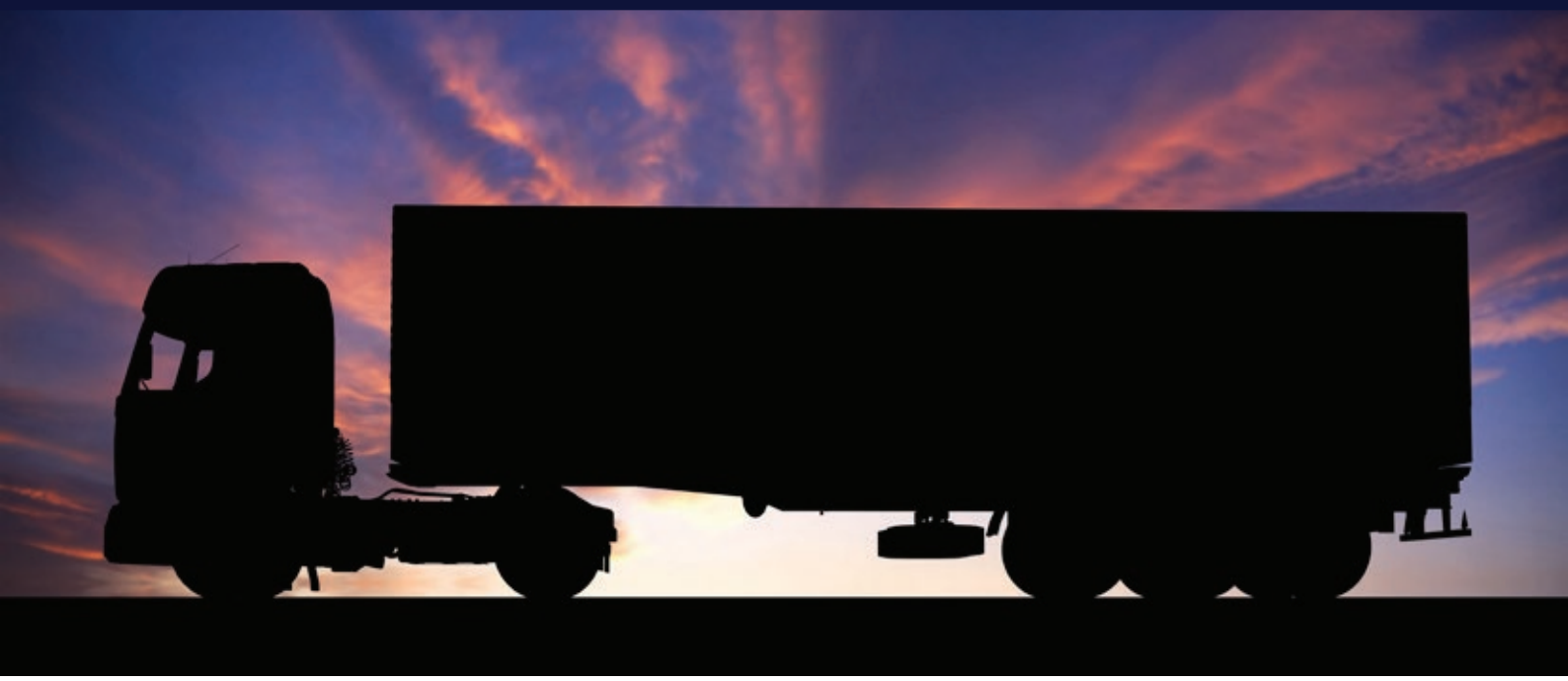


NBCRFLI
National Bargaining Council for the Road Freight and Logistics Industry
Your Road Freight Partner.
80th ANNIVERSARY
SINCE 1946

INDUSTRY UPDATE

Keeping you informed and engaged



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From the National Secretary

Dear Stakeholder,



It is always a pleasure to reconnect and update you on our efforts to drive compliance, maintain labour peace, and safeguard the health and wellbeing of all industry employees.

We appreciate industry employers' continued support in complying with the Main Collective Agreement. National voluntary compliance was recorded at 79% in the first half of the year. We achieved this voluntary compliance despite a challenging economic outlook exacerbated by rising fuel prices.

Council continued to fulfil its mandate by resolving labour disputes and enforcement cases promptly, ensuring that workers receive their rightful benefits while enabling employers to focus on growing their businesses without the burden of prolonged disputes. In the current period, we have received a total of 2 294 referrals. Of these, 735 were conciliated and 427 were heard through Con-arb. The settlement rate was recorded at 65%, while 2 442 matters proceeded to arbitration.

On funds administration, we processed 176 357 applications for leave, holiday, and sick pay benefits, including death claims, valued at R921,275,361. In the same period, we paid R13,483,814.42 in unclaimed funds to 5 889 beneficiaries.

80th Anniversary of the NBCRFLI

As the NBCRFLI celebrates its 80th anniversary this year, we reflect with pride on a journey shaped by collaboration, resilience, and shared commitment from all parties to a stable, sustainable industry. Since 1946, Council has evolved with South Africa's changing labour relations landscape, from its beginnings as an industrial council to its current role as a national industry partner.

Over eight decades, we have strengthened collective bargaining, promoted fair labour standards, resolved disputes, and ensured compliance with industry agreements. Our journey also reflects a growing commitment to employee wellbeing, demonstrated through the evolution of our Trucking Wellness Programme and the introduction of Wellness Fund Health services that support the people who keep the industry moving.

This milestone is not only an opportunity to celebrate our legacy, but also to reaffirm our commitment to the future. We will continue to modernise our services, strengthen compliance, embrace technology and ensure that Council meet the evolving needs of the industry.

As we mark 80 years, we thank our stakeholders for being part of this journey and look forward to building an even stronger, more inclusive and resilient road freight and logistics industry together.



MID-YEAR COMPLIANCE OVERVIEW

By Fikile Mchunu

1. VOLUNTARY COMPLIANCE

79.39%

AVERAGE VOLUNTARY COMPLIANCE RAGE

+1.28 percentage points

78.11% IN THE CORRESPONDING PERIOD LAST YEAR

REGIONAL COMPLIANCE RATES
Regional rates – not a contribution to total)

Head Office	82.66%
Western Cape	80.94%
KwaZulu-Natal	77.73%
Gauteng	76.23%

Voluntary compliance improved compared with the same period last year.
While this is a positive step, more work is needed to reach Council's annual compliance target.

The top 50 non-compliant companies will be publieshed to encourage greater compliance across the industry.

2. ON THE GROUND: INSPECTION ACTIVITY

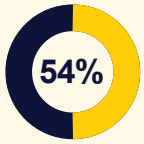
1,966

INSPECTIONS COMPLETED

between March and August 2026

Exceeding the six-month target of 1,732 inspections.

54%
of annual target (3.737) achieved



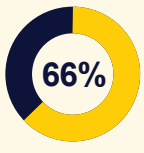
INSPECTIONS BY REGION

Gauteng	777
Head Office	493
KwaZulu Natal	352
Western Cape	343

3. EMPLOYER REGISTRATIONS: POSITIVE MOMENTUM

434

COMPANIES REGISTERED



66% achievement towards annual target of 657.

INSPECTIONS BY REGION

Gauteng	69%
Head Office	67%
KwaZulu Natal	66%
Western Cape	62%

TOTAL REGISTERED EMPLOYERS

3,705
in 2025
(reported period)

3,916
in 2026
(reported period)

+211
EMPLOYERS

The registration blitzes conducted by the regions contributed to these efforts. The total number of registered employers increased from 3,705 in 2025 to 3,916 in 2026, reflecting progress in expanding Council's registered employer base and strengthening its reach within the industry.

MOVING FORWARD
Sustained inspections, employer registrations and voluntary compliance remain key to reaching Council's annual.



2026 YEAR-END PAYOUTS

Employers are reminded that applications for the Year-End Payout of sick bonus, leave pay and holiday bonus are open until **20 November 2026**. We encourage all employers to submit applications on behalf of their employees via the NBCRFLI E-Business Portal at *www.nbcrfionline.org.za* before the closing date to ensure timely processing.

In the previous year, Council successfully processed all year-end payout applications by 19 December 2025, enabling eligible employees to receive their benefits ahead of the festive season. We urge all employers to submit applications promptly before the closing date.

EFFECTIVE FUNDS ADMINISTRATION

Council administers benefit funds on behalf of employees in the industry, namely Leave Pay Fund, Sick Pay Fund, and Holiday Bonus Fund. These funds represent obligations to employees for accumulated leave entitlements, sick leave benefits, and annual bonuses.

During the first six months (1 March – 31 August 2026), Council collected **R1 818 030 557** in contributions towards the Leave, Holiday and Sick Pay Funds. In the same period, Council received and processed **176 357** applications, amounting to **R921,275,361.**

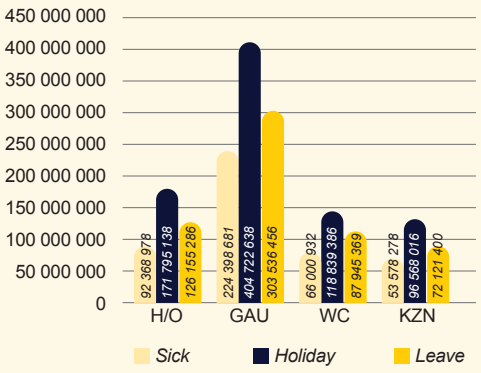
Funds collected and disbursed fluctuate depending on applications received. These funds belong to industry employees; hence, Council continues to trace former industry employees with unclaimed leave, holiday, and sick pay funds.

Payments made by benefit type

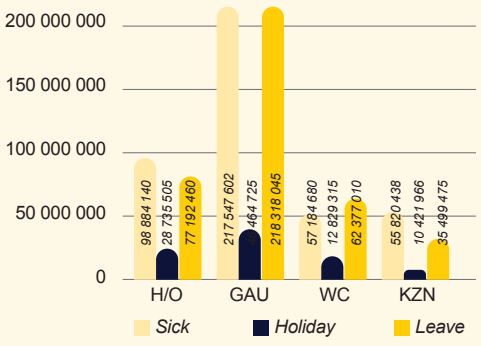
Benefit Type	No of Applications Processed
Sick	58 739
Holiday	14 254
Leave	75 549
Pro-Rata	27 435
Death Claims	380

REGIONAL SNAPSHOT

Funds Collected



Funds Disbursed



NBCRFLI RECONNECTS WITH **GQEBERHA STAKEHOLDERS AFTER SEVEN YEARS**



By Amos Tshabalala

The NBCRFLI returned to Gqeberha on 15 October 2026 for a stakeholder conference after seven years to strengthen compliance and empower industry stakeholders in the Eastern Province.

Held under the theme "Driving Compliance and Empowering the Industry", the conference brought together industry stakeholders to discuss compliance, employee benefits, dispute resolution and the importance of collaboration in promoting a fair and sustainable industry.

Head Office Regional Manager Berend Esterhuizen welcomed delegates and highlighted the conference as an opportunity to strengthen partnerships and foster collaboration for the industry's benefit.

General Manager: Operations, Lungisa Matandela, described the region as one of the Council's best-performing regions. She attributed this performance, in part, to employers' cooperation with scheduled inspections, emphasising the importance of collaboration in promoting compliance.

In his keynote address, National Secretary Musa Ndlovu delivered a firm message on the need for greater compliance with the Main Collective Agreement. With national voluntary compliance standing at 80%, Mr Ndlovu stressed that the remaining 20% of non-compliance could not be tolerated, emphasised as it undermines fair competition and deprives workers of fair wages and decent working conditions.

> "I found the session very valuable. Besides being given the opportunity to put faces to names, it was great to be given context around issues that are at times difficult to understand/apply in practice. The explanations around 'tricky' matters such as relief workers, compressed working weeks and averaging of hours were interesting and well positione.
>
> **- Natalie H D Transport**

The conference featured a series of presentations designed to help employers better understand their obligations and access to Council's services. Agreement and Compliance Manager Wendy Mtshali unpacked key provisions of the Main Collective Agreement, highlighting the importance of consistent interpretation and application to support compliance across the industry.

The Funds Administration team, led by Luigi Wilson and Esmeralda Fortuin, presented on the E-Business Portal and Funds Administration processes, with a particular focus on 2026 Year-End Payouts process. The presentation equipped employers with information to help them navigate the E-Business Portal more efficiently.

> "I would just like to thank you and your team for the very informative stakeholders conference, myself and my coworker Desi attended the conference back in 2019 and found it very helpful. Now as times changed it was way over due and it didn't disappoint at all. All the info in regards to the E Business portal, employee portal and even the payment applications were indeed very beneficial. We hope to have another one in Port Elizabeth soon.
>
> **- Cara, The Transnational Group**

Manager: Dispute Resolution and Litigation, Ezra Bulose, outlined the types of disputes that can be referred to Council and explained the dispute resolution process at Council.

Maud Mogale from Trucking Wellness Programme, highlighted the programme's work and its contribution to protecting and promoting the health and wellbeing of truck drivers. Affinity Health, the Council's healthcare provider, also presented on the Wellness Fund's health benefits and explained how eligible members can access these benefits.

The South African Police Service (SAPS) provided an overview of joint operations in the province and shared information on their successes. Representatives from the Department of Employment and Labour concluded the programme with presentations on the Unemployment Insurance Fund (UIF) and the Compensation for Occupational Injuries and Diseases Act (COIDA).

HEALTHY TRUCKERS, SAFER ROADS

MUSINA WELLNESS ROADSHOW

By Lerato Moate

The health and well-being of truck drivers, the unsung heroes and heroines who keep South Africa's economy moving, often take a back seat to on-time delivery.

Long hours behind the wheel, work pressure, and unhealthy food can take a heavy toll on a driver's health.

The NBCRFLI understands this all too well, that a driver's health and wellness is just as important as the cargo he is driving. That a healthier driver means safer roads and more timely deliveries.

Putting truck drivers first

On 6 October 2026, Trucking Wellness, an NBCRFLI initiative, conducted 114 health screenings at Gateway Truckstop in Musina, Limpopo.

The health screenings included HIV testing, tuberculosis (TB) and sexually transmitted infection (STI) screenings, including health education promoting informed lifestyle choices.

As a token of appreciation for drivers choosing to prioritise their health, they received branded toiletry bags with essential hygiene items, caps, food, and informative brochures about Council's services.

Bringing Council services closer to drivers

The NBCRFLI provided services to registered employees, including checking their sick leave balances, sick bonus due dates, and registration on the employee portal. Employees also learned more about their benefits under the Integrated Health Plan, which Affinity Health administers on behalf of Council.

Driving Compliance

While the focus was on driver wellness, Senior Agents discovered about 34 unregistered companies, whom will be engaged to ensure compliance.

The initiative was supported by stakeholders from South African Transport and Allied Workers Union (SATAWU), the National Union of Metalworkers of South Africa (NUMSA), Motor Transport Workers Union (MTWU).

The Musina roadshow reaffirmed the NBCRFLI's commitment to driver wellness and bringing its services closer to industry employees. It also highlighted the value of collaboration, health awareness and continued engagement in supporting the industry.

Building on this initiative, the Council plans to identify another location for a future roadshow, extending its outreach to more truck drivers.

Behind every delivery is a driver whose health and well-being matter. Supporting our drivers means supporting the people who keep South Africa moving.











CCMA and Bargaining Councils Join Forces to Improve Service Delivery

By Amos Tshabalala



The Commission for Conciliation, Mediation and Arbitration's (CCMA) Provincial Senior Commissioner in the Western Cape, Vusimusi Landu, recently held the first stakeholder forum with bargaining councils in the province to discuss ways to improve cooperation and address delays affecting service delivery.

Key issues included incomplete case files transferred from the CCMA to bargaining councils and backlogs in issuing Section 143 enforcement certifications. These challenges affect the councils' ability to meet required turnaround times.

Representatives from the various bargaining councils welcomed the initiative, saying the forum was long overdue. They viewed it as an important platform to raise concerns, share experiences and work with the CCMA to find practical solutions.

One main concern was the backlog in Section 143 enforcement certifications. The CCMA's Western Cape office continues to face capacity challenges, with only one Case Management Officer responsible for enforcement matters across the entire province.

Another concern was the transfer of incomplete case files from the CCMA to bargaining councils. One representative expressed frustration, saying: "It is not right that we often have to ask an applicant to resend Form 7.11 because we are not getting joy from the CCMA. It reflects badly on us."

Another representative said incomplete files made it difficult for councils to meet the statutory 30-day turnaround time for conciliation.



In response, Mr Landu acknowledged the concerns raised and committed to address them. "I take these issues to heart, and after this engagement, I will engage my team in the province and work to rectify our shortcomings," he said.

Bargaining council representatives also offered their support, asking Mr Landu whether they could help strengthen his case to request capacity for his office.

The meeting was held at the NBCRFLI's Cape Town offices on 30 September 2026. It was attended by representatives from the Metal and Engineering Industries Bargaining Council (MEIBC), the Building Industry Bargaining Council (BIBC), the Motor Industry Bargaining Council (MIBCO), the South African Local Government Bargaining Council (SALGBC), the Bargaining Council for the Civil Engineering Industry (BCCEI), the National Bargaining Council for the Private Security Sector (NBCPSS), the Furniture Bargaining Council (FBC), the National Bargaining Council for Clothing and the National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry (HCSBC).

The forum is expected to meet twice a year to monitor progress, address ongoing challenges and identify new issues that may cause delays. The aim is to strengthen cooperation between the CCMA and bargaining councils for a more efficient service to employers and employees.

NBCRFLI Talks Compliance & Upskilling at The 2026 Road Freight SME Summit

By Amos Tshabalala





Approximately 250 small and medium-sized business owners in the road freight industry gathered at the Indaba Hotel in Fourways, north of Johannesburg, from 21 to 22 October 2026 for a knowledge-driven summit focused on addressing challenges facing small businesses in the transport and logistics sector.

Now in its fourth year, the Summit has become a key event on the road freight industry calendar, attracting small, medium and micro enterprises (SMMEs) from across South Africa, as well as participants from neighbouring countries.

In line with its 2026 theme, “Unlocking Working Capital for SMMEs in Transport and Logistics”, the Summit focused on addressing the financial and operational challenges that affect the day-to-day running and long-term growth of small businesses.

Representing the National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI) on the opening panel, titled “What Will It Take for SMMEs to Compete in 2026 and Beyond?”, Gauteng Regional Manager Ernest Buthelezi emphasised the importance of complying with the Main Collective Agreement, particularly regarding salaries, allowances and rest periods. He highlighted the role of compliance in protecting employees’ rights and managing driver fatigue, which is critical to road safety.

Mr Buthelezi also encouraged SMMEs seeking to expand beyond South Africa’s borders to conduct thorough market research, account for workforce-related costs and invest in driver training. He stressed the importance of equipping drivers with an understanding of regional languages, operating conditions and the dynamics of cross-border transport.

The panel also featured Lwazi Mboyi, CEO of the Cross-Border Road Transport Agency (C-BRTA), and Maphefo Anno-Frempong, CEO of the Transport Education and Training Authority (TETA). Discussions explored skills development, market access and opportunities for small operators, including the corridors and commodities they could consider when expanding their businesses.

Day one of the Summit featured a range of discussions and practical sessions covering the transport economy, emerging industry trends and shifts, strategies to reduce dependence on brokers, access to funding, workforce development and breakdown management for SME fleet operators. Participants also gained insights from veteran entrepreneur Stevie Ferreira.

Day two focused on practical masterclasses tailored to the needs of small operators. Topics included original equipment manufacturer (OEM) solutions, purchase order financing, retail and supply chain operations, Road Transport Management System (RTMS) accreditation, and insurance. The programme concluded with an inspirational address by Khaya Mahlangu, who shared his story of overcoming a R2 million financial setback and rebuilding his business.



■ *Gauteng Regional Manager, Ernest Buthelezi engaging with Small and Medium Enterprises at the 2026 Road Freight SME Summit at Indaba Hotel*



Council puts a smile on Farm School Learners

By Pakiso Seshabela

According to Statistics South Africa, about 40% to nearly half of learners who start Grade 1 in South Africa drop out before obtaining their National Senior Certificate, with poverty and financial hardship among the factors affecting learners' ability to complete their education.

While many learners leave school during their secondary years, financial difficulties can affect children much earlier, particularly in impoverished communities where families struggle to meet even their most basic needs. For learners attending farm schools, where employment opportunities for families are limited, these challenges are visibly pronounced.

The effects of financial hardship often extend into the classroom, where a lack of essential items such as school uniforms, shoes and bags can affect learners' dignity, confidence and overall school experience. These were among the challenges facing learners at Phakela Primary School in Werda, North West.

In November 2025, the Council donated school shoes, socks and uniforms to learners at the school. A total of 193 learners received shoes and socks, while 82 received new school uniforms. However, during the handover, it became evident that the needs of the school extended beyond the initial donation. Recognising the importance of sustained community support, Council committed to returning to Phakela Primary School to build on the initial intervention and provide further assistance.

On 23 September 2026, Council returned to the school as part of the Corporate Social Investment (CSI) initiative to hand over additional items needed by the learners. The handover included complete school uniforms for learners who had not received them during the previous donation, rain ponchos for the entire school to help learners protect themselves and their learning materials during rainy weather, and school bags for learners identified by the school as being in desperate need.

The return visit reinforced the importance of looking beyond a once-off donation and understanding the ongoing needs of the communities Council serves. By working with the school to identify learners who needed additional support, the initiative aimed to ensure assistance reached those who needed it most.

Through initiatives such as this, Council continues to demonstrate its commitment to making a meaningful contribution to the communities in which it operates. The visit to Phakela Primary School reminds us that even simple interventions can address essential needs, restore dignity, and create a more supportive environment for learners to go further in their academic journeys.



Trucking Wellness

Driving the well-being of the industry.

New Trucking Wellness Fleet

The NBCRFLI has secured a new contract to provide a fleet for the Trucking Wellness Mobile Clinics, reaffirming its commitment to improving access to healthcare and promoting employee wellness across the industry. By bringing essential health services directly to workplaces, the Mobile Clinics help employees access healthcare conveniently, support early detection of health conditions, enable timely intervention, and improve overall well-being.

In the past year alone, the Mobile Clinics visited 718 companies, extending Trucking Wellness's reach directly to workplaces. This service is provided at no cost to registered companies.

Services offered by our Mobile Clinics:

- Bloods Pressure, Cholesterol & Blood Sugar Checks
- HIV Testing & Counseling
- STI Screening
- Tuberculosis Screening
- General Health Education & Support
- Referrals to appropriate service providers
- Condom distribution

Book Your Mobile Clinic Visit Today!

Call 011 914 1610









2026 Transport Month













Truck Driver's Day, 01 October 2026

The event focuses on celebrating long-haul drivers, truck and tanker crews, and the freight sector that keeps South Africa's supply chains moving.

Wellness Roadshow, 06 October 2026

An event hosted by the NBCRFLI with a focus of providing mobile wellness services and free health screenings, such as blood pressure, blood sugar, cholesterol, BMI, HIV/AIDS, TB, STI, and malaria testing.

Driver Wellness Day, 23 October 2026

Vaal Truck Inn, in collaboration with our Trucking Wellness Villiers Clinic, hosted a Driver Wellness Day on 23 October 2026, focusing on prostate cancer awareness, diabetes, and the health risks associated with excessive energy drink consumption.

Beaufort West Weigh bridge and Engine Truck Stop Blitz, 20 – 23 October 2026

Council's mobile registration campaigns to bring services, health screenings, and labour compliance support directly to truck drivers and industry employees on the road.





INTRODUCING

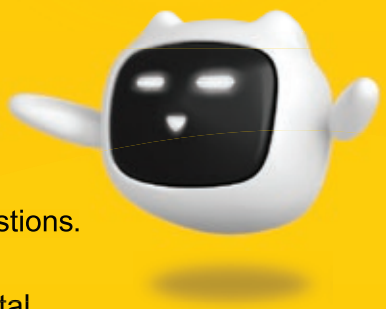
RIDER



YOUR E-BUSINESS AI CO-DRIVER

We are pleased to introduce Rider, an E-Business AI Co-Driver designed to assist employers by providing quick access to information and guidance through the E-Business Portal.

NBCRFLI
Your Road Freight Partner.



BENEFITS OF RIDER

- Provides instant responses to frequently asked questions.
- Assists employers in navigating the E-Business Portal.
- Offers guidance on common E-Business processes and services.

Rider is accessible from your E-Business dashboard and is located directly below the E-Business Suggestion Box. Rider is integrated with the E-Business FAQ system to provide quick and convenient support.

EXPLORE RIDER

SAFETY ALERT



On 9 September 2026, the Executive Mayor of Prince Albert Municipality, Ms Linda Jaquet, wrote to the NBCRFLI National Secretary, expressing grave concern about heavy vehicles using the Swartberg Pass.

Heavy Vehicles MUST AVOID Swartberg Pass

For road safety, all employers, transport operators, and drivers are urged to ensure heavy vehicles do not use the Swartberg Pass and instead take alternative routes. Employers and operators must ensure that drivers and route planners are informed of this advisory. Drivers are also cautioned not to rely solely on GPS navigation, particularly where directions lead heavy vehicles onto the Swartberg Pass.




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