

The SA Post Office has celebrated its first unqualified opinion in six years.

Sapo entered business rescue in July 2023 after facing provisional liquidation. Since then, 366 branches have been permanently shut, leaving 657 still operational. 4 342 employees were retrenched.

Africa celebrates in style

They came from all across the continent to The Time Square Hotel, Pretoria, to celebrate excellence and innovation in supply chains serving Africa. The 2026 Africa Supply Chain Excellence Awards drew a record 106 submissions from 16 countries with 46 entrants going forward as finalists.

The winners were chosen from those demonstrating the scale and complexity of the challenges faced, the quality of the solution and clear, measurable impact. Every year there are surprises indicating the ingenuity of supply chain professionals. This is very much a demand-driven discipline and it needs to be. Every time the industry introduces new or improved services, the market regroupes to expect even more.

SAEPA was delighted that our discipline was represented and that one of our Members - DHL - scooped gold awards. DHL Express Southern Africa took the Gold Award in International Trade.

DHL Supply Chain also received Gold in the category of training and talent manager for its achievement in Building Talent as a Strategic Supply Chain Advantage. Their submission showcases how DHL's GoTrade programme is helping small



Rajendra Balmakhun, CEO, Newlyn Group, – headline sponsor of ASCEA 2026

and medium-sized enterprises participate more effectively in international trade through practical support, education and strategic partnerships. Combining trade advocacy with capacity building, the initiative equips businesses with the knowledge, networks and confidence needed to access new markets and navigate cross-border trade.

The Garry Marshall Award for Supply Chain Excellence is a new addition to the ASCEA line-up. The former ASCEA Judges' Spotlight Award was renamed in 2026 in honour of the late Garry



Judges and directors 2026



*DHL Express Sub Saharan Africa - Gold Award Winner in International Trade category
Lerato Moeletsi-Banda – Head of Communications, DHL Express, SSA; Maximillian Effah – Regional Programs Manager, DHL Group; Gavin Kelly – CEO of the Road Freight Association and ASCEA Judge*



*Winner of the Garry Marshall Award for Supply Chain Excellence - eFarma
Shadrack Kubyane CEO, eFarma; Pretty Kubyane Tech Lead, eFarma; Gavin Kelly CEO, The Road Freight Association and ASCEA judge*

Continued on page 2

Africa celebrates in style

Continued from page 1

Marshall, ASCEA's dedicated head judge, says ASCEA's Jenny Froome. "Garry was a supply chain and logistics pioneer, mentor and leader whose passing in August 2026 was an enormous loss to the industry. His contribution will never be forgotten and he is sorely missed. His son Timothy was warmly received as he presented the award to overall winner e-FAMA."

The Africa Supply Chain Excellence Awards is a not-for-profit entity with the intention of utilising funds raised by the Awards and associated events to go towards the creation of sustainable bursary opportunities for worthy individuals looking for supply chain education opportunities.

Photos of the occasion

Readers are invited to access the ASCEA gallery at the address below:

<https://memorapass.com/g/u>





Employment Equity: Draft reviewed Code of Good Practice on the preparation and implementation of the Employment Equity Plan

Gazette 55046 No. 7719 issued on 24-07-2026

SAEPA responded to the request for public comment on Gazette 55046 No. 7719. A copy of SAEPA's submission can be requested from martine@saepa.org.za

Quality Council for Trades and Occupations (QCTO) - Industry Concerns

Although the QCTO has been implementing nationwide capacity building and Q&A workshops there are still a number of unanswered questions from industry (employers and Skills Development Providers SDP) regarding their processes.

SAPEA has prepared a summary of all concerns from registration of learners to exiting of learners, with the assistance of SDPs, Small and medium-sized enterprises (SME) and organisations in the industry.

These concerns were tabled at a meeting between SAEPA and South African Qualifications Authority (SAQA). News of developments from this meeting will feature in News Delivery over the next few months.

National Bargaining Council for the Road Freight and Logistics Industry Main Council Agreement (MCA)

Herewith the key amendments to the MCA:

Duration: Valid for 3 years, running from 1 March 2027 to 28 February 2030.

Wage, Allowance & Minimum Increases (Across the Board):

2027/2028: 6.0%

2028/2029: 5.5%

2029/2030: 5.0%

Increases regarding Extended Bargaining Unit (EBU) employees apply up to Patterson Grade B4, with Grade C1 receiving 1% less than the Across-the-Board (ATB) rate.

Working Hours & Overtime: Overtime is limited to a maximum of 6 hours/day (excl. Saturdays) and 40 hours/week. Total daily working time (including ordinary hours, overtime, and meal breaks) cannot exceed 15 hours except for emergency services. Overtime above 40 hours must be paid out, not converted to time off.

Foreign Nationals & Local Prioritisation: Employers must comply with immigration laws and prioritise hiring South African drivers, explicitly noting that driving is not a scarce skill.



New Job Categories (Effective 1 March 2027):

General Worker (Support Services) Grade 1A: Covers non-operational roles (canteen assistant, cleaner, gardener, tea person) at a minimum wage of R1,448.00 per week.

• **Super Heavy Motor Vehicle Driver (GCM 56t-150t):** Positioned between Ultra Heavy and Abnormal Load drivers, with a minimum wage of R4,350.00 per week.

Deductions for Loss/Damage: Deductions without an inquiry are capped at R1,000 (and require written employee consent in front of a colleague). Deductions over R1,000 require a fair inquiry. Monthly deductions cannot exceed 17.5% of the monthly minimum wage, and annual deductions cannot exceed 20% of the annual minimum wage.

Incentive Schemes: Must be registered, compliance with clause 35 approved, and monitored by the Council, and must guarantee that the employee receives at least their basic minimum wage first.

90-Day Deferred Matters: Several issues (such as owner-driver quotas, in-cab camera guidelines, surplus fund relief, provident fund surveys, warehouse definitions, and Cash-in-Transit specifics) are referred to committees or processes to be finalised within 90 days of signing the settlement agreement.

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



LEADEREX Show 3 September 2026

As express logistics is acknowledged as the industry that keeps the South African economy pumping it was appropriate that SAEPA showcased ourselves at the LEADEREX show at Sandton Convention Centre on 3 September 2026.

Leaderex is billed as South Africa's largest gathering of business leaders, professionals and entrepreneurs. They are joined by finance, government and media.

This year's show featured an impressive roll call drawn from all disciplines with a fair sprinkling of academe.

Thank you to the SAEPA volunteers for assisting on the day to keep our vital contribution top-of-the-mind among the Republic's business decision-makers.





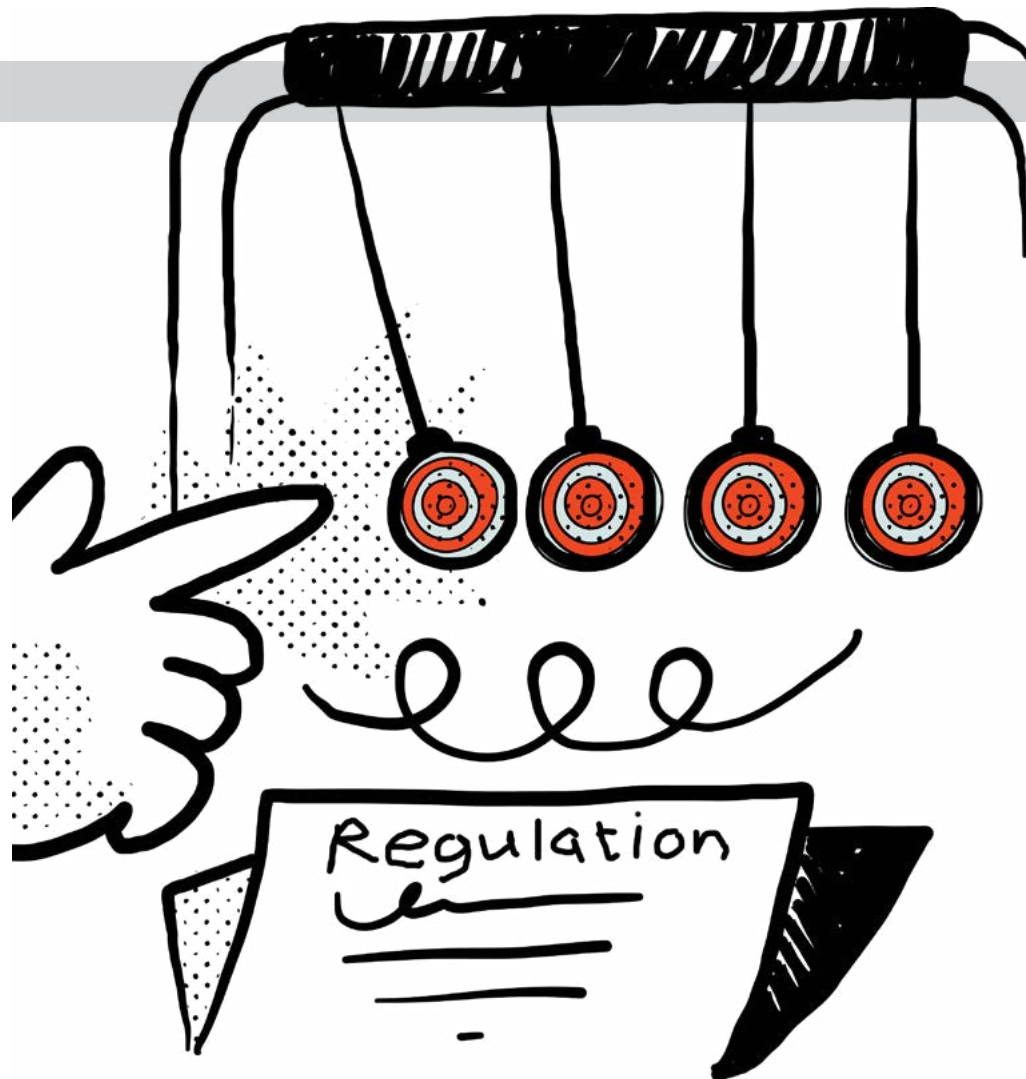
Moving Target

The weather is getting warmer and the flowers are blooming. Clients have told me they are already busier than usual for this time of year and the crazy season still lies ahead. Great news for us in express logistics. The sequence of seasons always brings change and blows away any lingering complacency.

Like the seasons, compliance is a moving target. Laws, technology, and risks constantly evolve which is why we treat safety and security activities as a forward-thinking, ongoing process rather than a static checklist.

While our immediate focus may be coping with a busy period, including Black Friday and the year end holidays we also have to prepare for 2027. Diaries, calendars and planners are already on the shelves. For our industry this also means being aware of and planning around upcoming changes in the IATA Dangerous Goods DG Regulations.

Every two years, major changes in the Safe Transport of Dangerous Goods by Air Technical Standards come from the International Civil Aviation Organisation. Related to the United Nations model regulations for Dangerous Goods, these are then implemented in the new edition of the International Air Transport Association Dangerous Goods Regulations. 2027 is the year that these impending changes will be implemented. We recommend that members familiarise yourself with the changes as they may affect your operations. The changes are highlighted in Appendix H of the current 66th Edition



of the IATA Dangerous Goods Regulations.

The 24th revised edition of the UN Recommendations on the Transport of Dangerous Goods "Model Regulations" contains amendments to the provisions applicable to the transport of dangerous goods for all modes of transport. The members of the ICAO Dangerous Goods Panel also initiate amendments to the provisions of the Technical Instructions for the Safe Transport of

Dangerous Goods by Air "Technical Instructions" particularly where those provisions only apply to air transport.

These amendments will be reviewed by the ICAO Dangerous Goods Panel (DGP) as part of the development of the 2027-2028 edition of the ICAO Technical Instructions, which will come into force 1 January 2027. That's just around the corner.

Since these changes are significant and given

the need for shippers and others in the transport chain to be aware of and comply with, the detailed requirements of the Regulations, this Appendix provides advance notice of the impending changes.

As the content of the 2027-2028 edition of the ICAO Technical Instructions has yet to be finalised, the exact wording and detail of the requirements applicable to air transport will only be finalised in the 68th edition of the IATA DGR, which will be published in the 3rd quarter of 2026 and become effective 1 January 2027. (Extract from Appendix H)

While these changes may not directly affect your company, they may well affect the clients that you deal with, especially those transporting articles containing lithium ion, lithium metal and sodium ion batteries. The new editions of the various IATA manuals are already available for order. We suggest you order your copy now to be one move ahead in the new year when it starts.

This is also a good time to take a look at your training plans for 2027 and start diarising any upcoming training required. Remember that all employees who handle air cargo need to be trained in the dealing with DG according to their job function. Staggering training allows you to have enough people on hand while others study to provide uninterrupted excellence to clients, while meeting your compliance requirements.

As always, I am available for any guidance, training and workshops that you may need. Now let's get the most out of Springtime!

wellness express

Fast-track access to everyday healthcare

Affordable, prepaid healthcare for employees and their dependents through **BetterMed Clinic**.

Did you know? Wellness Express is an easily accessible healthcare service without exclusions



SAEPA Wellness Express
sharon@saepa.org.za
www.saepa.co.za



103 North Rand Road,
Boksburg, Gauteng
010 023 6662
Mon-Fri: 7am - 6pm
Sat & Sun: 8am - 2pm

NEWS

What price loyalty?

Imagine your company could look after the welfare and peace of mind of your greatest assets for R 6,40 a day. A no-brainer, right?

Well, here's a reminder: your people are your most precious assets and Wellness Express is designed to give them affordable, first class medical service. Primary health care, occupational health, psychiatry, advanced cardiac life support, advanced paediatric life support, HIV and AIDS management and much more.

All for R195,00 per month.

Expert medical services are provided by BetterMed Clinic, backed by SAEPA with our expert experience of the job conditions, stresses and demands our people face.

Employees who lack medical cover see it as a "nice to have", way down the list after food, school fees, rent and utilities. It's when health issues arise that it's a different story. Time off work, worry, queuing for a doctor's appointment.

Wellnes Express takes care of all that. As befits an urgent, non-nonsense industry like ours, it has been designed for straightforward and accessible care for our people.

1-2-3: Walk in - consultation - treatment. Medication included. For a figure that won't even show up as a blip on your monthly accounts. R 195.00

A small price to pay for health, loyalty, commitment and the peace of mind to focus on the job.

If you have the funds

Contact Sharon Somerset, Wellness Express Administrator to enrol your people on Wellness Express right away.

If funds really are tight

At least put advice about Wellness Express on your noticeboard to encourage your people to join in their personal capacity.



If you need more information to make your decision, Sharon is always available to talk on 083 325 4247 or email her at sharon@saepa.co.za

Ninthgrid 3 or tagcmk.unsplash

Not so hot!

During July 2026, African airlines saw a 1.1% year-on-year increase in demand for air cargo. This was the weakest of all regions worldwide. The worldwide increase was 3.9% year-on-year.

