

Forward thinking supply chains

SAPICS
THE PROFESSIONAL BODY FOR
SUPPLY CHAIN MANAGEMENT

IN ASSOCIATION WITH
saaff

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BBBEE – BEE Online Group

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KEY CHANGES IN THE DRAFT FREIGHT-FORWARDING & CLEARING CODES:



- Ownership : increased points for voting rights and economic interest in the hands of black people and black women from 11 to 12 , targets have remained unchanged
- Involvement in ownership of the Enterprise for black new entrants increased targets from 10%-15% , where points have increased from 1 to 5 points
- Combining Management Control and Employment Equity elements to 1 impactful element with additional or increased targets. Including an indicator within MC for black youth executives & black youth management, Increased points within MC available for black employees and black female employees living with a disability.
- EAP(Economically Active population) targets included in measurement of Employment Equity and Skills Development.
- Higher targets for Skills Development – from 3% of the leviable amount, now at 6%, points remain the same however more points are allocated to disabled training
- Decreased targets for learnerships from 7.5% to 5% , increased points from 6 to 8. Bonus points are now included for absorption.
- Overall increased targets for Preferential Procurement. Bonus points for supplier spend with designated group suppliers.
- Additional sub-element of Supplier Development. Bonus points can be awarded for ESD for job creation and graduation
- Higher target for Socio-Economic Development from 1% to 1.5% of NPAT , more points may be awarded from 5 to 7.5 .

CHALLENGES

- The growth and inclusion of black female, youth and disabled individuals within the Transport Sector codes, hence, the targets applied.
- Upskilling employed and unemployed individuals within the field, hence higher targets applied within Skills Development.
- Limited funding opportunities
- Empowering and uplifting individuals in order to create industry professionals. The excessive bureaucratic red tape in the delivery and implementation of education is a barrier affecting the economic performance of the subsector. Based on the extracts from the TETA Skills Plan 2022 – 2023, the skills plan further indicates that on 6% of companies within the Freight-forwarding and Clearing industry submitted WSPs.

TETA Skills Plan 2022 – 2023 extracts

- COVID 19 advanced the Fourth industrial revolution – resulting in the requirement for digitalization, technical abilities , online training, warehousing technology .
- Most businesses turnover were reduced by over 20% in the sector, some companies had to downsize, and companies closed , which invariable translated to less revenue for TETA as levies are calculated based on payroll . According to stakeholders at the virtual FGD(focus group discussion) organized by TETA in May 2021
- The time taken to create and register qualification must be reduced from 24 months to 24 hours.
- Occupation unit standards must be updated and changed for the legacy occupation, further driven by ageing, poor quality of student, and skills mismatch.
- The need for companies to have succession planning as an approach to managing emergencies is needed, including improved coordination between the Department of Trade and Industry (DTI)and the Department of Transport
- The Transport Education Training Authority (TETA) hereby invites stakeholders and legal entities to submit applications for the 2023/24 discretionary grants. **SUBMISSION DEADLINE – 28 NOVEMBER 2022 AT 23H59.** Applications will be submitted on the TETA online DG system (Clarity 4.0), guidelines and all other relevant documents are available on applicant dashboard and also on TETA website under Discretionary Grants Funding Window 2023/2024. Applicants should prioritize programmes inclusive of people with disabilities and with rural focus.