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**Special feature – Training & Recruitment**

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**SKILLS**

# Moratorium on high cubes 'likely' to be extended

Liesl Venter

As the January 1 deadline for the lifting of the moratorium on the movement of high cube containers on South Africa's roads approaches, speculation is rife that the Department of Transport (DoT) will extend it.

Industry has argued that the movement of high cubes is not unsafe and has consistently asked the government to amend it to allow for a height of 4.6m since the issue first came to the table in 2011. Industry also maintains that since the moratorium has been in place for eight years with no major incidents having occurred, surely high cubes can now be declared safe.

Government, on the other hand, has maintained that there is no proof these containers are safe, calling for a research study to determine the impact they have on the roads.

It is rumoured the DoT is planning to extend the moratorium by 18 months to June 2021 while the

study is undertaken.

Previous attempts at a study failed because the tenders were too expensive.

Mike Walwyn, a consultant for the South African Association of Freight Forwarders (Saaff) and industry representative on the high cube issue, would not confirm the rumours only saying that encouraging discussions were ongoing with the DoT.

"Indications are very positive that there will be no implementation of the regulation as it currently stands in the immediate future," he said.

Whilst exact figures are not available, it is estimated around 1.5 million high cube containers are transported by road across southern Africa each year with no untoward incident having been reported to date.

Transporters say converting the existing trailer fleet to accommodate the height regulation of 4.3m is impossible due to the cost.

According to economist

Mike Schussler, the cost of changing the platform of a single truck is well over R100 000 – and at current profit margins this is not feasible for the average transport operator in view of the weak economy in which they are operating.

Freightliner's Kevin Martin, who has been involved with the high cube issue since 2011, told FTW it was unclear why the DoT could not just change the regulation to 4.3m.

"I think the DoT already knows the outcomes of their research and that they're just busy with a face-saving exercise," he said, referring to their insistence of conducting a research study.

"They have said we shouldn't panic because unless it becomes very apparent why they shouldn't change the law they will change it. Well, I don't know why they would have to wait so long because I am sure they'll find soon enough that they

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A screen grab of the "call to strike" circulated through Zambia's road freight sector last week.

## Zambian strikers forced into submission

Zambia over the weekend showed South Africa how to stop the violent destabilisation of road freight when it decisively dealt with wildcat strike activists who forced trucks off the roads, prevented others from leaving parking areas, and launched sporadic protests at certain check points.

From reports received by FTW, at least 40 people had been arrested and detained for actions in support of the Whatsapp-organised strike which by the end of last week, warned truck drivers against working on the 15th.

By issuing repetitive threats, the message intoned

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**Fuel Levy on Biodiesel**

On 14 November the South African Revenue Service (Sars) announced the substitution of fuel levy item 195.20.013826.00.10 “Biodiesel as specified in Additional Note 1(a) to Chapter 38170,5c/1” in Part 5A of Schedule No 1 to the Customs and Excise Act, 1964, in order to rectify the rate of fuel levy on biodiesel from 170,5c/kg to 170,5c/li.

**Registration, Licensing and Designation External Policy**

Sars on 08 November published its “Customs External Policy Registration, Licensing and Designation” that deals with the types of clients required to be registered: Automotive Production Development Programme (APDP); approved exporters; cargo reporter; electronic communication with Sars; exporters; importers; Special Economic Zone (SEZ) operators, Designated areas as Customs controlled areas within an SEZ and Customs Controlled Area (CCA) Enterprise,

Section 21A; manufacturers in terms of drawback items 501.00 to 521.00; producers for Preferential Trade Agreements (PTA) and Generalised System of Preference (GSP); and rebate users in terms of Schedule 3, 4 and 6; and registered agents in terms of rule 59A.01.

In addition, the document deals with types of clients, premises or facilities required to be licensed: (i) Carriers - removers of goods in bond; (ii) Clearing agents; (iii) Depots: container and degrouping; (iv) Customs warehouses: Storage warehouses (OS) including CCA enterprises; Manufacturing warehouses including Customs-controlled area enterprises; Special Storage warehouses (SOS): Storage of local manufactured and /or imported goods for supplies to foreign-going aircraft or vessels as stores, spares and equipment; Inbound and/or outbound duty and tax free shops; and storage of imported second-hand

motor vehicles; (v) stockist warehouses; and (vi) Search abandoned wrecks or for abandoned wrecks.

**Clearance Declaration External Policy**

On 08 November Sars published its “Customs External Policy Clearance Declaration External Policy”, in terms of which policy importers and exporters and their clearing or registered agents must be registered or licensed before submitting a Customs Clearance Declaration (CCD). Every importer or exporter of goods must lodge a CCD when goods are imported into or exported from South Africa, except when exempted by rule.

Declarants make a self-assessment with the transaction documentation and submit the CCD to Customs either electronically or manually. Customs replies with a Cusres message, the status codes and completion of the CCD. Electronic Data Interchange (EDI) users experiencing technical problems or difficulty,

for example difficulty in inserting the provisional payment (PP) requirements, must contact their service providers.

**Completion Manual Declarations External Policy**

Sars on 08 November published its “Customs External Completion Manual Declarations External Policy” which serves to ensure the uniform implementation of Customs procedures in the CCD process.

This manual describes the completion and presentation of the CCD when goods are imported; removed in transit/ bond; exported from the local market or ex warehouse; and when goods are moved between South Africa and the BLNS countries.



These statements have been edited because of space constraints. For the full versions go to ftwonline.co.za. Note: This is a non-comprehensive statement of the law. No liability can be accepted for errors and omissions.



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FTW8399

# Deadline set for first LNG plant

Liesl Venter

Energy company Renegen has commissioned South Africa's first commercial liquefied natural gas (LNG) and liquid helium plant.

"We are set to become a significant global producer of helium, introducing South Africa as the eighth country in the world to export the very rare commodity and the only one from Africa," said Renegen CEO Stefano Marani.

The Virginia Gas Project, named after its location near the Free State town, is expected to be operational by 2021, tapping into 148 billion cubic feet of gas and 3.4 Bcf of helium.

According to Marani, the goal is to produce up to 2700 gigaJoules of liquid natural gas and 350 kilogrammes of liquid helium daily.

"This will make the plant the first commercial LNG facility in the country," he said. "The gas fields

are situated in an energy-scarce area, with high customer density and limited competition. The natural gas resource contains one of the richest helium concentrations recorded globally."

The first phase of the project involves developing 12 existing wells, in addition to some new wells. It will also see the construction of 50km of underground pipelines and a processing facility.

According to Marani the company holds the first and only onshore petroleum production right in South Africa, a process that took nearly 12 years.

He said the project was being developed on the back of proven reserves.

With the US already declaring in 2017 that they had run out of helium, several large projects in other regions delayed, and the largest current helium-producing field going offline in 2023, this find will

establish South Africa as a global player.

Marani said the world was in dire need of helium which was fast becoming a very scarce commodity. The Virginia Gas Project was a "game-changer" for South Africa, making it a global frontrunner in the helium sector.

Helium was used in a variety of ways – including to cool superconducting magnets in magnetic resonance imaging (MRI) scanners, in airships, deep-sea diving and for specialised welding, he said.

South Africa-based Engineering, Procurement and Construction Management (EPCM) Bonisana and the Western Shell Cryogenic Equipment Company of China had been awarded the contracts for construction and the supply of technology and equipment for the LNG and helium plant, said Marani.

## Port of Cape Town acts to minimise wind delays

The Port of Cape Town is set to pilot a long wave forecasting system to address the ongoing challenge of surging.

The system is expected to help minimise the impact of heavy winds which often bring the port to a standstill.

It is particularly affected during the windy season between November and March, and has often been forced to cease operations by increased levels of surging

under certain weather conditions. Long swells in the port see vessels continue to roll, heave and surge alongside the quay while

berthed, making it near impossible to service them efficiently or safely.

According to a spokesman for the Cape's Port Liaison Forum (PLF), this system has been long awaited and would address some of the delays currently being experienced. It would enable the port to make operational forecasts that would ultimately allow for better planning for the

port and its users.

"We also welcome the renting and testing of a shore tensioning mooring system," said the spokesman.

In a presentation to the PLF, a representative of Transnet National Ports Authority (TNPA) said a tender for the hydraulic tensioning system – which would be tested at the port for a period of two years – had opened earlier in October and would closed on November 19.

TNPA hopes to appoint a contractor towards the end of December or the beginning of January at the latest to install the system at the port by

“

We also welcome the renting and testing of a shore tensioning mooring system.

– SPOKESPERSON

## Manufacturers exit ahead of Brexit

Insolvencies of British manufacturing businesses has hit a five-year high rising 7% to 1 466 in the last year (to September 30 2019), up from 1 373 the previous year, according to chartered accountants and business advisers, Moore.

Managing partner Robert Branch says the rise in manufacturing businesses going insolvent is being

driven in part by Brexit-related uncertainty and a broader slowdown across Europe.

UK manufacturing orders fell for the sixth consecutive month in October.

In June this year nearly a third of UK manufacturers said they had received a lower number of orders than usual.

There are also concerns

in the sector that some European manufacturers are looking to cut UK-based manufacturers out of their supply chains in order to guard against the impact of a possible "no-deal Brexit", which would see a dramatic increase in the cost of components bought from UK manufacturers by businesses within the EU due to tariffs and shipping delays.

## Gas the game-changer for SA

Gas is a game changer for the South African energy sector according to minister of mineral resources and energy, Gwede Mantashe.

"Coal will continue to play a significant role in electricity generation. We have a more than 30 000-megawatt portfolio of existing power plants, and the abundance of the resource."

But it is gas, says Mantashe, that will ultimately transform the country as has been outlined in the newly



Minister of Mineral Resources and Energy, Gwede Mantashe.

released Integrated Resource Plan (IRP), the long-term planning tool for energy.

"We intend to establish the first liquefied natural gas (LNG) hub in the Coega IDZ in the Eastern Cape," says Mantashe.

Urging foreign investors to pursue investment opportunities in this hub, Mantashe says it will lay the foundation for new gas to power plants across South Africa.

"It will also see the conversion of existing power plants from diesel to gas. We also intend to use

that location as a base for importing feedstock for the gas to liquids refinery in Mossel Bay."

The framework for supporting this major programme will be announced in the next few months.

Linked to this is an amendment to the Gas Act 2001, which is also expected to be tabled in parliament soon.

According to Mantashe gas to power technologies will provide flexibility required to complement intermittent renewable energy and meet demand during peak hours.

"While in the short term the opportunity is to pursue gas import options, local and regional gas resources will allow for scaling up within manageable risk levels," he says. "Indigenous gas like coal-bed methane, and ultimately, local recoverable shale and coastal gas are options we are considering."

To ensure gas receives the attention it deserves Mantashe says the government will go ahead and separate oil and gas from mining legislation.

– Liesl Venter



# 'Hire slow and train to stay'

Liesl Venter

A successful talent pipeline that keeps a company moving forward requires a minimum of three years to achieve, says Juliette Fourie, CEO and founder of Metro Minds.

Such a pipeline allows not only for talented prospects to be identified early, but also to be retained and aligned to a business strategy.

"The recruitment for the first year of talent is therefore extremely important," says Fourie, indicating these are the employees identified to keep, grow and develop the company.

Training, she says, plays a critical role in such a pipeline, ensuring that staff are aligned to the business strategy.

"Strategies are often focused on compliance rather than what the business needs. There are wonderful vehicles like learnerships, internship, graduate programmes and simulations which can assist in such a strategy."

Fourie is a firm believer in the 'hire slow and train to stay' principle. "People are far more productive and perform much better when they are invested in."

Recruiting and then training staff, however,

is not always an easy task for any business. "There are numerous challenges," explains Fourie. "The numeracy and literacy proficiencies from school leavers certainly is one. It is not great and really has an impact on basic calculation and communication skills. Secondly, graduates entering the workplace with no experience but with a perception of quick and instant growth into an organisation can also be difficult to manage."

Studies indicate that more than 50% of new, inexperienced job entrants lack critical thinking, 46% lack industry experience and 45% don't have enough general business acumen.

Without a formal talent pipeline that is actively recruiting and training new staff, companies can find themselves dealing with serious skills gaps.

"The majority of new hires require extra coaching and training to get them up to speed," says Fourie.

"One of our big challenges, however, is funding models versus strategy for development," says Fourie. "A lot of drive for training comes from whether an organisation has received Seta funding or not. The BBBEE scores are also important to them and training is determined dependent on how many points are gained."

Whilst this is completely understandable, it does however make planning an academic year extremely difficult – especially to transfer skills from one

year to the next into new qualifications.

According to Fourie, Metro Minds continues to focus on its digital platform as well as virtual reality learning methodologies, a growing industry trend.

“

A lot of drive for training comes from whether an organisation has received Seta funding or not.

– JULIETTE FOURIE



## Providing higher learning without the expense

Skills shortages continue to bedevil the logistics industry which is why companies are increasingly opting to invest in training.

According to Charlotte Watson, training manager at Vanguard Logistics, it is becoming increasingly difficult to fill positions in the company. Prospective employees also tend to oversell their abilities and once employed will often need to be trained.

"This really inspired

Vanguard Logistics to set up a training and learnership programme to address the skills gap, but also to attract and entice school leavers to opt for the logistics and freight industries as career choices."

Watson says the programme has been going from strength to strength.

"Matriculants normally aspire to become lawyers, accountants, doctors or teachers. Many get a rude awakening when they discover

the costs associated with these courses. Learnerships like ours are an opportunity for higher learning without the massive expense."

The course entails 12 months of study, five days a week, every day from 8.00am to 1.00pm with two days a month spent doing theory at an external college, which has been accredited to offer NQF Level 3 and NQF Level 4.

"We train six learners per year," says Watson. "This was funded by Teta for six years,

but they withdrew funding two years ago.

According to Watson companies are training lower level learnerships ie, NQF Level 3 and not employing the learners or encouraging them to continue onto NQF Level 4, resulting in the market being flooded with NQF Level 3 learners who have graduated but have been unsuccessful in finding employment.

"This is one of the reasons why Teta stopped funding NQF Level 3 as the retention

rate at companies was very low," she says.

Despite the Teta decision to no longer fund, Vanguard Logistics decided to continue with the programme and have funded it the past two years.

"The goal is to ensure we have more employable young people entering the logistics market"

She says Vanguard Logistics attempts to employ at least one or two of the learners they train every year.

– Liesl Venter



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# Blended learning provides the best of both worlds

The freight industry needs to wake up to the reality that as millennials start to dominate leadership positions, it is critical to understand how online learning and innovative technological platforms can help organisations.

“Millennial leaders will not be constrained by how things used to be done,” says Jenny Purchase, head of sales and marketing at No Ordinary Corporation.

“Traditional instructor-led development programmes should not be eliminated, but by themselves they are just not enough anymore to create

sustainable behavioural change and increase acquisition of relevant and usable skills that make an impact on business and performance results.”

The answer, in her view, is a blended learning approach, which would include instructor-led

programmes as well as online learning.

“The design of these solutions should be flexible enough to provide the workforce with choices to learn in

the way they learn best.”  
“As we continue to be busier and busier, micro-learning will afford us

the opportunity to learn while making the best use of our time. Gamification is a concept in the online learning world that is gaining a lot of traction as it enhances user motivation and completion/adoption rates.”

The nature of the older generation South African audience is that they prefer classroom engagement and interaction.

“Millennials search for free online content for personal development and with so much available they are able to access it. As this is self-driven the companies often lose the opportunity to tap into this development.”

And when it comes to content, it can't be a “one size fits all” approach.

The range of courses available is limitless, says Purchase.

But it's the ability of the service provider to translate the material into meaningful engagement that makes the difference.

“Each organisation is different and unless the material is adapted to suit the outcomes, companies land up wasting money.



“

Micro-learning will afford us the opportunity to learn while making the best use of our time.

– JENNY PURCHASE

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# 'Unemployed learnership programme' provides stepping stone into the industry

Liesl Venter

Training and skills development continues to take centre stage across all sectors of the business at neutral consolidator CFR Freight, says group human resource manager, Laraine Hurst.

"Training operationalises our service culture, ensuring that our staff speak with one voice to our customers and that they strive toward meeting the corporate vision."

Hurst says they have been steadily building a culture of training and

“

Training operationalises our service culture, ensuring that our staff speak with one voice to our customers.

– LARAINE HURST

continuous learning within the business over the past few years.

"The biggest challenge is probably to fund the staff appetite for training."

According to Hurst, continuously raising the demand for skills development is critical for the company which has a policy of recruiting internally first for any vacancies before approaching the external market.

"We are always encouraged by the number of people wanting to work at CFR Freight and believe that our culture

and the central role that training and development plays is an important contributor to this."

Over and above accredited internal training opportunities, external trainers are also employed from time to time.

"Technology is playing a larger role in training," says Hurst, indicating that already employees can access learning within the company without being on any of the formal training courses through the internal intranet which is loaded with information for their ongoing use.

"We are seeing that many external training providers are adapting and making use of these new technologies to improve their service delivery as well, making it easier for staff members to learn

while also having a lower operational impact during training," she says.

The company also offers an unemployed learnership programme that can be used as a stepping stone into the freight and logistics industry.

"It allows learners the opportunity

to get to know the various aspects of the industry before settling into a particular position."



## BBBEE codes keep training going

As more and more companies cut back on training in response to economic realities, BBBEE codes and skills development targets ensure that some training continues to happen.

"There's always a correlation between the economy, the state of the industry and the state of training at any given time," says head of sales and

marketing at No Ordinary Corporation, Jenny Purchase.

A lot of the training done is technical training, says Purchase, which is crucial. "As the industry by and large employs much older and then younger individuals there is a need to focus on personal development, leadership skills and understanding the value of different

generations in the workplace."

However one of the challenges the industry faces in learning – specifically accredited learning – is literacy of the lower level learners.

“

We all know that in spite of the adage - 'our people are our greatest assets'.

– JENNY PURCHASE

"Accredited learning requires an extensive amount of written assessments, which learners find difficult to complete in the time provided. This potentially weakens the impact of the

actual learning and makes it a tick-box exercise (ie, just do the training and complete the assessment so that you can get a certificate.

The upside of accredited learning is the Quality Control factor, which means that if you do use accredited training, you know that a quality body has approved the content of the programme as relevant and required in this particular field of study."

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at the level of international standards is a must for African Traders, Clearing Agents and Supply Chain Service Providers. The emergence of the AfCFTA (The African Continental Free Trade Agreement), the World Trade Organisation Agreement on Trade Facilitation (WTO ATF), the new South African Customs Acts in line with the WCO Revised Kyoto Convention (RKC), the new International Chamber of Commerce (ICC) Incoterms® 2020 rules, The WCO SAFE Framework of Standards, IMO Safety and Security Standards, and the like – it is clear things are on the move globally and change is consistent.

The standards of these global

organisations continues to drive trade compliances and best practice in this modernised trade landscape.

The question and challenge are to deliver training and capacity and subsequent support to these stakeholders in African countries including South Africa. Nothing less than competency at Global Standards is satisfactory for Global Trade stakeholders to avoid unpleasant surprises, costs, penalties, and risks, and to meet the desired levels of equality to the professionalism of overseas capacity.

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of other disciplines of the WCO ranging from Classification, Origin, Valuation, Transit, WCO Data Models etc. We thus seek to provide capacity from the horses' mouth, and these skills are available from GMLS with direct access to the WCO Academy platform. Bankers and Traders can receive the ICC UCP 600 training and other international payment methods directly on-line via GMLS.

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## Hiring – the big ‘freeze’

Recruitment agencies are under increasing pressure amidst ongoing company retrenchments and downsizing in the country.

Recruitment specialist Terri Smith of Tiger Recruitment told FTW that many companies were not hiring at present.

“This means that companies try to do their

own recruitment before coming to us.”

She said opting to hire in-house recruitment teams to source talent was part of company attempts to cut costs.

“When companies, however, require a very particular skill set and are looking for more specialised candidates than just general

everyday controllers or administration positions, they are realising the value of a recruitment agency.”

According to Tiger’s Tammy Mattig, the benefits of a recruitment agency are the intimate and experienced knowledge that they have about a specific industry.

“Human resource (HR) departments tend to play a very big role when recruiting is done in-house,” she said.

“Often there is very little to no knowledge of the industry

they are recruiting for and excellent candidates are dismissed as their CVs are not being read correctly.”

“It is 100% necessary for all HR to not only be affiliated to the Federation of African Professional Staffing Organisations (Apso), but also Apso trained in order

to remain neutral and ethical when it comes to the recruitment process,” she said.

According to Smith, using an agency can mitigate many of these challenges. “I do feel that agencies will continue to be a part of recruitment and have a valuable role to

play,” she said, providing industry sector expertise and finding the right candidates.

“One of the big obstacles in this tight economic environment is salaries,” said

“

Companies are cutting costs by using in-house recruitment teams to source talent.

– TERRI SMITH

Tiger’s Shari Graham. “Companies are increasingly looking for candidates who can do more, but do not want to adjust salaries accordingly. At the end of the day, you get what you pay for.”

– Liesl Venter

## Gig economy comes to recruitment

Recruitment companies in South Africa and the rest of the world are turning to freelance recruitment specialists.

According to CareerAddict, recruiters were the seventh-highest paid freelance category in 2019.

It says the average salary is around \$46 (R684) an hour.

A scan of South African jobs portals shows that there is demand for freelance recruiters in the country as well.

Many of the larger recruitment companies are advertising for freelance recruitment specialists.

What most are the looking for is recruiters with a wide network in a particular industry.

The trend has led to the creation of another form of freelance recruitment specialist – one who evaluates the freelancers offering various services.

– Ed Richardson



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# Incoterms drafting expert to visit SA

## Lyse Comins

Southern African global traders and supply chain service providers need to get up to speed with the new Incoterms<sup>®</sup>2020 recently released by the International Chamber of Commerce (ICC), which includes several significant changes related to delivery obligations in international trade transactions. The introduction of the DPU and removal of DAT term as well as fundamental changes within FCA form part of these changes.

Mark Goodger, managing director of GMLS, which aims to secure the international logistics supply chain by providing skills and

knowledge transfer to southern African countries, said it was key for both small businesses and corporates to develop their employees' knowledge and competency regarding the new rules.

Goodger said the new Incoterms provided businesses with more detailed yet simplified guidance on how to choose the correct Incoterms

“

**This is a huge scoop for South Africa in terms of securing a global expert on Incoterms.**

— MARK GOODGER

for specific transactions, and was concerned that the foundations of the 2010 version, specifically the legal application of the articles within the rules, were clearly not correctly trained to

numerous global stakeholders. He added that there were essential knowledge components within the new

Incoterms that had been established ie, Customs security-related requirements as related to carriage obligations and costs.

Goodger said that in order to help businesses and their staff gain first-hand expert knowledge on Incoterms<sup>®</sup>2020, his firm had invited one of the ICC experts from the drafting committee. Bob Ronai, to lead a professional training seminar in Johannesburg, Cape Town and Durban in February 2020. Ronai is a London Institute of Banking and Finance Certified Documentary Credit Specialist and a member of both the Australian Institute of Export and International Chamber of Commerce (Australia). He has provided education and training globally on international trading, in particular on letters of credit and the Incoterm rules for the past two decades.

Goodger said the aim of the seminar was to ensure that local businesses had access

to leading global experts to meet their Incoterms<sup>®</sup>2020 professional training needs.

“This is a huge scoop for South Africa in terms of securing a global expert on Incoterms. When we train people to ensure they get value for their money, we don't just read the book and pronounce ourselves as experts, we get training from the people who write the book,” Goodger said.

Ronai will focus on the changes and the correct use of the Incoterms, contract of sale and best

practice capacity during his visit. There were over 20 significant changes, Goodger said.

“What we have noticed is that many people still don't know how to put together the legal terms of a proper international contract of sale, and we are going to provide legal training on the capacity to put together international contracts of sale,” he said. Several senior legal advocates would also be contracted to work on the firm's course material, he added.



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## Lack of investment in training diminishes employment opportunities

2019 was a notably tough year for people seeking employment in the logistics sector, with ongoing cost cutting at companies, lack of training, and the introduction of new technology limiting job prospects in a country with an ever-increasing unemployment rate – currently at 29%.

According to Kim Botti, director at Lee Botti & Associates, the past year has been particularly challenging for everyone across South Africa, leading companies to pursue cheaper alternatives and focus less on training employees.

“In the past, companies invested in ongoing training,

However, with the economy and political situation in SA, we have seen less of this,” she said.

And when businesses are trying to get through these times, the first things that get cut back on are training, recruitment and marketing, while organisations are trying to streamline and work leaner.”

Companies are increasingly looking at technology to streamline operations, and while that saves costs it means job cuts.

“We noticed an increase in this technological space in 2019 and foresee

that next year will result in an even bigger leap towards this,” said Botti.

On top of that, Dr Lynn Ribton-Turner of recruitment specialists Ribton-Turner Management Services said technology had hindered recruitment agents by making it easier for local and international companies to scour the web in search of employees.

“Technology has drastically changed the use of recruitment agents over the past 30 years. Clients will now use their HR department staff to search for employees online, while freight forwarding agents outside of South Africa seeking senior talent within South Africa have often used online services such as LinkedIn,” said Dr Ribton-Turner.

The exodus of good talent leaving South Africa, particularly the youth, had seen recruitment numbers decline even further, she added.

– Bjorn Vorster



## Sponsoring learnerships

Training company Metro Minds has put its money where its mouth is when it comes to development of people.

Through its Education Trust the company was able to sponsor six individuals to attend the Young Logistics Programme at the Fiata World Congress hosted in Cape Town in October. The Trust also sponsored two young freight forwarding learners to attend a learnership for the year and have already found workplaces to host them during this time.

Metro Minds offers a formal and structured training approach including online learning platforms, learnerships, job simulation and other programmes that deliver the skill as and when a business requires it.

“It is clear that companies require training to be practical and convenient which is why we have invested in the simulated learning methodology,” says CEO Juliette Fourie.



### INVITATION

You are cordially invited to attend the monthly Transport Forum Special Interest Group

- Date** : Thursday, 5 December 2019
- Time** : 10h30 – 16h10
- Venue** : PRASA Umjantshi House, 30 Wolmarans Street
- Cost** : Attendance is for free, but booking is essential - [www.transportsig.com](http://www.transportsig.com)
- Theme** : Future Mobility

#### AGENDA

10h30-11h30	Registration, Refreshments and Networking	
11h30-11h45	Housekeeping	Mr. Harry van Huyssteen, Custodian Transport Forum
11h45-12h10	Future Mobility	To be confirmed
12h10-12h35	Future Mobility	Ms. Vuyisile Majola, Chief Executive Officer SANTACO Gauteng
12h35-13h15	Lunch and Networking	
13h15-13h40	Future Mobility - Public Transport	Prof. Jackie Walters, Strategic Advisor South African Bus Operators Association
13h40-14h05	Future Mobility	Mr. Jack van der Merwe, Chief Executive Officer Gautrain Management Agency
14h30-14h45	BREAK	
14h45-15h10	Future Mobility	Mr. Nduduzo Nyanda, Country Manager UBER South Africa
15h10-15h25	Technology Driven Fit for Purpose Future Urban Transport Solutions	Mr. Biondello Leonie & Ms. Xolisa Peter (tbc) Systems Development & Implementation City of Cape Town: Transport Division
15h25-16h00	Panel discussion	
16h00-16h10	Lucky draw and closure (winner must be present)	



# Incoterms<sup>®</sup> 2020

International Chamber of Commerce (ICC)  
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Issue date: 31 January 2020  
Booking deadline: 29 November 2019

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# 'Resource curse' weighs on Africa's commodity producers

Eugene Goddard

GDP data by Standard Bank shows that Africa's leading minerals-based economies have all been underperforming against non-commodity peers over the last decade, lending credence to the idea that these countries may be yoked by "the resource curse".

According to the data, much of it based on research by the International Monetary Fund (IMF), out of 16 countries whose GDP growth trajectories have been tracked since 2014, the lowest performing eight are all commodity producers.

Angola, Botswana, the Democratic Republic of the Congo, Namibia, Nigeria, and South Africa – all of them have GDP figures that are either flat-lining or barely flickering with signs of life.

Even Mozambique, tipped to quadruple its GDP by 2030 thanks to liquid natural gas finds near its border with Tanzania, finds itself among countries whose projections for 2020 will most likely continue to taper off.

In stark contrast to this are the consistently stronger and more stable economies of non-commodity performers.

Cote d'Ivoire, Ethiopia, and Tanzania had GDP data that were recorded at 8.8, 10.3, and 6.7% respectively in 2014, the year the oil price started tanking because of consecutive setbacks.

And although the economies of Cote d'Ivoire and Ethiopia

marginally slowed, they managed to arrest most of the damage and have GDP projections for 2020 of 7.4 and 7.8% respectively.

Tanzania, in comparison, is edging back slightly – up to 7.0% where its GDP was in 2018.

Even Uganda, a relative newcomer to the commodities market, is showing economic resilience, recording GDP growth from 5.1% in 2014

to next year's projected figure of 6.6.

The continent's traditional commodity producers, in

comparison, all slumped into sluggish growth territory with some performing marginally better than others. Botswana's GDP went from 4.2 in 2014 to a projection of 3.8% for 2020, the DRC from 9.5 to 4.1, Mozambique from 7.4 to

3.7, Namibia from 6.4 to 0.5, and Zambia from 6.0 to 2.4 – all for the same period.

Then there's South Africa, the continent's erstwhile commodities game-changer turned

underperformer of note.

To be fair, in 2014 South Africa's GDP was measured at 1%.

In 2016 it went from 1.3 the year before to 0.6, recovered somewhat to 0.8, and by the end of this year will probably be back down to 0.6 before expectedly recovering to 1.6 percent next year.

One of the reasons

“

Tanzania is edging back slightly – up to 7.0% where its GDP was in 2018.

– PHUMELELE MBIYO



Photo: Eugene Goddard

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## LAST WEEK'S TOP STORIES

### Transport tycoon's daughter returns home 6 months after kidnapping

The daughter of logistics and transport tycoon, Poomsamy Naicker, was found alive in a house in Pretoria – six months after being kidnapped from her car in Pinetown on May 30.

### N1 remains closed for traffic following unrest and looting

Transporters are urged to use alternative routes as the N1 Highway at De Doorns remain closed because of protest action.

### Maersk COO quits with immediate effect

A.P. Moller – Maersk has announced that its chief operating officer, Søren Toft, has stepped down with immediate effect.

### Ports claim increase in frequency and severity of extreme weather conditions

Fifty port officials from all across the globe have confirmed the increase in frequency and severity of extreme weather events.

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**ASIA / AFRICA / SOUTH AMERICA**

VESSEL	VOY	JPN	SHA	SIN	MOM	DAR	DBN	SAL	VIT	SAN	MDV	ZAR
TREADOR	014	sld	sld	17/11	-	-	29/11	11/12	14/12	16/12	20/12	22/12
MORNING CHAMT	059	04/12	09/12	16/12	-	-	30/12	12/01	15/01	17/01	21/01	22/01

**ASIA / AFRICA / EUROPE**

VESSEL	VOY	ASI	MOM	DAR	DBN	PE	TEA	ABJ	DAK	CON	BRH	ANT
MORNING CHORUS	119	sld	22/11	24/11	30/11	02/12	11/12	13/12	16/12	t/s via Dakar	26/12	tba
MORNING PILOT		23/11	22/12	24/12	30/12	-	09/01	11/01	15/01	t/s via Dakar	24/01	tba

**ASIA / AFRICA / ASIA**

VESSEL	VOY	ASI	MOM	DAR	DBN	SINGAPORE 05/12/2019						
TURANDOT	048/049	sld	sld	sld	18/11							



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ASI - Asia	KWA - Kwanggyang, Korea	SHA - Shanghai China
BAR - Barcelona	LAS - Las Palmas	SH - Singapore
BRH - B' Haven	LAG - Lagos	SOH - Sohar, Oman
CON - Conakry	LEH - Le Harve, France	SOU - Southampton, UK
CTG - Cartagena, Columbia	LOB - Lobito, Angola	SET - Setubal, Portugal
DAK - Dakar	LUA - Luanda	TAM - Tamatave
DAR - Dar Es Salaam	MAN - Manzanillo, Panama	TEA - Tema, Ghana
DBN - Durban	MAP - Maputo	TIL - Tilbury, UK
DJB - Djibouti	MEL - Melbourne, Australia	ULS - Ulsan, Korea
DOH - Doha, Qatar	MDV - Montevideo	VIT - Vitoria, Brazil
ELS - East London, SA	MOM - Mombasa	WLM - Wallhamn, Sweden
GUN - Gusan, Korea	MUM - Mumbai	WVS - Walvis Bay, Namibia
HAM - Hamad, Qatar	NAM - Nambe	YAN - Yangon, Myanmar
HK - Hong Kong	PDG - Pointe des Galets	YOK - Yokohama
HUA - Huanggu, China	PE - Port Elizabeth, SA	XIN - Xingang, China
IMM - Immingham	PKG - Port Kelang	ZAR - Zarate
JEB - Jebel Ali	POI - Pointe Noire, Congo	
JED - Jeddah	POR - Portugal	

## Zambian strikers forced into submission

From page 1

that anyone who disobeyed the order to join in the strike “will only have yourself to blame if anything happened to you”.

And although the intimidation rippled across Zambia’s road transport sector – with the notoriously congested Kasumbalesa border north into Democratic Republic of the Congo (DRC) ironically becoming de-clogged because trucks were not trying to pass through – the strike fizzled out in under a day.

South of Kasumbalesa, in Zambia’s Copper Belt province, police pounced with the full might of the law, arresting 28 people suspected of participation in the strike – likened in certain circles to

the same kind of arson-style vigilantism used by the All Truck Drivers Foundation (ATDF) in South Africa.

In comparison, Zambian authorities nipped it in the bud.

Apart from the mass arrests in the Copper Belt province, stern action was also seen in Kabangwe on the outskirts of the capital where eight people were detained.

Further north of Lusaka at Zambia’s hinterland intersection of Kapiri Mposhi, disruption to the T-junction

with the one road splitting off to the north eastern part of the country were quickly brought under control with traffic flow proceeding unimpeded.

Even in Luapula Province where activists disrupted traffic at Kapalala Check Point, a north-western alternative into the DRC’s

Copper Belt, freight flow was restored when three people were arrested and accomplices had to flee because of police action.

And at another alternative crossing into the south-

western DRC, Mokambo, truck drivers who had successfully navigated the notoriously bad dirt track from Kasumbalesa were met with stone throwing south of the border.

One transporter of bulk liquid into the DRC’s Copper Belt described the strike as chaotic.

“Every weekend it’s another story. I have seen over the years this is what Zambians like to do, act on a Friday so you have the whole weekend to feel the pain.”

The same reliable source has in the past convincingly argued how strategically important it is to maintain the fluid transit of cargo through Zambia as without ease of passage through this country,

cargo intended for ports in Namibia, South Africa, Mozambique and Tanzania is usually delayed.

And although he criticised Zambia for the manner in which it managed its road freight sector, the lingering impression from the Federation of East and Southern African Road Transport Associations (Fesarta) is that Zambia swiftly showed who was in charge.

As the dust settled on the strike on Saturday morning, with minor after-effects still felt in a few places, Zambia Home Affairs minister Stephen Kampyongo warned activists not to proceed down the path of disruption.

– Eugene Goddard

“

Every weekend it’s another story. I have seen over the years this is what Zambians like to do.

– STEPHEN KAMPYONGO

## Plans to introduce drone service in Africa

Liesl Venter

A same day delivery service across South Africa using a fixed-wing medium-sized drone is possible at a fraction of what it costs now, according to Svilen Rangelov, CEO and co-founder of Dronamics.

“South Africa is a relatively small country that can easily be serviced with medium-sized drones offering same day delivery,” he said. “At present there is a mismatch in cargo delivery in the country. For every kilogram of cargo that flies, there is 10 000 times more cargo on the ground.”

Load factor, said Rangelov, was also an issue in South Africa. “It was only 54% for South African Airways in 2017. This, however, cannot



be addressed without new airframes.”

According to Rangelov, a developer of a medium-sized cargo drone called the Black Swan, which can cover a distance of around 2500km per day carrying around 350kg of freight, more cargo could be moved by air locally at a transport cost of anything between \$2 and \$3.

“We believe that once this service becomes available and the affordability is realised, the demand is going to be huge.”

He said, Dronamics’ Black Swan would begin commercial deliveries in 2020, with a signed agreement in place for Bulgaria and another for Europe. “We also are in talks with three airlines and hope to introduce the service in Africa next year.”

## Moratorium on high cubes

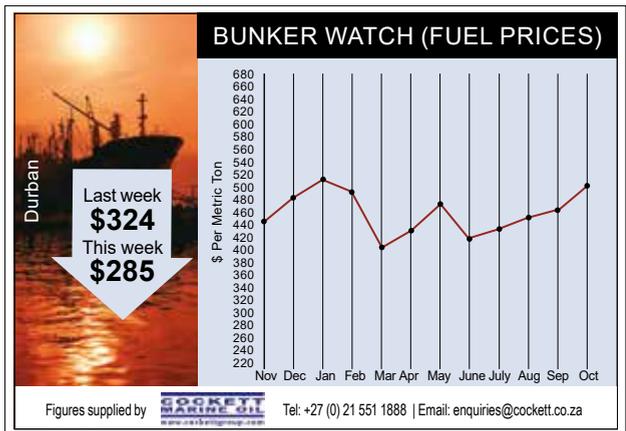
From page 1

should change the law.”

He said the fact of the matter was that many studies around high cubes had been done. “If the DoT want to waste time and money on finding out what we know they must go ahead.”

According to regulation 224 (b) of the National

Road Traffic Regulation Act containers, when transported on the back of a trailer, may not exceed a height of 4.3m. This is not a problem for standard containers that are 2.6m high. High cubes, however, have an overall height of 2.9m meaning when on the back of a trailer they exceed the 4.3m height limitation by 30cm, at 4.6m.



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