



# NEWS

*Keeping you informed  
and engaged*

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## From the National Secretary

Dear Stakeholder,

**I**t is always a pleasure to reconnect with our valued stakeholders. Our aim remains to keep you abreast of developments within Council and share progress on the work we are doing to drive compliance across the Industry.

We remain committed to resolving labour disputes and enforcement cases promptly, so workers receive their rightful benefits, and employers can concentrate on growing their businesses without the burden of prolonged disputes.

We deeply appreciate employers who embrace voluntary compliance. Their commitment propels us to fulfil our mandate and enhance our services.

Since our previous edition, several noteworthy changes have occurred, some of which I will outline below.

### Parental leave changes

In line with the Constitutional Court judgement on parental leave, our Main Collective Agreement was amended, and the changes were promulgated by the Minister of Employment and Labour in Gazette No 54424, published on 30 March 2026.

In essence, we have extensively amended clause 23 of the Main Collective Agreement to align with the ConCourt judgement regarding section 25 of the Basic Conditions of Employment Act (BCEA). If both parties to a parental relationship are employed, they are entitled, in the aggregate, to four months and ten days' parental leave.

Additionally, all categories of parents - biological, adoptive, or commissioning (surrogacy) - qualify for parental leave, and no distinction shall be made based on parental role, gender or the age of the child. The latest Main Collective Agreement is available on our website.

### Wage negotiations

As you know, the current wage agreement lapses on 28 February 2027. As such, Parties to Council will embark on industry wage negotiations this year. As Council, we are ready to facilitate the process and provide the necessary support to both parties.

We are positive that parties will have fruitful negotiations. The good news at the back of this is that Council received a two-year certificate of representivity in February 2026, following an audit by the Department of Employment and Labour, as required by Section 49(2) of the Labour Relations Act.

### Health and wellness matters

In our long-standing commitment to safeguard the well-being of Industry employees, we have once again appointed Corridor Empowerment (CEP) to manage the Trucking Wellness Programme and Affinity Life to administer our Health Insurance Plan and HIV Management Programme. We will continue our marketing efforts to ensure employees are aware of their benefits, and we urge employers to contact Trucking Wellness Programme if they require assistance during their wellness days. ●



# VOLUNTARY COMPLIANCE - FOURTH QUARTER OVERVIEW

By Fikile Mchunu

As we concluded the 2025/26 financial year, our fourth-quarter data provided a clear overview of industry compliance, highlighting both encouraging progress and areas requiring attention. From December 2025 to February 2026, we saw steady growth in new employer participation, while some employers exited the sector.

## Voluntary Compliance – Fourth-Quarter Overview

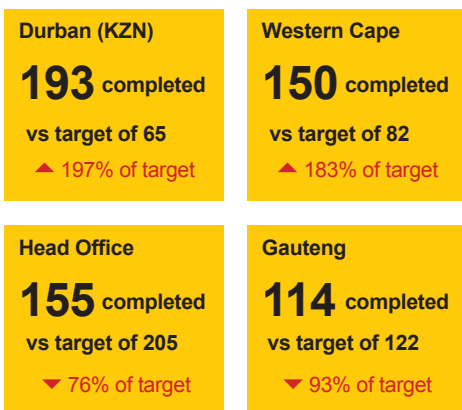
**82.39%** overall compliance rate ▼ from 84.08% last year

### Regional breakdown – compliance rates this quarter



## On the ground – Inspection activity

**577** inspections conducted



## Industry growth & shifts

**173**  
new employer's  
registered

**26**  
new  
owner-drivers

**139**  
employers ceased  
operations

Total registered  
employers  
**3,768** ▲ from 3,694 last year

Net change this quarter  
**+34** employers

Closures primarily due to financial pressures, company liquidations, and contract terminations.

## Looking Ahead

Overall, the fourth quarter reflected solid performance, particularly in inspection activity and steady industry growth. While the slight dip in compliance and some regional gaps remained areas of focus, the commitment shown across teams provided a strong foundation for the year ahead.

Now well into the new financial year, our focus is on strengthening compliance levels, supporting underperforming areas, and building on the positive momentum achieved during the fourth quarter of the 2025/26 financial year. ●

# A RECAP OF THE 10<sup>TH</sup> BIENNIAL AGENTS CONFERENCE

By Fikile Mchunu



**T**he 10th Biennial Agents Conference held from 18 - 20 February 2026 marked a significant milestone for our industry's enforcement and compliance community. The three-day event brought together our dedicated team of agents and senior management to reflect on our progress and plan for the future.

proposed digital tools, system automation, and improved workflow efficiencies within the inspection and arbitration portals.

## Reflecting on a Decade of Collaboration

As our tenth biennial gathering, this conference was more than a routine meeting; it celebrated a decade of shared learning and growth. The main focus was refining operational strategies to better serve the industry and promote fairness for all registered employers and employees.

- Strengthening employer registration and educational inspection processes to improve onboarding, compliance education, and the management of company records.
- Improving system functionality through automated reminders, enhanced reporting tools, and upgraded tracking mechanisms for enforcement and compliance matters.
- Promoting quicker resolution of disputes and non-compliance matters through improved consultation processes before matters proceed to arbitration.

## Turning Discussion into Action

The conference featured energetic engagements and in-depth sessions on the challenges faced on the ground. These discussions were not just theoretical; they led to a detailed action plan to address key operational issues identified during the sessions.

## Operational Impact

The conference played a critical role in strengthening operational alignment, with teams prioritising participation in these strategic sessions to enhance future service delivery and decision-making across the organisation.

This plan will guide our efforts in the upcoming months, focusing on:

- Reviewing and strengthening Standard Operating Procedures (SOPs) to ensure alignment with the Main Collective Agreement and improve operational consistency across regions.
- Improving voluntary compliance through revised compliance calculation guidelines, negotiated settlement agreements, and enhanced employer engagement initiatives.
- Reducing administrative pressures on agents by exploring support structures such as office-based agent roles, internship programmes, and greater automation of manual processes.
- Enhancing inspection and enforcement processes through

## Looking Ahead

The 10th Biennial Agents Conference has re-energised our team and provided a clear roadmap for the future. As we enter the next fiscal year, the insights gained and relationships built during these three days will be key in advancing our mission of fair and consistent industry regulations.

Wendy Mtshali, NBCRFLI's Compliance Manager, extended appreciation to all agents and management members whose contributions made the landmark event a great success, noting that these collective efforts are helping to build a stronger, more compliant industry for all. ●



# EQUIPPING SCHOOLS FOR A DIGITAL FUTURE

By Pakiso Seshabela

**A**cross South Africa, education is steadily shifting towards digital learning, where learners engage with interactive content, develop coding skills, and are introduced to concepts such as artificial intelligence and machine learning.

However, for many schools in disadvantaged communities, this future remains out of reach. Instead, learners continue to rely on outdated teaching equipment, minimal access to computers, and limited digital infrastructure, placing them at a significant disadvantage.

Sekgwari Primary School in Setumong, Limpopo, is one such school. The school, however, is led by a forward-thinking principal with a clear vision: to equip learners with the digital skills needed to thrive in a modern, technology-driven world.

While the broader education system continues to integrate innovation, schools like Sekgwari often struggle to keep pace due to resource constraints. Recognising this gap, the NBCRFLI, as part of its Corporate Social Investment (CSI), reached out to the Principal to determine what is required to turn this vision into reality.

In honouring the commitment made on 13 February 2026, Council donated ten laptops, whiteboards for all eight classrooms, and a printer for the staff room, resources

designed to directly support digital learning and teaching efficiency.

The handover event was attended by key education stakeholders, including Circuit Manager Dr. Mohlapamaswi, and the District Head of Curriculum, Mr. Serongwa, whose presence underscored the importance of collaborative efforts in advancing education.

Dr. Mohlapamaswi highlighted the critical role of technology in education, stating, "We cannot prepare learners for the future using the tools of the past. Access to digital resources is essential in ensuring that every learner, regardless of their background, has an equal opportunity to succeed in a modern digital economy."

The school's principal, Mr. Rangwanash, reflected on the significance of the donation in bringing the school's vision to life: "Our goal has always been to provide learners with the skills they need to compete in a digital world. This support moves us closer to that reality and gives our learners the opportunity to learn and grow through technology."

NBCRFLI remains committed to advancing social responsibility and uplifting communities within the road freight and logistics sector. Through initiatives like this, the Council continues to play a meaningful role in shaping a more inclusive and future-ready education system.



■ The NBCRFLI donates digital tools and classroom equipment to enhance learning at Sekgwari Primary School.

# DIGITISED LETTERS OF GOOD STANDING

**I**t has been over six months since the NBCRFLI announced the automated Letter of Goods Standing (LOGS) system on the E-Business portal as part of its ongoing efforts to digitise its operations for improved service delivery to Industry stakeholders.

**SINCE GOING LIVE IN NOVEMBER 2025**

# 900+

**APPLICATIONS RECEIVED**

Some were approved, and some were rejected with reasons for the employer's attention. A few companies were approached for their feedback on the system. This is what they had to say:

“All was good, there was a small hiccup, but it was resolved by Luigi, and all is perfect, easy, no issues.”  
– Nickolai from Staff Elite C.C

“I find the system user-friendly, and I was satisfied with the overall process and turnaround time.”  
– Anneline from FHB Du Pisani Riviera Boerdery BK.

“It was easy to find and request the LOGS. I am very satisfied with the process. I received the letter instantly.”  
– Monya from Louma Transport

“The system is absolutely user-friendly, and the turnaround time was extremely sufficient.”  
– Anria from Langenhoven Transport

“While we have now successfully received our certificate, there was an initial delay due to a pending query. We found the instructions on how to obtain the certificate somewhat confusing at first; however, Khanyisa was able to clarify the situation for us, and the process was completed successfully.”  
– Cheryl from Biddulphs SA

“Yes, we are very happy with the process and turnaround time. And it is user-friendly.”  
– Danielle from Laser Logistics

“We found the system to be user-friendly and efficient. The process was quick with an impressive turnaround time. I had a very positive experience and appreciate the effort made to streamline the service.”  
– Anelle from Ocean Freight and Logistics

“I did find the online application for my LOGS quite easy to access. I did, however, have a problem and had to contact my Designated agent to intervene to get me the LOGS, as it was more than three months since I had my inspection.”  
– Bennie from Bravoplex

## Key Lessons

It is important to note that the system will not issue a letter if there are any outstanding issues, such as unpaid invoices, unresolved cases, unpaid monthly returns, or non-compliance findings from inspections.

The system will display the reasons for rejection, and an automatic email notification will be sent to the Senior Agent, who will then attempt to contact the employer within 48 hours to assist further.

Please note that the system will not issue a letter if the inspection is more than six months old. This additional control helps keep the LOGS credible and reliable. ●

# NBCRFLI DURBAN OFFICE HAS RELOCATED



**T**he Durban office relocation had been on the cards for some time, driven mainly by a combination of challenges. Amongst them were electricity bills that skyrocketed without justification. Additionally, the building management had deteriorated to worrying levels, clients struggled with parking, and with crime in the city centre on the rise, safety became a huge concern.

On the 4th of May 2026, Senior Management, the Chairperson of the Building Acquisition Committee, Mr Sentso Ralenkoana, and his deputy, Mr Dave Behrens, officially opened the new Durban office.











“When we set out to find a new office space in August 2025, we were committed and unwilling to compromise on safety. This new office space ticked all our boxes, and I hope it will inspire the Durban team to keep the good name they have built for themselves as one of the top-performing regions,” said Mr Behrens.

The new office address:



**1st Floor, The Marriott Building  
Kingsmead Office Park  
2 Kingsmead Boulevard  
Stamford Hill, Durban, 4001**






### Day-to-Day Healthcare Benefits

	<b>24/7 Telephonic Medical/Digital Consulting Hotline</b>	Unlimited telephonic and digital Nurse, Doctor or Mental Health Professional led medical consultation/s. Includes sick notes and over-the-counter and acute medication recommended by the health practitioner according to Formulary.
	<b>The Medical Society</b>	Unlimited visits and acute medication at any one of the Medical Society facilities. For assistance to find the Medical Society facility closest to you, call Affinity Health customer care on 0861 00 11 31 or send a "please call me" to 079 409 1834.
	<b>GP Consultations</b>	Unlimited consultations at an Affinity Health Network Doctor (GP), visit includes acute medication either prescribed or dispensed by an Affinity Health Network Doctor. Pre-authorisation s required from the 6th visit in a one year cycle. Subject to the Affinity Health Formulary and fair use rules.
	<b>Chronic Medication</b>	Members must be registered as a Chronic member to obtain this benefit. To confirm if your chronic condition is covered, you can contact customer care on 0861 00 11 31 or send a "please call me" to 079 409 1834.
	<b>Chronic Disease Management</b>	Available for members that are registered for the Chronic Management Programme, through support we assist you in bringing your condition under control to live a healthier life. For assistance members can contact Affinity customer care on 086 100 11 31, send a "please call me" to 079 409 1834 or an email to <a href="mailto:info@nbcrflihealth.co.za">info@nbcrflihealth.co.za</a> .
	<b>OTC, Acute Medication and Nutraceuticals</b>	Over-the-Counter (OTC) and Acute medication requires pre-authorisation and is subject to the approved Affinity formulary, up to a maximum benefit limit of R1 100 per annum. Nutraceuticals are covered according to the formulary, requires pre-authorisation and are provided through an approved Affinity service provider.
	<b>HIV and TB Management Programme</b>	A programme with the objective of improving the health outcomes of members diagnosed with HIV. For assistance members can contact Affinity Health customer care on 086 100 11 31, send a "please call me" to 079 409 1834 or an email to <a href="mailto:info@nbcrflihealth.co.za">info@nbcrflihealth.co.za</a> .
	<b>Optometry Services</b>	Access to an Affinity Health partner optometrist once every 24 months, which includes one eye test and standard frames, subject to the formulary and available funds per Eligible Member. Member to contact Affinity to confirm benefits before visiting any medical professional.
	<b>Radiology and Pathology</b>	Linked to GP consultation as you must be referred by a GP or by the Chronic Care provider for this benefit. Approved x-rays and blood tests as per Formulary will be covered.
	<b>Basic Dentistry</b>	Access to a Designated Dental Service Provider as per maximum benefit limits per Eligible Member. For assistance members can contact Affinity Health NBCRFLI customer care on 0861 00 11 31, send a "please call me" to 079 409 1834 or an email to <a href="mailto:info@nbcrflihealth.co.za">info@nbcrflihealth.co.za</a> .

### 24/7 Emergency Benefits

	<b>Emergency Medical Services &amp; IER Mobile App</b>	24/7 Health and Trauma Telephonic Assistance. Emergency Medical Services are available to Eligible Members by phoning the provided telephone number or using the IER Smartphone App.
	<b>Mental Health and Trauma Assistance Benefit</b>	Telephonic trauma support and counselling by professional and dedicated professionals for traumatic events such as hijacking, armed robbery, shooting, sexual assault, crime, trauma-related gender-based violence, death, attempted suicide and domestic violence.




### Hospital Benefits


	<b>Accidental Hospital and Casualty Benefit</b>	For actual costs of emergency casualty private hospitalisation if admitted due to an accident up to the benefit limit of <b>R150 000</b> . Please phone the pre-authorisation number on your membership card for hospital access.
	<b>Hospital Care Plan</b>	This benefit includes a personal care package to make the patients stay while in a state hospital for an illness admission more comfortable.
	<b>Post Hospital Private Home Nursing</b>	Up to <b>R10 000</b> per year for the assistance of a private nurse following a stay in Hospital due to an accident. This benefit is available where the Eligible Member is unable to perform 3 or more activities of daily living.

### Insurance Benefits


	<b>Funeral Assistance Benefit</b>	A funeral assistance benefit of <b>R12 500</b> is payable in the event of the death of the Eligible Member. Claims older than 6 months will not be accepted.
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Benefits vary according to member type and are as follows:

	<b>Main Member</b> All Benefits		<b>Spouse</b> All benefits except Funeral Assistance Benefit, Basic Dentistry Benefits, Optometry Services and Post-Hospital Private Home Nursing		<b>Dependant</b> Only Hospital Accident/Emergency Medical Services and Hospital Care Plan
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 0861 00 11 31

 [info@nbcrflihealth.co.za](mailto:info@nbcrflihealth.co.za)

 079 409 1834

### NBCRFLI STANDS FOR THE NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY

The Council is governed by the Labour Relations Act of 1995, which allows for registered employer and employee organisations to establish a bargaining council for an industry and area. Through collective bargaining, trade unions and employer organisations, which are party to the Council, are able to negotiate matters that are of mutual interest to the Road Freight and Logistics Industry. This approach allows for better regulation of matters which affect the Industry as a whole, thereby enforcing minimum standards and conditions of employment within the Road Freight and Logistics Industry which contributes to labour stability within the Industry. The Council also supports industry members through managing the industry's annual leave, sick leave and holiday bonus funds, and by providing health and wellness services.

**For full Policy Wording, please contact Affinity Health on 0861 00 11 31 or [info@nbcrflihealth.co.za](mailto:info@nbcrflihealth.co.za)**

Disclaimer - This is not a medical scheme and the cover is not the same as that of a medical scheme. The policy is not a substitute for medical scheme membership. Subject to Demarcation regulations, we do not reserve membership on the basis of any means of discrimination.