

Skills in the transport sector – survey

Readers are urged to read the article on Page 2 and take part in the survey. Your input is important.



NEWS DELIVERY

October 2026

Caretaker

The board of the South African Express Parcel Association, SAEPA, has appointed Tony d'Almeida as Caretaker Chief Executive Officer. He succeeds his colleague, the long-serving pioneer CEO, Garry Marshall, who passed away during August.

"My brief is to provide continuity for the Association," says d'Almeida. "Our mission is to advance the interests of the Express Parcel Industry in South Africa to the benefit of users, service providers and the national economy."

SAEPA has a strong representative voice on matters affecting users in industry, commerce, agriculture and government as well as the general public.

Its specialist committees engage with South African authorities including Customs, Civil Aviation, the Airports Company, the Department of Transport, the Postal Regulator, Transport Education Training Authority (TETA), The Quality Council for Trades and Occupations (QCTO) and other key stakeholders.

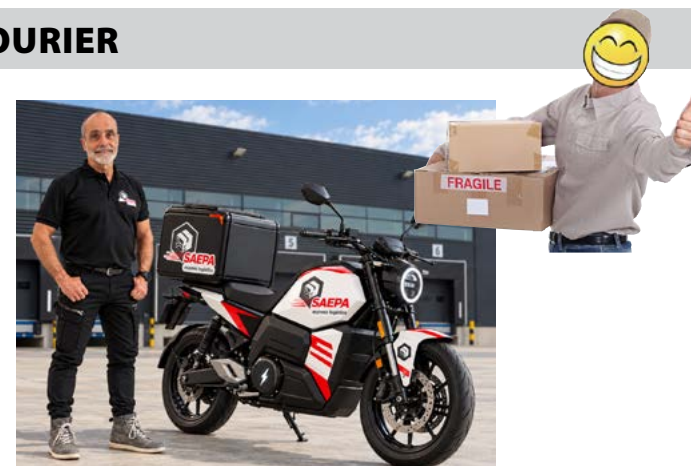
The caretaker position is in competent hands as d'Almeida has over 30 years management experience in the express logistics industry, having joined during the formative years of courier operations in South Africa. He has been a Board member of TETA for ten years and 25 years as Council Member of The National Bargaining Council for the Road Freight and Logistics Industry.

He is currently involved in Occupational Qualifications curriculum design and is a trustee of an Educational Trust.

Contact: Tony d'Almeida SAEPA 082 808 9791 ceo@saepa.org.za

THE MYSTERY COURIER

The Mystery Courier says "Our caretaker CEO enjoys motorcycle riding in his spare time. He assures us that he doesn't moonlight as a grocery delivery driver though he does help steer our association which provides work for many of them. At leisure, Tony enjoys outdoor life and hiking in the bushveld.



GETTING THE WORD OUT Knowledge drives motivation

May we ask members to distribute News Delivery to all employees. You can forward it digitally or at least put a printed version on your noticeboard.

The more your people know about the industry, the greater their feeling of pride and belonging. Let's keep them in the picture as to what's going on as part of their education. That will encourage them to continue with their best efforts for their customers and their company.

ARE YOU GEARING UP?

Two key retail events are scheduled for next month:

Black Friday: Friday, 27 November 2026

Cyber Monday: Monday, 30 November 2026

Retail and online stores will start running promotions shortly and will be stocking up for enhanced sales.





Skills in the transport sector – survey

National Bargaining Council for the Road Freight Industry

SAEPA urges our readers to complete this survey. Your input matters.

The NBCRFLI has embarked on identifying the skills needs in the road transport industry. SAEPA readers are encouraged to assist with the collecting of this information that will assist to advance employed learners and provide opportunities to unemployed learners wishing to enter the road transport side of express logistics.

Please take time to complete the survey

<https://www.research.net/r/NBCRFLI3>

Survey closes on 31 October 2026.

Please contact martine@saepa.org.za for any further information.

Invitation to attend the

QUALITY ASSURANCE & DISCRETIONARY GRANTS WORKSHOP

Transport Education Training Authority (TETA) Quality Assurance & Discretionary Grants Workshop A& DG 2027/28

TETA invites all stakeholders to participate in the upcoming countrywide workshops covering topics related to quality assurance, pre-2009 transitional arrangements and the 2027/28 Discretionary Grants Window.

Scan or click to

RSVP



Schedule details

PROVINCE	DATE
Western Cape - Cape Town	26 October 2026
Eastern Cape - East London	28 October 2026
Eastern Cape - Port Elizabeth	30 October 2026
Northern Cape - Kimberly	03 November 2026
Kwa Zulu Natal - Durban	06 November 2026
Gauteng - Kempton Park	09 November 2026
Mpumalanga - Mbombela	11 November 2026
Mpumalanga - Witbank	12 November 2026
Free State - Bloemfontein	13 November 2026
Limpopo - Polokwane	16 November 2026
North West - Rustenburg	18 November 2026

QCTO Industry Concerns (Update)

SAEPA is awaiting feedback from SAQA regarding the concerns tabled on 23 September. Feedback will be provided once received.

Employment Equity
Reminder: The Department of Employment & Labour online reporting system is open for the submission of EE Reports for 2026.

**Deadline is 23:59
on 15 January 2027**

Subscribe: It's FREE



*Keep the
conversation
going...*



**Email your Name & Surname
to info@saepa.org.za with
Yes, I would like to subscribe
to **SAEPA News Delivery**
in the subject line**

MARTINE ON SKILLS DEVELOPMENT

“Towards a Future-Ready Workforce: Innovation and Inclusion in South Africa’s Transport Sector”

The Transport Education and Training Authority (TETA), in partnership with Inside Education, hosted the TETA Future of Transport Skills Dialogue under the theme: “Towards a Future-Ready Workforce: Innovation and Inclusion in South Africa’s Transport Sector” on 21 October 2026 at the Radisson Blu Gautrain Hotel, Sandton.

The keynote address was made by Mrs. Maphefo Anno-Frempong – CEO of the Transport Education and Training Authority (TETA).

The Caretaker CEO, Tony d’Almeida participated as a panellist on Panel Discussion #2 at this dialogue.

The Dialogue aimed at bringing together representatives from government, industry, education and training institutions, entrepreneurs and other transport-sector stakeholders to examine

what is required to build a future-ready and inclusive transport sector in South Africa.

This dialogue is set against the backdrop of South Africa’s transport sector evolving and so do the skills required to sustain and grow it. Technological advancements, digitalisation, innovation and the transition towards a greener economy are reshaping occupations across road, rail, aviation, maritime, freight and logistics. These developments are creating new opportunities while changing the knowledge and capabilities required in existing roles.

Panel Discussion 1: Building a Future-Ready Transport Workforce

How do we prepare people for the future of the transport sector?

Panel Discussion 2: From Capability to Participation: Enabling an Inclusive Transport Sector

How do we enable capable people and enterprises to participate meaningfully in the sector?

Tony d’Almeida says:

***As SAEPA, we play a pivotal
role in developing the curricula
for Skills Programmes, Part
Qualifications and Full
Qualifications to prepare
employed and unemployed
learners to be ready to offer the
skills required by the express
logistics industry.***



Occupational Certificate Clearing & Forwarding Agent NQF 5 – Revision

SAEPA Subject Matter Experts (SMEs) together with other industry stakeholders attended a scoping workshop for the revision of the Occupational Certificate Clearing & Forwarding Agent on 29 September in Kempton Park.

The working group is now being established, and dates

will be set over the next few months for the revision scoping activities to take place with SMEs from the sector.

Industry SMEs wanting to participate in this revision are encouraged to urgently reach out to Ms. Mapontsho Ntoule (mapontshon@teta.org.za) for inclusion in the review.

Update: SAQA ID 122623 Intermediate Occupational Certificate: Road Freight Transport Clerk NQF 3

SAEPA can confirm that the QAS and curriculum document is now available at <https://www.qcto.org.za/full---part-registered-qualifications.html>

QCTO Qualification Updates

The following QCTO qualifications have a 'last date for enrolment' as 30 December 2026. These qualifications have been raised as a concern with the TETA ETQA since July 2026. The TETA ETQA are

currently working with the QCTO to apply for the extension of these qualifications until such time that these qualifications have been reviewed and re-registered.

QCTO Qualifications

SAQA/ QCTO ID	Occupational Qualification	NQF Level	Minimum Credits	Registration Start Date	Registration End Date	Last Date for Enrolment
94025	Occupational Certificate: Transport Clerk	4	121	2018/07/01	2025/12/30	2026/12/30
96371	Occupational Certificate: Road Transport Manager	5	205	2018/07/01	2025/12/30	2026/12/30
110942	Occupational Certificate: Supply Chain Practitioner	5	180	2019/10/24	2025/12/30	2026/12/30
96368	Occupational Certificate: Clearing and Forwarding Agent	5	120	2018/07/01	2025/12/30	2026/12/30
111357	Occupational Certificate: Supply Chain Manager	6	180	2019/10/24	2025/12/30	2026/12/30

The following is a list of pre-2009 qualifications also known as 'legacy qualifications' for which there is no replacement QCTO qualification which have also been requested to be extended until development and QCTO has been completed.

Legacy Qualifications

SAQA ID	Occupational Qualification	NQF Level	Minimum Credits	Registration Start Date	Registration End Date	Last Date for Enrolment
50285	National Certificate: Professional Driving	3	120	01/07/2018	2023/06/30	30/06/2027
59365	National Certificate: Freight Forwarding and Customs Compliance	3	130	01/07/2018	2023/06/30	30/06/2027
59298	FETC: Freight Forwarding and Customs Compliance	4	135	01/07/2018	2023/06/30	30/06/2027



Data, Analytics & Artificial Intelligence (DAAI) Skills Programme in the Transport Sector

As our sector is ever evolving and the skills required to sustain and prepare our people in the technological advancements, digitalisation and innovation, SAEPA has been working with some industry SMEs to develop a skills programme specific to the Transport Sector designed to build data literacy, analytical capability, and responsible AI application across all major transport sub-sectors in South Africa. If approved by the QCTO, each SP will be aligned to the QCTO structure (8 credits, online/blended delivery) and mapped to the National Qualifications Framework (NQF), OFO occupation codes, and Bloom's Taxonomy levels.

Discussions are in progress with TETA ETQA, SAEPA and the QCTO regarding approval for the development of these skills programmes for the sector.

Updates will be provided over the next few months.



TETA QCTO Skills Programmes – New Developments

SAEPA has been invited to participate in the development of 2 Skills Programmes

Defensive & Offensive Driving Skills Programmes which are being developed by SASSETA (Safety and Security Sector Education and Training Authority) in collaboration with TETA (Transport Education Training Authority).

TETA became involved following an incident in the Vaal earlier this year that affected approximately 13 learners. As the incident related to learner transport, the Department of Transport (DoT) approached TETA, particularly the Taxi Sub-Sector, regarding the matter.

Following several engagements with the Quality Council for Trades and Occupations (QCTO), it was established that the relevant Organising Framework for Occupations (OFO) classification for defensive and offensive driving falls within the scope of SASSETA.

SASSETA was already planning the development of these Skills Programmes and subsequently invited TETA to involve its relevant stakeholders in the development process.

SASSETA is therefore the Quality Partner (QP) and funder of the Skills Programmes, while TETA is collaborating in the process and facilitating the participation of relevant stakeholders.

Offensive and defensive driving is relevant to courier drivers and riders as well as passenger operations.

Further information regarding these skills programmes will be provided as they develop.

Youth in Supply Chain Puts Mental Wellness on the Agenda

By Maxeen Bharath (CMILT) (FFSP)

On Saturday, 10 October, Youth in Supply Chain (YISC) hosted a day dedicated to mental wellness at an event presented by Oracle. Founded by Sisipho Xashimba, YISC brought together industry experts to support young professionals and to officially launch its toll-free number in support of mental health.

The day carried a clear message: our youth need to be supported – and the industry showed up.

A Safe Space for Honest Conversations

For some attendees, the event was an emotional experience. It gave young professionals valuable insight into the day-to-day challenges that test their mental wellbeing, and a space to talk openly about them.

Industry Leaders Giving Back

Industry stalwarts including Mbali Mzinyane, Hageeda Shah and Tsholofelo Moloto joined the programme, giving back by sharing positive energy and practical advice to help young minds navigate the working world.



Insights from the Panel

Maxeen, who strongly believes in empowerment and mentorship, represented Skynet and the express logistics environment on the panel. She shared personal insights into the day-to-day mechanisms she uses to handle pressure, and what it means to be a supportive leader. Topics included:

- Setting boundaries and knowing when to say no
- How to handle micromanagement
- What to do when you're in a difficult position
- When to seek help

The impact on the youth was evident in how many reached out and in the questions they posed.

Mental Health Is Not a Soft Issue

This event showed that we are serious about mental health – and that it is not a soft issue. Hats off to Sisipho Xashimba and Yolisa Nqai, who have given many people in the supply chain and logistics environment a much-needed outlet. Well done to the entire Youth in Supply Chain team for an outstanding contribution towards empowering and uplifting the community.

"I believe in lifting others while I climb."

With this event, that belief has been taken to a whole new level.

DA

NGEROUS GOODS MANAGEMENT

80% of incidents involving dangerous goods reported to the International Air Transport Association (IATA) in the first half of 2025 involved undeclared or hidden dangerous goods. Lithium batteries and other concealed hazardous commodities, such as undeclared e-cigarettes and aerosols, were among the products most commonly identified.

Brendan Sullivan, IATA's Global Head of Cargo says "Dangerous goods are transported safely by air every day. The risk comes when they enter the system undeclared or incorrectly declared. Every part of the supply chain has a role to play in identifying and stopping such incidents as soon as possible. Security screening, which is primarily focused on terror threats, is one layer of protection against rogue shippers, but it is not a complete solution. A comprehensive multi-layer approach beginning as far upstream the supply chain as possible is essential,"

Existing cargo security screening systems were designed primarily to detect explosives and other security threats, not the full range of dangerous goods.

IATA has released a white paper titled "Safety and Security in the Cargo Supply Chain: Prevention, Detection, Management and Resolution of Risks with Dangerous Goods". Readers can access the document at the address below.

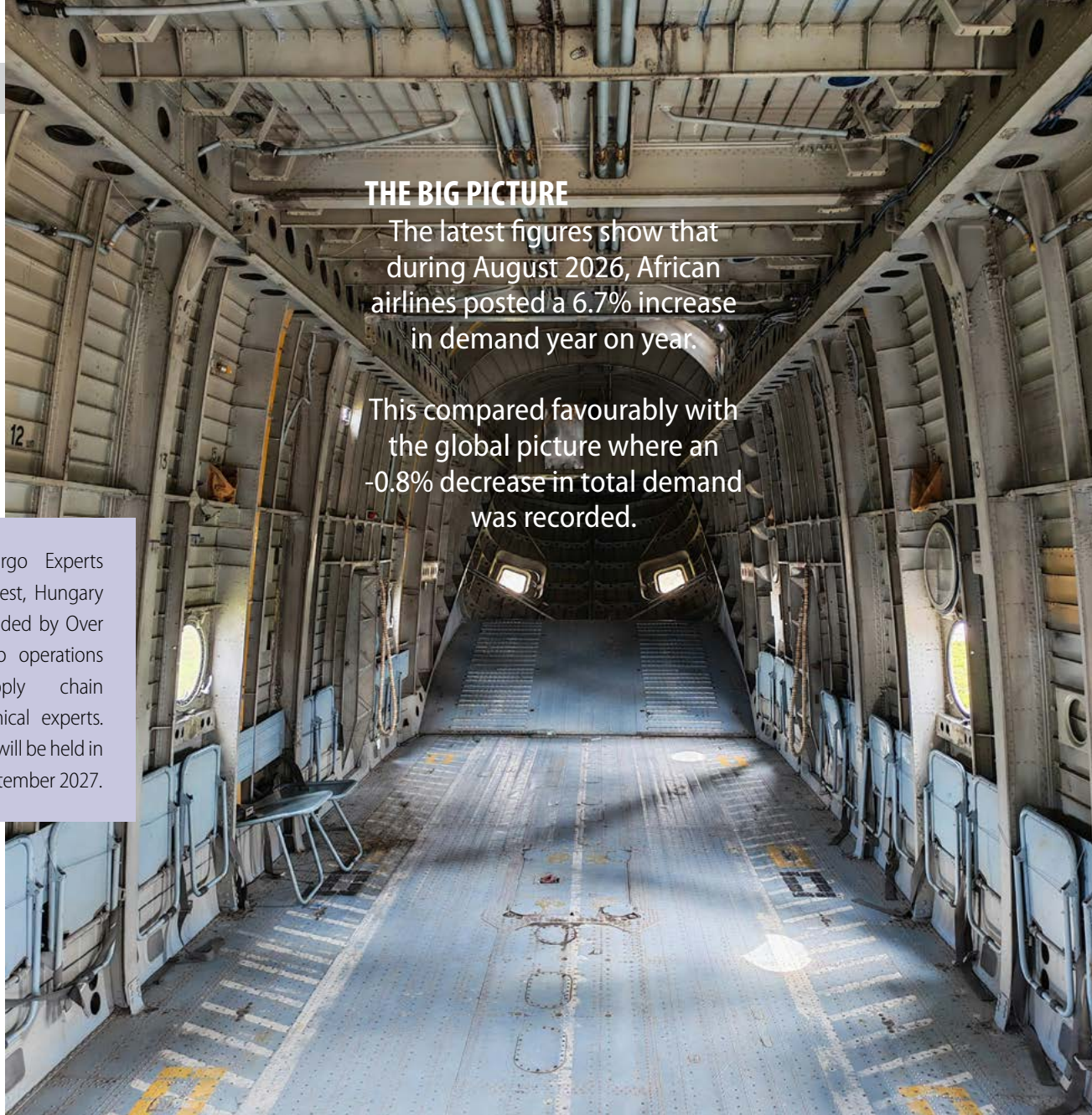


The 2026 IATA Cargo Experts Conference in Budapest, Hungary last month was attended by Over 350 global air cargo operations management, supply chain specialists and technical experts. The 2027 Conference will be held in Helsinki on 29-30 September 2027.

THE BIG PICTURE

The latest figures show that during August 2026, African airlines posted a 6.7% increase in demand year on year.

This compared favourably with the global picture where an -0.8% decrease in total demand was recorded.



<https://www.iata.org/contentassets/90f8038b0eea42069554b2f4530f49ea/white-paper-safety-and-security-in-the-cargo-supply-chain.pdf>