The Rolls Royce of logistics from BPL

The one of a kind new Rolls Royce Wraith inspired by fashion arrived at Bidvest Panalpina Logistics’ warehouse, adjacent to OR Tambo International Airport, earlier this month.

This R8 million cargo came to South Africa via ocean freight from the UK and is en route to a private destination in Africa. It is the only one on the continent of the limited edition and BPL was entrusted with handling the customs clearing and playing host to the beautiful car in its state-of-the-art facility.

“We are proudly associated with the publicity the car is receiving,” says Linda Evans, key account manager of BPL, “Our relationship with Daytona goes back more than a decade to when we began with Aston Martin, followed by McLaren and then Rolls Royce.”

Pedro Carneiro, general manager Rolls Royce, says, “We have a great relationship with BPL and knowing that our cars are always where they are supposed to be, safe in the bond store, gives us peace of mind,” adding that these high value, exclusive vehicles are treated as fragile cargo to be handled with care.

Fashion bloggers at BPL’s warehouse jump at the one and only opportunity to photograph the Rolls Royce Wraith before it departs for its secret destination.
In 1972 after meeting my wife to be, Susan, I came to Australia, Far East and Pacific cruises. I circumnavigated the world on my first ocean trip, thereafter I did Mediterranean, arrangements and the ships payroll. I was born and educated in the UK. After I qualified in accounting, I took a clerical position at Aero Marine South Africa and took a clerical position at Aero Marine Stevedoring. During my time at BPL I was involved in five mergers: Oceanair, Combine Cargo, African Shipping, Renfreight and RDS.

**Tell us about your career at BPL**

I joined BPL in 1981 as a Regional Accountant for Durban. In 2000 we rebranded to Safcor Panalpina and a year later merged with Renfreight which was when I was appointed Regional Director in KZN. After the merger with Rennies Distribution Services I was appointed National Ocean Freight Director and my last appointment until now was as International Logistics Director.

**What advice can you give to employees of BPL to become successful in their careers?**

My advice is to understand the fundamentals and principals of what you are doing, why you are doing it and what role your position plays in the larger company. Take advantage of the extensive training opportunities that the company offers, visit other departments and understand what they do, ask lots of questions and have an enquiring nature.

**How does BPL today compare with the company you joined?**

When I joined Safcor Freight 34 years ago it was a relatively medium sized competitor in the industry and didn’t stand out as anything special. Today we have evolved into a highly professional, well known and successful company. This is demonstrated by the number of awards we have received, including PMR for the last eight years and our recent Top 500 companies award. We are well structured, with good IT systems and strong skills sets in all the different disciplines. While other companies are retrenching, we are doing well and making a profit.

**What were the highlights and challenges in your career at BPL?**

I would consider the merger of Renfreight and Safcor in 2002, as it gave me an opportunity to manage the combined operations. We had over 400 staff, with two different cultures and two different ways of doing things. There was the rationalisation of staff and premises and the harmonisation of procedures and processes. It was a difficult period. It took close on two years to get settled but was finally a rewarding outcome. My other major challenge was the implementation of Cargowise in KZN in 2011. The transition in our region was very successful and I was proud of that. My most recent highlight was taking on the position of IL Director in charge of all National operations and regional finance. None of the above would have been achieved without the hard work of the incredible teams I have worked with.

**What are your plans going forward?**

As I have reached retirement age of 65, it is time to move on. My first priority is to spend time with my family. My wife has had to bear the brunt of my travelling every week for the past two years so there is some catch up time for us. I hope to do some consulting work for the next year or so. I am also keen on joining an organisation where I can contribute in a social and environmental role. I love travel and I still have my whole family in the UK so I will continue my visits there. I also want to travel locally as there are some wonderful places to see in South Africa.

**Tell us a bit about John Cummins outside of work**

I have an unusual hobby in genealogy, the study of family history, which I have put on hold for the past few years. I also love to read history and the two tie in well as there is a lot of research in genealogy. Some of my travel has been and will be visiting places where my forebears lived. I am a competitive long distance runner and mountain biker and will continue with these sports into my retirement. I started mountain biking three years ago and it is a wonderful sport. You get to see the most amazing countryside, forests, dams and rivers, which are not normally accessible to everyone. I am also a keen hiker and love spending time in the Drakensberg mountains. I have been married to Susan for 42 years. She is a very good florist and an excellent gardener. We have two children, Julie and Bruce, both married and of course we are waiting to be grandparents in time.

**Tell us a bit about John Cummins outside of work**

I am looking forward to an active retirement, the change in environment and pace and spending time with my wife, family and friends. I wish all of you a prosperous future at BPL.

**Farewell to John Cummins cont.**

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Farewell to Tim Barron, General Manager Airfreight, who has retired after 34 years with the company.

Tim joined the airfreight industry in Durban in 1969, straight after compulsory national service. Before joining us he worked for four companies and all but one ended up as part of Safcor. “The acquisition trail in the 80s and 90s led to the merger of Safcor with African Shipping, Aeromarine, Freight Services and Rentfreight. One could say that I ended up at the right place before all the acquisitions,” he says.

Tim’s first job was as a Junior Clerk with Fowlie and Whytock, a family owned business. He then joined Aeromarine Airfreight as an Entry Clerk in the Airfreight division. This was followed by a position with Lep Transport as Airfreight Manager and then to WTC Rand (today UTL), opening the first branch there.

In 1982 Tim was approached by Safcor Forwarding Durban to join as Airfreight Manager. In 1993 he joined the board of Safcor Freight as Airfreight Director for Durban, with Philip Womersley as MD. With the merger of Rentfreight and Safcor in 1999, Tim relinquished his position due to the size of the company and was appointed General Manager Airfreight until his retirement in December 2015.

“What made my job easier was our relationship with Panalpina. The international skills and abilities of Panalpina has played a significant role in the success of Safcor Freight, now BPL, being able to deliver what customers expect,” he explains.

“I was involved in some amazing projects. The most significant was successfully assisting Bayside Aluminum in Richards Bay. A power outage for an extended period caused the closure of one third of its manufacturing arm. Smelting of aluminum has to be at a temperature above 1200°C. Once the temperature drops below this, the ‘pots’ cannot be fired up again and have to be broken apart and rebuilt.

“The net result was that we airfreighted 900 tons of carbon blocks and specialised refractory cement into Johannesburg over a six week period. We brought it in from wherever it was available, including Russia and Europe. We utilised the Panalpina daily flights from Luxembourg to Johannesburg and then transported the products by road to Richards Bay.”

Another interesting project involved a delivery of baby flamingos. “Our client, Umgeni River Bird Park, received a frantic call from conservation in Namibia that the drought caused the closure of one third of its manufacturing arm.

“Mr. Epstein purchased a quantity of baby flamingos. ‘pots’ cannot be fired up again and have to be broken apart and rebuilt.

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Jeff was part of the BPL customs modernisation team, which was created when the new Customs Control Bill was published in August 2009. The broad mandate of the team is to understand the new laws, identify areas of risk and potential benefit, train staff and clients in the changing requirements and ensure compliance by the business. The Bill has since become the Customs Control Act; its 42 chapters, the Customs Duty Act and other statutory requirements represent a massive set of obligations that must be complied with.

The core of the team now consists of Zwiwibani Makhubu, Currie Pisapia, Johan Marais and Trevor Christensen supported by various colleagues around the country.

Jeff is looking forward to retirement and to travelling without time restraints. We wish him good health and happiness for the future.

Farewell to Jeff Epstein who retired on 31 January 2016 after 35 years with BPL. He joined Safcor Freight in February 1981 as an internal freight auditor, a function that he fulfilled until his retirement along with other duties that he “collected” along the way. When he joined Safcor Freight he already had 12 years’ varied experience both as clearing agent and as an importer/exporter. He holds qualifications in accounting, as well as marketing and marketing research.

Jeff built up a wide field of knowledge and expertise over the years, particularly in the reasoning and processes involved in the requirements imposed by SARS. “It is like connecting the dots,” he said. “It involves a lot of reading, research and understanding.”

“Operation Hydrate delivers water to drought affected areas

Operation Hydrate was formed by good samaritans from various communities, NGOs and religious groups and companies, with a view to saving lives and easing the suffering of thousands of people by distributing water to drought affected areas. Operation Hydrate collected R60m, including a R50m contribution by the Minister of Water. BPL Roadfreight proudly assisted with the delivery of water from Johannesburg to the Crown Mines area.

There is a lot of research, verification and debriefing of legal terms involved in the process. In order to get people to comply with the law, we have to explain the requirements of compliance to them. Sadly we have a culture of non-compliance in South Africa,” he said.

The team also reviews official notices published in the Government Gazette regularly for regulatory changes relevant to BPL’s business and to clients.

In recent years Jeff spent a lot of time training staff, clients and third parties. These presentations were highly successful and valuable. He also compiled BPL’s monthly BPInform, which he has sent out since 1991, as well as the BPLive.

“He is an incredibly knowledgeable man and will be sorely missed,” says Business Development Director Maria du Preez. At the BD conference Jeff was presented with an award and certificate in recognition of his contribution to the company.

Jeff is looking forward to retirement and to travelling without time restraints. We wish him good health and happiness for the future.

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BPL ACHIEVERS

BPL voted top freight forwarding company in South Africa

BPL has been nominated number one freight forwarding company in the 2015 Top 500 Best Managed Companies survey. To be classed as one of South Africa’s best, companies must excel in three key spheres, namely financial performance, empowerment and policy and accreditation. Nominated companies must not only excel in their specific sectors, but also have a strong set of social, empowerment and development policies in place.

While our nomination is testimony of our company and our people, we continue to strive to be the best freight forwarding company to all our clients. Thank you to our clients and our staff for your contribution towards making this prestigious achievement possible.

Willem Bekker awarded Master’s degree from Liverpool University

Congratulations to Willem Bekker, Supply Chain Solutions Manager based at Wrench Road, who has been awarded a Master’s degree in Supply Chain Management from Liverpool University in the UK.

Willem began his Master’s degree in 2012 and submitted his final dissertation in August 2015.

“I saw the course as a great opportunity to build on my Industrial Engineering background in a more company focused environment,” he explains. “I was awarded a scholarship by the University that covered a portion of my fees and paid for the remaining funds with a BPL Study Assistance Agreement. The course covered 8 modules and a dissertation.

“My dissertation topic was: “A Roadmap to the Johannesburg SEG: Aligning Key Stakeholder’s Perceptions on Feasibility, Risks and Supply Chain Implications,” he said.

The classrooms were very interactive, with students from all over the world interacting on projects and other submissions. “This constant interaction was probably the most valuable part of the course in terms of what I learnt; seeing and hearing how supply chain professionals from across the globe manage their operations and challenges was really enlightening.

“What was interesting to note as well is the fact that as South Africans we don’t have to stand back to any country in terms of our ingenuity and commitment in the supply chain and logistics field. It was a really intensive few years, having to put in about 15-20 hours per week to get through all the coursework and present assignments. I am enjoying the current break, but I’m also looking forward to my next academic challenge,” said Willem.

Port Elizabeth promotions

Congratulations to Maren du Plessis who has been promoted to Key Account Manager for the Western Cape. Maren has relocated from Port Elizabeth to take up this position.

Congratulations to Yolande Nell who recently received a well-deserved promotion to Financial Accounts Manager in our PE office. Yolande has been with BPL PE since 27 March 2006. Well done Yolande. We are proud of you.

THOUGHT LEADERSHIP

Trade Lane team brings business to SA

Visiting nine different cities in a two-week period is no easy task. This was the itinerary of Laura de Villiers, head of Trade Lane, and Andre Willemse, Trade Link Development Manager for Airfreight, on their European trip to promote South African routes in September 2015.

They started off in Barcelona, followed by Amsterdam, Antwerp, Paris, Eindhoven, Luxembourg for the 25th anniversary of the Dixie festival, and finally Frankfurt and Hamburg.

The Dixie is Panalpina’s transatlantic own-controlled flight from Luxembourg. The event is held annually for clients who use the service, as well as for heads of Panalpina. Guests are invited to take a tour of the aircraft. Business Development Director Maria du Preez joined the team for a strategy meeting in Luxembourg and an aircraft tour.

Andre says that visits to Panalpina colleagues and potential clients have been very rewarding. “In two years we have doubled our volumes from Panalpina Amsterdam. The process involves discussing airfreight strategy, target clients, market intelligence and checking if rates are competitive in the market.

Andre and Maria get a taste of what it’s like to captain and co-pilot the aircraft

“Overseas clients are uncertain because they hear about security compromise in South Africa. We have an excellent track record due to Unit 2 being a unique facility with a security advantage over competitors. The facility enables us to offer an efficient service with next day delivery,” he explains.

While the South African lane is not as big as transatlantic and Asia Pacific lanes, its success opens up opportunities for Panalpina to get a foot in the door for the bigger lanes.

“We also have Panalpina people coming from Europe and the UK to visit our clients and us. It shows that our exposure has a lot of value-adding.”

Andre also went to Dubai for the Asia Pacific (APAC) and Middle East and Africa (MEAC) trade lane development meeting. “There was a strong focus on South Africa in our meetings with heads of airfreight from India, China, Singapore and Dubai. We have had fantastic growth from Asia, mainly through the booming hi-tech industry. The BRICS agreement has added focus to Africa and we are seen as the gateway to sub Saharan Africa, as well as a hub to the rest of Africa.

“Panalpina’s annual review has shown its commitment to focus more on South Africa at a higher level, which is great for us. It is definitely a result of two years of commitment on our part,” he concludes.

Andre joined BPL in May 2006 and is heading for his 10 year anniversary with the company.
Momentous occasion for HR

BPL’s first Human Resources conference was held from 26 to 27 November 2015 at the Suncoast Towers in Durban. Attendees included all HR and BPL Academy staff and began with a meet and greet to give the team the opportunity to get to know each other better and welcome new members.

A demanding agenda included presentations by JD van der Merwe, HR Manager for International Logistics and Harry Dimo, HR Director. JD took the team on a journey through a “forest”, demonstrating understanding ourselves as individuals and as a team. Everyone completed an assessment prior to the conference utilising Tall Trees, a leadership profile tool. JD explained how it can be used and how each Tall Trees profile is unique, providing a good understanding of each other and of the team.

Harry presented BPL’s HR Strategy 2014 – 2016. He highlighted achievements in Transformation, i.e. BBBEE, Employment Equity and Skills Development, as well as Learning and Development, Culture, Performance Management, Employee Relations and Human Resources Management Information Systems. “The team has made great strides in achieving our objectives and we are ready to work hard and to partner with our clients to achieve our objectives for 2016. These include Transformation, Training and Development, Employee Wellness, Culture, Performance Management, Talent Management, Employee Relations, Reward and Recognition, as well as HR Projects,” he said.

Each team member presented on respective HR deliverables, focusing on achievements as well as objectives up to end June 2016. It was rewarding to see the interaction, discussions and contributions.

There was time to enjoy a wonderful dinner, which also served as an end of year function, and included lots of laughter, conversation and good food. Harry handed out personalised gifts in recognition of all the hard work during the year.

A big thank you to the organising committee under the coordination of Chrisna Bruwer.

This year is going to be busy with its own challenges but the HR team and BPL Academy are ready to face these challenges and to assist clients in achieving their objectives from a people perspective.

Remember, a great team is a group of people who know their own value, welcome other people’s contributions and achieve more together than the sum of their individual outputs.
Port Elizabeth office moves to new premises

On 4 December 2015 BPL PE IL office moved from Humeral to Capeway offices, corner Cape Rd and William Moffet Expressway.

It took two months of hard work to gut the old offices and rebuild them to the modern, open plan offices you see today. After being in Humeral for 16 years, we thought the staff would be upset to leave, but rather there was a lot of excitement as virtually every staff member is now closer to home.

A very big thank you to Warren Kreusch who played a major part in the move as well as the management team and some key players who went beyond the norm to make the move happen on the day. We had some interesting moments along the way, including moving of servers and lifting our generator over a two-storey building.

Thank you to Craig, Bruce and John for authorising the expense. We love our new office and it is certainly more conducive to increased productivity with staff in one open plan as opposed to separate wings.

This move has reinforced one of our values, Happiness, as we continue to have a lot of fun in our new office.

First KZN SHeRQ workshop 2015

The first KZN SHeRQ training workshop and conference was held on Friday 30 October 2015 and the theme was Go Green.

Going green does not only involve recycling. Going green is to live life, as an individual as well as a community, in a way that is friendly to the natural environment and is sustainable for the earth.

It means contributing towards maintaining the natural ecological balance in the environment and preserving the planet and its natural systems and resources.

It also means taking steps, whether big or small, to minimise the harm we do to the environment as a result of inhabiting this planet, including the carbon footprints we leave behind.

In practice, going green means adopting five basic principles in your daily life:

- reduce pollution
- conserve resources
- conserve energy
- reduce consumption and waste
- protect the earth’s ecological balance

All five principles are important in protecting the environment from harm, as well as helping to ensure that living (for humans and other creatures) on earth is sustainable.

So in your daily life, do adopt green practices under all principles, to make a difference.

Thank you to all who attended the workshop and conference.

The day was very informative and we hope that you all found it useful.

Well done to the following facilities in achieving the 2014/2015 KZN awards:

Best sustainability initiative - Warehousing, Jacobs, Operations
Runner up - Umbilo Warehouse

100% SHeQ pack achievement - International Logistics, Richards Bay, Alton
Runner up - Umbilo Warehouse

Best safety improved facility by audit score - International Logistics, Liberty Towers

Best environmentally friendly facility - International Logistics, Liberty Towers
Runner up - Umbilo Warehouse

TECHNICAL

Update from Legal and Claims

Welcome back to all after the festive season break. From the Compliance and Risk Department we wish all a prosperous and successful 2016.

A warm welcome back to Hamida who has returned from maternity leave.

We have implemented a lot of changes of late to ease the burden of complicated documents and procedures you see today. After being in Humeral for 16 years, we thought the staff would be upset to leave, but rather there was a lot of excitement as virtually every staff member is now closer to home.

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Top tip for this quarter: What is the difference between negligence and gross negligence?

Gross negligence is a conscious and voluntary disregard of the need to use reasonable care which is likely to cause foreseeable injury or harm. Ordinary negligence is a mere failure to exercise reasonable care.

There might be instances where BPL will be liable based on negligence in the new STCs, where we could have repudiated a claim on the older version, but we have insurances in place for these matters.

This is also not retrospective and will only be applicable for new clients and/or clients who wish to sign the newer version. Until the next edition, keep well.
HEALTHY BODY HEALTHY MIND

BPL Academy - meeting the competency challenges

“The lack of relevant skills and talent is the number one strategic business constraint within the supply chain management environment. There is a clear gap between relevant qualifications and skills that are marketable in the workplace. The skills shortage affects all levels of business and is an added burden on the shoulders of management and leadership teams.” - Supplychainforesight industry survey

Uplifting, up-skilling and empowering our employees

“At BPL we believe our employees are our most valuable assets. For this reason we go to great lengths to create opportunities for growth,” says Sudashini Gounden, National Learning and Development Manager of BPL.

“We are committed to upskilling, training and inspiring employees through our continuous improvement and development programmes. This is the key to BPL’s leadership position. Below are some exciting developments and achievements through which the BPL Academy is realising BPL’s vision to become the competency leader in our industry,” she explains.

Completion of BPL Academy’s first in house learnership

An important milestone in the BPL Academy was reached last year when 33 learners completed their NQF 3 Learnership in Freight Forwarding and Customs Compliance provided by the Academy as part of its TETA accredited offerings.

This is the first full qualification for which the BPL Academy has been accredited. It is an important foundation that will take learners from school to the Diploma in International Freight Forwarding and Customs Compliance.

Good progress is being made in the accreditation of further courses along this learning pathway, as well as Freight Handling, to watch this space.

International Logistics leads the way to the FIATA Diploma

The development of BPL’s long serving team members is essential to the sustainable success of our organisation. With this in mind, four senior International Logistics Operations Executives underwent a Recognition of Learning process in 2015, aimed at being awarded the FIATA Diploma in International Freight Forwarding.

Experience is a very powerful learning medium, which is becoming increasingly recognised by education and training authorities. As we gain experience in different aspects of the business, it is important to keep detailed records of the functions we performed.

These documents can be used to compile a Portfolio of Evidence of the learning we gained through experience recognised for qualification purposes. A good strategy for 2016 will be for each of us to review our previous experience as a stepping stone to formal qualifications.

BPL Academy spearheads degree course for 3rd and 4th party logistics providers

In smart partnership with the IMM Graduate School, BPL’s Business Director Maria du Preez has initiated the crafting of a uniquely structured Bachelor of Business Administration degree.

This degree will enable those involved in freight forwarding to operate in an environment which is more focused on providing end-to-end supply chain solutions.

BPL Academy is pleased to announce that in collaboration with our Legal Services Department we have revised the BPL anti-corruption and ethics course. The course will be available in February and employees are requested to ensure that they register and complete it.

Skills programmes

The BPL Academy provides an e-learning platform to drive your learning and development in forwarding and clearing. Should you wish to enhance your knowledge, we have the skills programmes available for freight forwarding and compliance.

Designed to enhance our supply chain skills as a company, the BPL Academy strives to develop core competencies needed by employees to be successful in their current and future roles.

These are quick short courses that can be completed online. All you are required to do is complete a registration form and submit it to the Academy Administrator: Nonhlanhla Satinga.

Training calendar 2015-2016

Learning and development includes a wide range of activities designed to improve the capabilities of our people. By capabilities, we mean technical skills and knowledge, as well as attributes, attitudes and behaviours.

This is why we offer a number of training programmes to assist employees to develop the skills they need to perform effectively and add value to our business.

To access these training programmes, go to the link provided and follow the instructions.

http://portal.bpl.za.com/home/Intranet/edms/Training/Forms/AllItems.aspx

- Click on the training calendar file
- Identify the programme you need to attend
- Have a discussion with your line manager to ensure it aligns with your IDP
- Complete the course booking form
- Submit the booking form to Alet De Meyer at the BPL Academy

For more information please contact the Learning and Development department on 011 570 6185 or 031 461 9609.

PANALPINA

Panalpina wins Ocean Freight Services Award

The British International Freight Association (BIFA) has revealed the winners of its Freight Service Awards competition 2015. Panalpina World Transport (UK) has won the Ocean Freight Services Award. The judges considered that “the company demonstrated a successful five-year strategy for expansion of its ocean services division in specific industry vertical sectors. Through a successful implementation of its plan, this mode of transport has grown to a level where it has become a vital component of its total solutions offering.”

Nonhlanhla Sidzinga.

Sudashini Gounden, National Learning and Development Manager of BPL

BPL Academy - meeting the competency challenges cont.
Well done to Business Development Consultant Ettienne De Jager and his team at BPL who together with Panalpina executed the smooth delivery of an Airbus helicopter from France to Johannesburg.

The weight of the helicopter was 1.6 tons and chargeable weight 6 tons. Panalpina Marseille delivered an airline pallet directly to Airbus who packed and secured the aircraft on the pallet. Panalpina then collected the helicopter in Marigane, France and transported it by road on an air suspension vehicle to Amsterdam, after which it was loaded on an MP freighter.

BPL then arranged collection from the airline utilising an air suspension vehicle with a crane. The helicopter and crates were de-palletised and loaded onto the truck, secured and transported to Airbus Helicopters at Grand Central Airport, Midrand. Offloading and transport were supervised at all times.

At the end of the day a very happy client said, “We are looking forward to doing more business together.”

Yusuf Sheldon and the Western Cape marine team save the day

The marine industry is fraught with crazy deadlines as a waiting vessel can cost hundreds of dollars to the owners and extreme pressure on the vessels agents.

When the waiting party is a VIP passenger on board a passenger liner, it gets even trickier. When the inbound cargo already delayed the need to pull the proverbial rabbit out of the hat becomes critical.

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This is where the Western Cape Marine team thrives, the passenger’s cargo was cleared and delivered in record time. The client said, “All of you are the best team ever.”

Values Corner

Message from our MD Craig Mountjoy

One of the major initiatives of last financial year was redefining our company values, which are at the core of our business and guide our behaviour. It is important that we continue to deliver customer excellence through our values and, in order to do this, we need to be clear on the way that we think, act and communicate.

At the BPL management conference held on 12 August 2015, I asked all managers to engage with you over the next couple of months to revisit our values and consider your input around how we think, act and communicate with each other and our clients as well as revisiting the importance of our values.

Some of the VALUES activities from various BPL facilities and locations:

**Gauteng**

Information Systems, Business Development, Compliance and Risk

- The teams are taking one value per month and workshopping it. The meaning of the value is discussed as well as which behaviours reinforce it. The teams look at whether they are displaying such behaviours and practices.
- The employee who best reinforces the value in the Compliance and Risk team wins a prize.

**Customs**

- When incidents relating to “good” or “not so good” experiences occur the team look at the values for the best resolution. Better communication with honest and fair commentary is the most effective value.
- It is essential that the team function optimally at highest efficiencies to continue maintaining job continuity and keep internal and external customers happy.
- The team also encourage self-realisation and self-satisfaction amongst members for achievements.
- Ultimate “pride booster” is when the customer communicates a positive comment and that person receives public recognition.

**Operations**

- The team is promoting Open and Honest Communication as well as Mutual Respect and Trust in the office. The team rule is: don’t discuss someone if they are not around, if the team have an incident, the team deal with the individual constructively. The team give Recognition where people have done well. The team also promote Having Fun like the Spring breakfast, birthday celebrations, slipper day and collection of food for the homeless over the Christmas period, as well as internal departmental competitions.
Message about BPL Values from HR Director

Values are important to us as one BPL, we are governed by them in our daily life, and they guide our decision making in everything that we do. Values provide the framework which our company engages with employees and external parties, and ultimately influences and shapes the company culture.

Therefore we constantly need to act and communicate our values to ensure that they are lived and breathed by everyone within BPL, for example by understanding the things that we value as a business; we can determine what direction we should take in everyday situations, but also during times of uncertainty.

I think it is fair to say that when we are around people with whom we share common values and beliefs, we feel safer and more secure, happier if you like. And having a set of shared values that everyone buys into is what helps to shape a strong culture within our company.

I am appealing to all BPL employees to walk the talk about our values. This means, let’s get the BPL culture right and the rest will follow... and as a great entrepreneur of our time puts it:

“Your culture really is one of the most important things of your company, it’s who you are, and it’s why customers choose you. Build a great company which you would want to do business with yourself. If you get this right, your culture is right.” - Richard Branson

I am looking forward to your stories and pictures about living the BPL values from your respective work environment.
CSI – CHARITY – SOCIAL

KZN charity fair

In the spirit of the festive season, Liberty Towers held a charity fair in December over a Friday lunchtime.

What a great event it turned out to be, due only to everyone’s commitment, involvement and willingness to spend on the day. Thank you John for the company’s contribution of R1,000 per charity and to each team member, who really made BPL proud. We appreciate the generous donations to assist our chosen charities.

Donations totalling R28,385 were made to 10 chosen charities. BPL’s Blue Channel.

It’s not how much we give, but how much love we put into giving. - Charles Dickens

KZN SHE awareness staff go beyond the call of duty

At 7.30am one morning a gentleman from a transport company arrived to collect documents from the forwarding department. While Ram Pillay was assisting him, he said he had difficulty breathing and asked Ram to call for an ambulance.

Shanitha called Netcare 911 who advised it would cost between R5,000 and R7,000. The visitor was not on medical aid so Shanitha asked Danny Govender to take him to Addington Hospital. On arrival Danny wheeled the man into the trauma unit, where he was immediately attended to. Ram advised his family and told the man’s employer that the vehicle was parked at BPL.

“He had suffered a heart attack and was transferred to R K Khan Hospital, where he made a full recovery,” says Dianne Parker, SHERQ coordinator. “Thanks to all who assisted. We commend Shanitha Mohanlal, Ram Pillay, Danny Govender and Ricky Pillay for the quick action taken, beyond the call of duty, which resulted in saving a life.”

KZN Blue Channel L-R: Simla Govender, Julie Govender, Nokwanda Mlambo, Natalie Davaney and Leo Govender who donated hampers instead of money to Baby Hope in Pinetown.

Credit KZN’s year end function

KZN’s credit department held its year end function at the La-Vue floating restaurant on 28 November 2015. For the “All White Yacht Party” everyone turned out in their whites and enjoyed a fabulous two hour cruise and scrumptious meal.

Western Cape at Bidvest golf day

On 6 November 2015, Bidvest hosted its fourth annual Western Cape golf day at De Zalze Golf Club in Stellenbosch. BPL Cape Town sponsored a hole and invited some top clients.

Well done to the Liberty Towers Cuppa Cansa team who raised a fantastic amount of R5,348 on 28 October 2015. The event was a great success due to the passion, planning and hard work that all put in. BPL added a contribution of R1,000 and a total of R6,348 was donated to the CANSA organisation.

Liberty Towers Cuppa Cansa

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Heritage Day Liberty Towers

For Heritage Day, Durban Social Club held a potjiekos competition on 12 September 2015.

*The Mystical Bruz (Blue and Forwarding/Groupage)*

*The Sea Robbers (Green)*

*Black Eye Potjie*

*Simunye (Exports and Servicing)*

*Taste of Africa (Finance)*

Elandshaven’s year-end function

Elandshaven held its year-end function on 13 November 2015 at Mad Platter restaurant in Alberton.

*It was very festive and the following awards were given to staff:*

**Motivator of the year** – Bronwen Bothma, Facility Manager

**Employee of the year admin** – Natalie Walton, Admin Controller

**Employee of the year operations** – Collen Mathivha, Storeman Operator

**Chatter box of the year** – Theuns Burger, Operations Admin Clerk

Unexpected Christmas meal from Wrench

“Feeding four extra people on Christmas day made the day even more special for us,” says Yolandie Momberg, Air Export Controller, Wrench Road. “I decided that it was time to give back and help homeless people with no families. I started off small but next year I plan to go big.

“We provided food for the elderly people who live on Commissioner Street in Kempton Park. It was so humbling to see how much they appreciated it. I challenge more families to do the same,” she says.
CSI Gauteng training academy inspires pupils

Nox Hlomendini, Business Liaison Officer at Wrench Road, is responsible for CSI projects in Gauteng. As part of her portfolio, she manages CSI for five schools with whom she has built up relationships over the years. “It is our platform where we promote our company and learnerships,” explains Nox.

“As the first school term commences, I visit the schools and meet with Grade 12 learners to introduce BPL’s learnership programme. At this meeting, I task the learners with getting involved in their communities and submitting portfolios on their projects. After reading through their submissions, I return to the schools and award the best project achievers, as well as top performing achievers for grades 10, 11 and 12,” she says.

Submissions for 2015 included soup kitchens at schools, a school magazine publication covering everything that youth encounter as well as assisting caregivers in homes. Prizes included laptops, uniform vouchers, BPL branded backpacks and scientific calculators, dictionaries and mathematical sets. “Motivating learners to participate in community projects will teach them to contribute to the community at large, even if they do not excel academically.”

As an additional inspiration for the learners, Nox took along Themba Khumalo, an ex-student from Tembisa High, who started on a learnership and is now a permanent employee in the finance department at BPL. The participating schools are: Jiyane Secondary, Tembisa; Tembisa High School, Tembisa; Ingqayizivele High School, Tembisa; Rhodesfield Technical High School, Rhodesfield and Muriel Brand School for the Disabled, Brakpan.

Another success story is that of learner Sihle Ranza, who is based at BPL’s Gauteng training academy. Sihle graduated on 7 November 2015 with the Occupational Directed Education Training and Development Practices (OD-ETDP) NQF level 4 qualification. He is now studying for his NQF level 5 qualification.
LONG SERVICE

Transport

Sedick Naidoo (left) 35 years – now retired.

L-R: Rogers Samka, 25 years, with Sooben Govender and Kyle Narsey.

Aboubaker Ganiel (centre), 20 years – now retired.

Yusuf Sheldon (left) 30 years

Wrench Road

David Farrell, 20 Years

Port Elizabeth

Tertia Parkins, 10 years
Loretta Terblanche, 10 years
Lazelle Rous, 10 years
Vuyani Sibengile, 15 years
Gavin Jarvis, 30 years
Judy Horak, 10 years
Yolande Neil, 10 years

Vuyani Sibengile and Loretta Terblanche

KZN International Logistics

The KZN International Logistics long service awards were held on 28 January 2016. The awards were presented by John Cummins, who said, “790 years’ service from the 36 people who receive certificates today. In the world today, this sort of commitment and dedication is not common and this is one of the benefits our clients have when working with BPL IL KZN.

“This is one of our strengths that cannot be overlooked or underrated. Thank you for your commitment to BPL, our clients, your teams, your families and yourselves. Remember only you control your happiness and contentment, so make the most of every minute and continue to live the BPL values.”

KZN Airfreight

The following long service awards were handed out by Tim Barron, Air Freight Manager, and John Cummins, IL Director to the KZN Airfreight department on 23 December 2015.

L-R: Javanathan Pather, 10 years; Denali Pillay, 20 years; Sivaigammy Kannanappan, 40 years; Nhanhla Khumalo, 20 years; Maniraj Manilal, 10 years; Greg Naidoo, 25 years; Prithum Sawrajith, 40 years

KZN Long service awards

2013
Dianne Parker, 35 years

2014
Kesagie Singaram, 10 years
Cyril Naidoo, 10 years
Tammy Govender, 10 years
Ram Pillay, 10 years
Leon Subramany, 10 years
Lawrence Alsworth, 15 years
Joel Mithenbu, 15 years
Debbie Caires, 15 years
James Sinoyahnkhi, 25 years
Poovan Govender, 30 years
Paras Mungroo, 40 years
Raj Ramith, 40 years
Gokulanand Thupsee, 40 years

2015
Kimmy Maseko, 10 years
Pamela Sigamoney, 10 years
Lama James, 10 years
Nicole Ramadhan, 10 years
Ashley Pather, 10 years
Thaman Naidoo, 15 years
Nicoleen Nielson, 15 years
Cyril Majola, 15 years
Nishi Singh, 15 years
Marieljie Ostacchini, 15 years
Ricky Pillay, 20 years
Sugan Munsamy, 26 years
Pravesh Shirley, 25 years
Linda Govender, 25 years
Grey Phungula, 25 years
Carol Fynn, 25 years
Timothy Mthembu, 35 years
Nanick Dorasami, 35 years
Glenda Malan, 35 years
Cristobel Mlaba, 35 years
Gary Chetty, 35 years
Bennie Pillay, 40 years
**Western Cape**

L-R: Claude Frantz, 35 years; Felicia Garrido, 20 years; Felicity Williams, 20 years; Oswald Jacobs, 40 years; Zawyer Jansen, 10 years; Tiffany Matthys, 10 years; Debbie Schweizer, 10 years.

Bruce Thoresson hands a ten year long service award to Debbie Schweizer.

**BPL Long service awards January - April 2016**

**Business Development**
- Greg James, 20 years
- Nikki Lakey, 10 years

**Dedicated Solutions**
- Barbara Haig-Smith, 5 years
- Fly Mabunda, 15 years
- Judy Horak, 10 years

**Human Capital**
- Sharon Blom, 15 years
- Marsha Pieterse, 15 years

**Information office**
- Zain Sabjee, 15 years

**International Logistics**
- Reshma Siebatal, 35 years
- Linda Palmer, 30 years
- Farie Venter, 30 years
- Ernest Dlamini, 25 years
- Neet Juffran, 25 years
- Adriaan Klemencic, 20 years
- Nity Noiidedoo, 20 years
- Megan Pannan, 20 years
- Melinda Roas, 20 years
- Annamarlette Smuts, 15 years
- Taryn Daval, 10 years

**Legal**
- Belinda Hoffmann, 20 years

**Transport**
- Tovqo Khanvile, 10 years
- Milton Nalou, 10 years
- David Shad, 10 years

**Warehousing**
- Muzi Shabatala, 30 years
- Bronwen Bothma, 20 years
- Kobus Kruger, 20 years
- Llew-Anne Marias, 20 years
- Elphas Ngwasheng, 20 years
- Yusi Khumalo, 15 years
- Vusumuzi Nikabinde, 15 years
- Roy Padyayachree, 15 years
- Cyril Dubie, 10 years
- Sonja Gerber, 10 years

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**HATCH**

**KZN**

Congratulations to the parents and families on the births of the following babies:

- Bhavna Naidoo, Senior Imports Clerk, had a baby girl named Zoey on 27 September 2015.
- Hamida Amod, Legal and Claims Administrator, gave birth to a baby girl named Fathima Zahra Khan on 4 August 2015.
- Sandy Brijnarayan, Compliance Controller/Cargo Wise Support, gave birth to a baby girl on 15 December 2015.
- Phumla Gumede, a KZN learner, gave birth to a baby girl, Bandile on 31 May 2015.

**Port Elizabeth**

Congratulations to Sam and Jan on the birth of their gorgeous baby girl, Jenna who was born on 1 February 2016.

**Denver**

Bafana Poman Malinga, Denver Facility, and his wife Windy had baby twin girls on 9 September 2015, named Lwethu (held by Bafana) and Olwethu (held by Windy).

**Western Cape**

Congratulations to Leigh-Anne Whaits from the Cape Town office on the birth of Avri Rose Whaits, who was born on 27 November 2015.

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**MATCH**

**Marriage PE**

Congratulations to Barbara Haig-Smith (nee Muller) who got married on 7 November 2015.

**Engagement KZN**

Congratulations to Sarah Lindeque who got engaged to Michael Uppink on 9 January 2016 in the Kruger National Park.
Retirement PE

Thomas Malgas, our very efficient Customs Examination Clerk, retired in December 2015 after 19 years with the company. Thomas we will miss your ‘no-nonsense’ work ethic. Enjoy your hard earned retirement.

Obituary PE

Daya Pillay, Forwarding Supervisor for BPL PE, passed away suddenly after a heart condition on 3 December 2015. Daya’s sudden and tragic passing has been a huge loss to BPL EC. Daya had been part of the BPL family for 18 years. Daya had very close bonds with his clients and was always so polite and willing to assist. To Daya’s family – we pass on our deepest condolences. Daya, we will miss you.

IT’S COMPETITION TIME

Stand a chance to win a **R500 Pick n Pay voucher** by answering this question:

**What is the name of the SARS Commissioner?**

*Answers to be sent to marketing@bpl.za.com by 30 March 2016. Good luck!*

Our winner of the Buzz 7 competition was

**Sharoon Foolchand, Commercial Accounting Manager, Liberty Towers. Well done!**

THE BPL BUZZ TEAM

Please email your articles, comments, photographs and any interesting news you would like to share in BPL Buzz to:

**Jenny Relief** - jennyr@bpl.za.com - JHB

**Nikki Lakey** - nikkil@bpl.za.com - CT

**Sarah Lindeque** - sarahl@bpl.za.com - Durban

**Sharon Blom** - sharonb@bpl.za.com - PE & ELS

**Yolanda Samuels** - yolandas@bpl.za.com - Transport

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