared Dangerous Goods.

- Remind all personnel that they are the eyes and ears of the business. They need to report anything that could be a potential danger or hazard to themselves or the business.
- Ensure all personnel are trained and up to date with the required regulatory training
- Supervisors and managers should attend refresher sessions on safety and security as part of the daily briefings.

Spring flowers are blooming everywhere and I trust these little tips will just be a reminder to stop and smell the roses. But while doing so, never let your guard down and make sure you have eyes in the back of your head. When plucking roses, watch out for the thorns.

been installed, in addition to an existing one that had been there for a while. With the continued roll out of these options, we need to make sure that we are always considering the safety and security aspects of the impact that these innovations may need. We always need to make sure that new ideas are supported by the most fundamental principle. This : "We need to fulfill our clients wishes in the safest and most secure way possible, all the while ensuring that our personnel are kept safe."

Points to watch

Going into the busy time of year, it would be a good idea to offer a refresher session to all personnel on the basics of security and safety. In brief, here are some tips:

- Keep an eye out for suspicious behaviour, both in the workplace and out in the field.
- Ensure deliveries are made in such a way that both the personnel, clients and property are kept safe.
- Refresh the warehouse personnel on what is

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

