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The Team



editor: gregory simpson
art director: brent meder
design & layout: sheeth hanief
sub-editor: sarah johnston
advertising executive: linda smith (project manager)
bayanda sikiti, albin ballin

subscriptions: lee-ann lawrence
e-mail: leeann@capemedia.co.za
fax: +27 (0) 86 538 6761
local ZAR 103.80
international ZAR 283.80

distribution manager: edward macdonald
circulation manager: abby smith (manager),
lee-ann lawrence, nicole julius

client liaison: linda tom, eunice visagie
office manager: tracy mills

human resources: allison van der sandt (manager),
lesley-rae sonnenberg

accounts department: chevonne ismail (accountant),
brigitte eberbach

debtors department: wayne jones (head), nadeema abdullah,
kapuya nkongolo, reza ismail

repro & printing: FA print
managing director: robert arendse
financial director: andrew brading
sales director: david itzkin

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cape media house,
28 main road, rondebosch, 7700
(entrance c/o main and devonshire hill road), cape town
tel: +27 21 681 7000; fax: +27 21 685 4448
info@capemedia.co.za [http:// www.capemedia.co.za](http://www.capemedia.co.za)



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Bloemfontein +27 82 803 0407

Cape Town +27 21 945 1888

Durban +27 31 700 1701

Contact:

Heavy Duty OEM Relationship Mgr

Heavy Duty Service Lead

Heavy Duty Parts Lead

Janean Davies

Kevin Davies

Greg Davies

Cell: +27 82 792 9093

Cell: +27 82 906 4030

Cell: +27 82 804 7770

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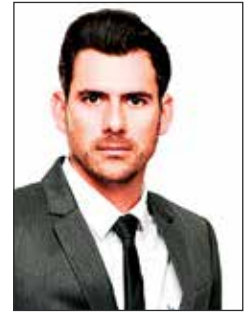


Contributors



Craig Waterman is CEO and founder of Green Diesel, which is the first company in Cape Town to have opened a biodiesel filling station, producing biodiesel, biodiesel processors and DIY Biodiesel Kits.

Dale Horne serves as director of Whistle Blowers, taking over the operational reins initially as general manager, during which time he led the way towards Whistle Blowers receiving accreditation with the Ethics Institute of South Africa every year since 2010.



Raymond Abraham is a fuel specialist at Shell South Africa. In his current role, he deals with more than 20 countries in Africa and is mainly involved in product quality and the launch of exciting new products.

Stan Bezuidenhout is a Forensic Collision Homicide Reconstructionist with technical forensic experience at over 7 500 accident scenes locally and abroad. He is currently co-owner of IBF Investigations.



Rory Schulz serves as managing director for UD Trucks Southern Africa. The UD Trucks Corporation, of which UD Trucks Southern Africa is a full subsidiary, forms part of the world's second largest trucking company, the Volvo Group.

Ian Goodes is an accomplished photographer and videographer with a keen eye for detail and the winning shot, putting him in arguably the top five photographers in the country, shooting numerous features for Road Ahead.



Charles Brewer serves as managing director for DHL Express sub-Saharan Africa. He has worked in four continents and considers himself a certified international specialist with the ability to adapt to different markets and cultures.

Dr André Van Jaarsveld is the CEO of BSS Africa, which is part of BSS International, situated in Perth, Australia. The core business of BSS is to establish Fit for Work and Fatigue Management Programmes in the workplace.





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Foreword

Trends in African supply chains



Dr Dinesh Kumar, KPMG

According to a survey conducted by KPMG with 80 companies across various industries and sectors, including consumer packaged goods, retail, diversified industries, logistics, utilities and telecommunications, logistics function in Africa is evolving.

Also indicated is that 73% of C-level executives do not believe the procurement function adds any real value, emphasising the notion that procurement is undervalued as a strategic function.

The positive news is that South African companies are realising the importance of being more customer-centric, as per the findings of the State of Logistics Survey 2013. South African companies are also adapting to the shift in consumer power, and are realigning their supply chain strategies and business models to meet customer expectations.

On the delivery front, supply chain organisations are struggling with basic issues such as low use of technology, inadequate skills

and non-compliance. According to Power of Procurement 2.0 survey, 56% of organisations do not use tracking tools, and 65.9% do not track supplier performance.

In terms of skills, 51% of managers believe that the lack of qualified personnel is a “moderate to severe” risk, while 40% are unable to monitor compliance. Agility still remains a challenge as only 50% of retail organisations have partially incorporated agile design, while 68% of manufacturing organisations barely or partially design agility into their supply chains.

Another prominent theme evident is supply chain maturity. While the maturity is defined at three levels, the lowest level is a survival mode, where the supply chain merely exists. The next level is optimised, where supply chain tries to reduce costs and increase efficiencies. The most mature level is sustainable for risk-proof supply chains.

In general, over the past decade South African supply chains have migrated from “survival” to “optimised” mode, allowing organisations to harness efficiencies, reduce costs and improve service levels.

One of the key focus areas for supply chain in 2014 is collaboration, and the survey reveals that only 46% of South African supply chain organisations are managing to collaborate successfully and fully utilise aligned incentives within their supply chains. These organisations say that inadequate skills lead to unsuccessful implementation of collaboration strategies.

Demand-driven supply chains have game-changing potential for supply chains, which can drastically increase customer satisfaction. Cloud-based supply chain management is the big opportunity for several organisations as it is expected to enable transparency, reduce costs and increase flexibility.

Companies are increasingly understanding the importance of qualified and skilled staff at every level of supply chain. In addition, they realise that close collaboration with suppliers on innovation will yield significant gains with regards to profitability.



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Ed's letter

Turning the corner



With the doom and gloom surrounding the industry over the last 24 months, and with rising operational costs and labour issues, it has been refreshing to get out into the field to experience some of the success stories in South Africa.

I was lucky enough to be invited to the launch of the re-vamped Isuzu Trucks South Africa assembly plant in Port Elizabeth recently, to witness first-hand the revitalisation of their workflow, efficiency and employee satisfaction levels.

COO Craig Uren commented that in years gone by workers would not even greet him when he walked through the old plant, but now, with much clearer workflows, time management and training, the workforce in Port Elizabeth is taking far greater pride in their work, which has a direct impact on profit and on a more positive conversation between management and workers.

The key to any good business is to make your staff feel wanted and appreciated, while giving them a clear understanding of exactly what you require, in a set timeframe. I was interested to see that the plant still relies heavily on manual labour to assemble trucks as opposed to fully mechanised operations. It would appear that if each worker's job is broken down into small sections, where everybody knows what's cracking, you can eliminate the need for some mechanical process, which ultimately improves the status quo of the workforce.

And then just last week, the good people from Iveco South Africa flew me up to Gauteng to check out their brute of a Dakar truck (the Trakker 507), which is a direct replica of the truck that Gerard De Rooy will be lining up for the 2015 event in South America. With a monstrous 1 000 horsepower, the stock truck that it is modified from is off the charts. With the acceleration of a sports car, and the durability of a tank, it is indeed something to behold, and a bit scary, to be honest.

And that's not all folks; Anderson Transport also invited *Road Ahead* to the handover of 100 brand new Volvo FH trucks for their mega fleet, proving that proudly South African logistics companies are continuing to grow, as the push into sub-Saharan Africa continues.

And my tour de force does not end there, with a trip up to the big smoke again later this month for the launch of two new Renault Trucks. It is exciting times to be editor of SA's premier logistics magazine, so keep on trucking! Finally, well done to Justin Yates of Cape Town for answering the most questions correctly for our Karcher competition; enjoy the high-pressure cleaner, sir.



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Mastering the supply chain

Supply chains are growing and complex, with companies coming under daily pressure to cope with increasing volumes, volatile demand patterns, escalating sourcing, warehousing and distribution costs

Customers are demanding higher levels of service, while supply chain technologies are rapidly evolving. To extract maximum value from your supply chain, you need high capability and a continuous improvement philosophy that requires an experienced, strategic partner with a firm grasp of logistics and a culture of innovative thinking.

One such company, Cargo Carriers, has managed to navigate these challenges, coming out the other side with a healthy balance sheet. They have been at the forefront of innovative new efficiencies for effective supply chain management for half a decade. So what has been the key to their continued success?

Knowledgeable marketing director for Cargo Carriers, Andre Jansen van Vuuren, provides some useful insights into their success in building and retaining strong client relationships within the industry over the years, while keeping up with the ever-changing face of technology, during a recent interview with *Road Ahead* editor, Gregory Simpson.

“To us it’s about relationships and how we retain our customers. We apply the principle of “face time”, to continuously understand the customer’s needs, and to continuously interrogate how we are going to do things better for them, with continuous improvement. Retaining customers through delivering a high-quality service and building relationships is key” says Van Vuuren.

With recent reports of South Africa’s logistics industry receiving very good ratings internationally, Van Vuuren unpacks how South Africans approach business differently.

“It’s an extremely competitive market and companies are realising that it’s not all about price. We need to go beyond price; we need to look at continuous innovation. Referring to the quality of product, think of the most popular brands you know. How do

you convince the customer that they’re going to pay more for a quality product? That is really the challenge.”

He continues, “It’s all about operational excellence and it is really about setting yourself up for success. Things like Safety, Health, Environment and Quality (SHEQ), Broad-based Black Economic Empowerment (B-BBEE) and having a team of key accounts managers is an expense which somehow needs to be recovered. You can prove that by ensuring high service levels, and in that process you could actually protect margins.”

Skills management

Hanging onto skills in South Africa is never an easy task, especially when you are dealing with highly flammable cargo that requires specialised expertise.

After rising fuel costs, the shortage of skills is the major challenge faced by road-freight service providers and an area that we identified a couple of years ago. Cargo Carriers’ fully-fledged training centre at our Sasolburg facility engages five to seven apprentices a year. Here they undergo a three-year diesel mechanic trade, where they go through a very stringent training process upon which they write an exam every year. Once qualified, they have the opportunity to join Cargo Carriers, which invariably they do due to the scarcity of the skill.

“Secondly, we have a training management programme from which we employ in the region of five trainee managers per year. These trainee managers undergo training in every aspect of the business: marketing and sales, operations, technical, HR, SHEQ, admin and finance.”

Moving with technology

In the modern age of logistics, technology is never far away, with real cost-saving potential for companies that fully embrace it.



Various telematics devices have been seen to save companies between 10–20% in costs, and not to be left behind, Cargo Carriers has embraced the future.

“Technology goes hand in hand with the whole concept of innovation. We are using technology on both ends to enhance our business from a profitability perspective and streamline it from a marketing perspective. To give you an example of this, we embarked on a process for our fuel business, where we invested new fuel tankers for our Mpumalanga business.

“It’s a concept that is commonly used in Germany and all across Europe. It is technology that delivers fuel at a much higher flow rate and at the same time does multiple discharge from multiple compartments, and it’s no longer a metered type of scenario. There’s a “dip-stick” in the trailer per compartment, which monitors every single litre that flows through the valves.

“With regards to pilferage, we now have an advantageous position that illuminates the risks from both a financial and safety perspective. Because of the higher flow rate, the vehicles’ standing time at the fuel forecourts are significantly shorter, so there’s improvement on the bottom line. Fuel currently represents anything from 35 to 40% of our total cost, so it is something that we keep a close eye on with about 100 or 120 million rand spent on fuel each year.”

Finally, as Cargo Carriers continues to grow their business into sub-Saharan Africa, Van Vuuren outlines some of the key challenges and opportunities for South African businesses.

“Obviously (from the recent Zambian acquisition), it has always been the strategy of the company that we are certainly not going to arrive in any one of these African countries, buy a property and say ‘We’ve arrived!’ That is most certainly not our strategy; our strategy is that of partnerships. Our strategy is to associate ourselves with people who understand the lay of the land, people who understand the legislation, people who understand the culture of that specific country, and people who are part of the communities in which they operate.

“From a South African perspective it’s the same story because we’ve got a bit of a lazy balance sheet. We have been embarking on a serious acquisition drive; we are looking at growing the business partnerships through encouraging people to join Cargo Carriers on this venture and trying to encourage existing clients to become part of our ‘family’. Obviously expanding our existing customer base with organic growth is always part of our business plan,” concludes Van Vuuren.

Gregory Simpson



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Deregulation in the late 80s has seen the percentage of freight transported by road increase substantially in South Africa. It is currently estimated to be at 88%, while the past decade alone has seen goods being transported by trucks increase by 30%.

Research published in the Annual State of Logistics Surveys over the years indicates that the cost of logistics as a percentage of GDP in South Africa is almost double that of the USA and 50% more than our BRICS partner, Brazil. It is reported that 10 fatalities per 100 million heavy vehicle kilometres is the norm in South Africa—which is 4 to 10 times greater than those reported in developed countries.

More than 15 000 deaths are recorded at vehicle crash sites annually; this number increases to 16 000 as victims succumb to their injuries in hospitals post crash. Comparatively, Australia considers 1 000 annual road deaths a national emergency. The World Health Organisation (WHO) reports that road traffic injuries are one of the top three causes of death for people aged between 5 and 44 years.

It is acknowledged that a variety of factors contribute to the high road crash and fatality rates, including unroadworthy vehicles, driver negligence, medically unfit drivers, overloading, poor road conditions, and potholes.

The Road Traffic Management Corporation estimates that the cost of crashes to our economy exceeds many billions annually. Approximately 20% of overloaded vehicles contribute to 60% of premature road damage.

The challenge is to prevent crashes, reduce premature road (pavement) degradation, enhance productivity and reduce the cost of logistics.

We have a collective responsibility to address these issues and improve the quality of life of all citizens. Government and industry must collectively address the challenges the poor safety record as noted on our roads.

Perhaps it is time for the industry to adopt a Code of Transport Practice. This Code may very well be the Road Transport Management System (ARP 067/SANS1395). The RTMS is a voluntary management system standard that requires organisations to commit to self-regulation.

RTMS is an industry-led, government-supported voluntary self-regulatory standard that encourages all heavy vehicle stakeholders

to implement an operational risk management system with outcomes that contribute to preserving road infrastructure and increasing productivity for certified organisations.

The industry should adopt a sustainable solution and assume responsibility by taking action in a proactive, structured, visible manner to manage the impact of vehicle operations on our roads. By embracing self-regulation we will collectively improve our poor road safety record and achieve productivity gains in the process.

Self-regulation is the process whereby an organisation volunteers to monitor its own adherence to legal, ethical and safety standards, rather than having an outside independent agency like RTMC, RTIA or CBRTA enforcing compliance.

Law enforcement agencies have a critical role to play in ensuring safety and compliance; however it is becoming increasingly evident that resources are finite and that all road stakeholders will need to share this responsibility to make a positive difference on our roads.

The Department of Transport's Road Freight Strategy is underpinned by four strategic thrusts, which include Integrated Transport Mechanisms, Road Infrastructure Management and Funding, Overload Control and Management Systems, and Self-regulation and Road Safety. Therefore, the promotion of self-regulation for road transport operators is an integral part of improving road freight and passenger operations.

The Brake and Tyre Watch that commenced in 2006 is a training project whereby traffic officials nationally are supported by specialists in critical aspects of truck roadworthiness.

Specific training is provided to enhance the skills and knowledge of the officials in order to improve effective enforcement on our roads. The horror of our poor road safety track record is not a surprise given that 70% of all the trucks/trailers that are inspected are found to be unroadworthy. Thousands of discontinuation notices are issued due to trucks having either zero braking capacity and/or tyres that are damaged with chunks of tread missing—often more suited to a “smooth slick” tyre for racing purposes than carrying 56 tons on our roads.

Proposed amendments to the NRTA 93/96 will result in consignors and consignees having co-accountability for overloaded/



unroadworthy vehicles and/or unfit drivers transporting their goods on public roads. RTMS provides a systematic and proactive approach to reducing if not preventing unroadworthy and overloaded trucks and fatigued drivers from using the roads.

The RTMS standards were developed in consultation with a cross-section of industry bodies, professional organisations, government agencies and technical experts. The SABS as the National Standards Body is the custodian of the RTMS standard and has ensured that international norms have been factored into the process.

Exxaro embraced and adopted the consignor/consignee RTMS standards in 2012 in anticipation of safety standards being imposed and compliance with the NRTA 93/96 becoming mandatory for road transporters carrying product to their customers. Driving standards and supporting best practice such as RTMS will be a game-changer in the industry and should result in safer drivers, safer loads, safer trucks/trailers/buses/coaches and safer roads. The LAA Platinum award in 2013 was awarded in acknowledgement of the successful outcomes of self-regulation in the timber, coal and sugar industry.

Today, more than 107 road transport operators representing almost 7 000 trucks/trailers/coaches and buses have been certified as meeting the highest standards in road transportation. Dr Paul Nordengen and the CSIR's contribution to the industry and performance-based standards and the research material referenced will be a source of excellent case studies to be emulated in the years to come.

Actively promoting self-regulation is seen as “the right thing to do” and putting systems in place supported by best practice standards for trucks/trailers/coaches/buses and drivers is simply RTMS, which is synonymous with “yes we are compliant and committed to enhancing road safety by investing in our drivers and maintenance of our vehicles and operating vehicles within the ambit of the NRTA/NLTA.”

More than 100 transport operators have committed to the best practice of RTMS, which provides assurance to consignors that ensuring safer trucks, secure loads and safer drivers is a top priority while transporting goods/equipment for customers and stakeholders.

Kathy Bell, Standard Bank



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Renault enters ground-breaking era

This year, Renault Trucks SA will be introducing the new C-range, intended for light construction and long-haul, as well as the K-range, which is aimed at more heavy construction applications. Renault Trucks currently has the successful Kerax, Midlum and Premium Lander ranges in its stable.



“This is a big year in the history of Renault Trucks in Southern Africa. We are currently planning the launch of two new product ranges and are therefore very optimistic about our prospective performance in the market in 2014,” said Herman Venter, general manager for commercial sales at Renault Trucks Southern Africa. **“We are aiming to steadily increase our market share within the next 36 months.”**

Renault Trucks is present in over 100 countries with 14 000 employees throughout the world. Although Renault Trucks’

primary vocation is to design, manufacture and sell commercial vehicles, it does a great deal more than that to ensure its customers’ satisfaction. It aims to advise customers during the decision-making and purchasing process—via recommendations, expert insight and financing solutions—and throughout their vehicles’ operating lives.

Since 1894, building on the legacy of more than a century of innovative French truck know-how, Renault Trucks supplies transport professionals with the tools they need to conduct their businesses more efficiently. The company also forms part of the Volvo Group, the world’s second largest manufacturer of

commercial vehicles, which provides it with access to the best resources and expertise globally.

The new ranges

The manufacturer is currently deploying significant resources to ensure the new ranges deliver maximum reliability. They are undergoing exacting quality trials and are also being tested under actual operating conditions. Ruggedness, working comfort, payload, pulling power, new engines, low fuel consumption and easy body mounting all work to make these trucks the perfect tools for demanding construction businesses.

The cab is one of the most striking features that will be offered by these new robust vehicle ranges, since it is more spacious, more comfortable and more ergonomic with its use of rotating buttons. A step on the side has also been incorporated into the design, which will allow drivers to easily check their loads. The vehicles will also offer fail-safe ruggedness with reinforced protection for all exposed parts liable to suffer impacts.

The design of the new Renault Trucks range of vehicles is dedicated to achieving efficiency. The manufacturer's designers have chosen to focus on the truck's role as a tool serving fleet owners—a tool enabling them to carry out their assignments as efficiently as possible.

Renault Trucks' objective of saving fuel has been a major component of the trucks' design from the outset, resulting in the vehicles' aerodynamics being modelled to obtain the highest possible air-penetration performance.

"We believe that by doing this, Renault Trucks supports fleet owners in specifically the construction industry, in their contribution to the development of the region's economies. Trucks play a truly vital role in southern Africa, not just in carrying goods but in ensuring that a vast range of services continue to operate," said Venter.

Expert local support

In South Africa, Renault Trucks' dealer network is integrated with that of Volvo Trucks, and offers customers caring, innovative and efficient support.

With the introduction of the new range, Renault Trucks SA will also reaffirm the brand's commitment to its South African customers, with advanced service and aftermarket offerings that will be introduced with the launch of the new product ranges.

"As transport operators expand their operations throughout the region, we know our Renault Trucks dealers are there to capture this market demand and support customers every step of the way. We believe our dealers are experts in their field and completely customer-focussed, and are therefore able to provide our customers in the region with unparalleled support and service," said Venter.

"The new K and C ranges will create a completely new platform for Renault Trucks SA and set the brand up for the future. We are working hard and putting everything in place to ensure ultimate success for our customers."

Staff reporter



Generations of strength

Volvo Trucks SA recently presented the first deliveries of an order amounting to 100 new Globetrotter FH 480 flagship models to Anderson Transport in Cape Town, which coincided with the 35th anniversary of Anderson Transport

A family business is not your usual type of business. Values such as trust, loyalty and hard work are very important in order to make a success of it. Louis Anderson, chairman of Anderson Transport, founded the company on 1 September 1979, with one truck. "Apart from today, that was the only time when we had a 'one-brand' fleet!" said Louis.

In 2011, Louis handed over the reins to his son, Heimer Anderson, who is currently the managing director of Anderson Transport. "Today, we are not just celebrating 35 years of existence; we are also expanding our fleet with 100 new third-generation FH 480 Volvo trucks. This brings our total fleet to 200 FH 480 Volvo trucks," said Heimer.

Anderson Transport offers warehousing and logistical services across South Africa and its neighbouring countries. It also focuses on the transport of consumer goods for all industries. Even though most of the terrain covered is on tarred highways, their drivers do come across roads that are of inferior quality, which the company says the trucks handle with ease.

"The reason why we place our faith in the Volvo product is because they value quality and service as much as we do. The actual product is only part of the reason we choose Volvo; we also value their aftermarket service, back-up support, general level of customer service as well as the company culture, all of which contribute to our decision to partner with Volvo Trucks. As business partners we work well together, and the product is truly excellent," said Heimer.

According to Torbjörn Christensson, president of the Volvo Group SA, they are proud every time they see Anderson's Volvos on the road, as they are always in an impeccable condition and well-maintained. "We are honoured to be in this partnership with Anderson Transport and will continue to provide, and even exceed, the level of support and service they expect from us," said Christensson. "We are proud to be able to provide Anderson Transport with the vehicles and services they need to make their business successful."

A challenge that Anderson Transport constantly faces is the availability of good quality drivers. "We have our own driver



training facility where we develop up to 150 drivers annually. The training is TETA-accredited and the facility has been in operation for 10 years. However, we still experience a high turnover of drivers, a problem the industry has to deal with," said Heimer. The company currently has 240 drivers nationwide operating their Volvo Trucks fleet.

According to Heimer, the Volvo Trucks FH 480s offer good fuel consumption, and the drivers enjoy driving the trucks. "Our drivers find the newly-launched FH 480s superior to the previous version, especially in terms of driver comfort. The increased cabin space and ease of driving are the features they compliment the most highly."

Tanje Wandrag





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All systems Go!

The Hino 500-Series truck, entered in the recent Mongolia Rally cross-country race by Hino Team Sugawara, put up another amazing performance by finishing seventh overall out of an original field of 76 motorcycles and four-wheel vehicles



This was the 20th running of the Mongolia Rally and it attracted an entry of 53 motorcycles and 23 four-wheel vehicles, with 42 finishers still running at the end of the week-long event, made up of 29 motorcycles and 13 four-wheelers.

The rally took competitors over a route of 3 800km, which included sections through the Gobi Desert. The timed special stages totalled 3 218km, with the longest section covered in one day being 569km.

The only vehicles to finish ahead of the Hino, crewed by Teruhito Sugawara and Hiroyuki Sugiura, were two Toyota FJ Cruisers, an Oscar Buggy, a Toyota Tacoma pick-up and two KTM 450 motorcycles.

The participation of Team Hino Sugawara in the Mongolia Rally was used as part of the team's intensive preparation programme for the 2015 Dakar Rally. This was the fifth year that Hino has used this event in Mongolia to test new developments for its racing trucks and on each occasion it has been a top-10 finisher, with a highest placing of fifth overall in 2010 and 2013.



This year, the team's focus was placed on testing suspension developments in Mongolia. A new system has been developed to improve traction over loose and uneven surfaces and the team was delighted with the results.

"The rally was very tough, with a 450km special stage on the first day," explained driver Teruhito Sugawara. "The suspension was simply out-of-this-world amazing! Concerns about the reliability and durability of the new suspensions turned out to be a non-issue.

"We will be running a larger, 9-litre engine developing 600 horsepower in the 2015 Dakar Rally and, besides aiming to continue our run of victories in the class for trucks with engines under 10-litres capacity, we are confident we can aim for a high placing overall next year, too."

Hino Team Sugawara has also released the names of four technicians from Hino dealerships in Japan who will be joining the two-truck team for the 2015 Dakar Rally in South America. This is an ongoing programme to involve the dealers and to increase the skill levels of their technicians as they compete for the honour of being part of this team, which is renowned for its excellent reliability record in this famous, annual cross-country event.

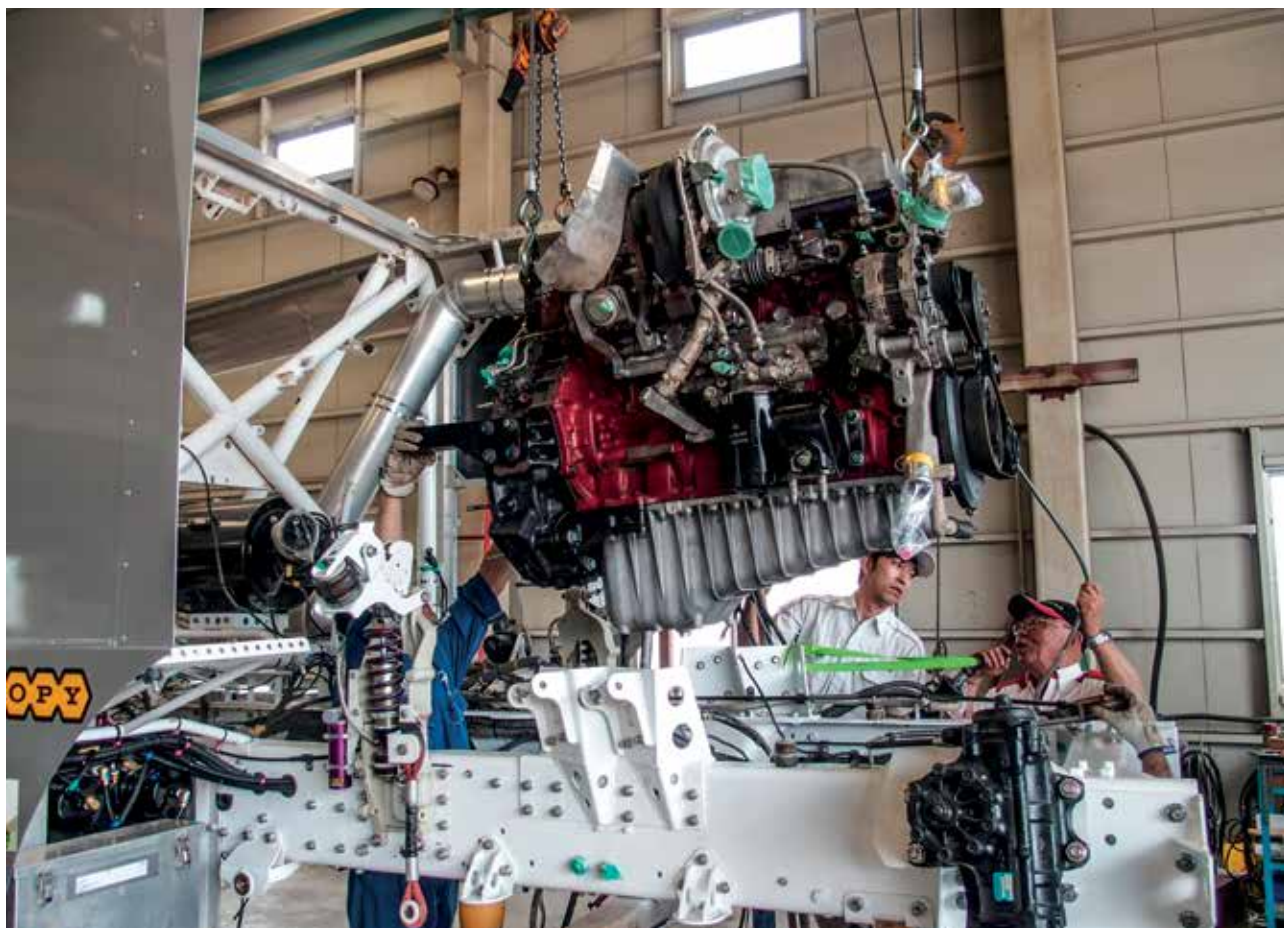
Hino sets SA sales record

Meanwhile, sales of Hino trucks in South Africa reached a new record high in August when 411 trucks were retailed. Adding in the sale of 44 Toyota Dyna medium trucks brought the Hino SA total for the month to 455, which was the highest figure since October 2008 when the combined Hino/Dyna figure was 492 units.

The highest volume in August came in the medium commercial vehicle segment with 280 units delivered—236 Hino 300-Series and 44 Toyota Dyna vehicles. This strong performance took Hino SA's share of this segment to 27,8%, which is the highest penetration since October 2010. The Hino 300-Series/Dyna combination has sold 1 517 units in the first eight months of 2014, which puts it well ahead of chasing competitors.

The Hino 300 and the Toyota Dyna have dominated the medium segment of the local truck market for the past 29 years. Dyna was introduced to South Africa in 1965 and most models in this range migrated to become the Hino 300-Series in 2009. Total sales in South Africa of the Dyna and Hino 300-Series ranges since 1965 are now approaching the 100 000 mark.

Hino SA also sold 128 of its 500-Series heavy trucks and 47 of the 700-Series extra-heavy models in August—the highest



Hino Team Sugawara principal Yoshimasa Sugawara (right) lends a hand with the installation of the modified 9-litre turbo diesel engine

volumes since March 2013. Last year was the best ever for the Hino brand in South Africa, with 3 461 units sold. The plan for 2014 is to exceed this record.

“We are very proud of our record sales achievement in August and have a strong order book for the remainder of the year,” commented the vice president of Hino SA, Ernie Trautmann.

“Our new factory near Durban, which opened at the beginning of the year, is now running smoothly and is working overtime to catch up on the production lost during the commissioning phase. Stock availability and excellent support from our dealers have been the two major factors in our record monthly sales,” added Trautmann.

Sameera Khan



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Imperial Logistics Academy to boost skills

Reflecting its commitment to addressing South Africa's critical skills shortage, logistics and supply chain leader Imperial has launched the Imperial Logistics Academy

The Academy is the natural next step in the evolution of the group's education and development efforts, comments chief executive officer Marius Swanepoel. "Imperial has always strived to be an employer of choice and a learning organisation, so we're not new to training,

"Our multi-faceted learning and development framework has garnered numerous accolades and awards over the years,

including the 'SAPICS Corporate Educator of the Year' award and the South African Graduate Recruiters Association's 'Graduate Employer of Choice' award. When we recognised the need to move to the next level, and establish an accredited in-house training facility to upskill our people, the Imperial Logistics Academy was born," he explains.

The academy provides customised, integrated training and development programmes that are aligned with national



Training in action at the Imperial Logistics Academy



The Imperial Academy team (from left): Teshnee Harinarain, Training Coordinator; Bojosi Thukhutha, Graduate Development Manager; Abre van Buuren, Training Manager; Colette Wessels, Training & Development Executive and Veronica Mthombeni, Skills Development Facilitator

qualifications, as well as practical short courses to address specific skills development and career advancement needs.

“In addition, the academy enables graduates to enter the supply chain and logistics industry through graduate development and learnership programmes,” Swanepoel expands. “A dedicated graduate development manager engages with further and higher education institutions on a continuous basis, to reach graduates around the country. Guest lecturing is offered, and the academy also participates in career days, to maintain a close relationship with higher and further education institutions. A key strategy is to build a pipeline of graduates, to feed into the Imperial Logistics internships and bursary schemes,” he states.

All training is customised, to reflect the Imperial approach and encompass Imperial Logistics’ best practice. “Subject matter expertise drawn from within the organisation enhances the training programmes,” Swanepoel notes. “Skilled Imperial Logistics people contribute to content development, and offer guest lecturing and mentorship. This means that skills are transferred both internally within the group and externally, to develop the broader supply chain industry.”

In line with Imperial Logistics’ vision to expand its African footprint, the Imperial Logistics Academy is affiliated with the

Imperial Health Sciences Supply Chain Academy, which is one of Africa’s leading providers of training and development for people working in the continent’s public health supply chain. “As the Imperial Logistics Academy’s African partner, it offers training and skills development beyond South Africa’s borders, to health and logistics practitioners in public health facilities, government health departments and private logistics companies,” Swanepoel explains.

Also complementing the Imperial Logistics Academy’s offerings is its collaboration with Ikaheng HR Services, a group company that focuses on operator and legal compliance training. The Imperial Logistics Academy also aims to drive industry cooperation, partnerships and knowledge sharing. The Academy is closely affiliated with the Transport Education and Training Authority, as well as other leading industry associations, such as the Road Freight Association, SAPICS and CIMA.

“At Imperial Logistics, we believe that the right solutions and services are meaningless without skilled people to adopt, implement and support them. Through the Imperial Logistics Academy, we aim to get the best from our people and help them get ahead, as well as advancing the supply chain and logistics industry as a whole,” he concludes.



Advanced fuels and lubricant technology

A body of new legislation led by the European Union will soon see car-makers facing financial penalties—per vehicle sold—if they fail to meet CO₂ emissions targets. In South Africa, the Clean Fuels Two standard is expected to bring lagging local standards in line with these European standards.

Although countries and regions are moving towards alignment with European standards, it will take time to achieve, because of different refinery configurations, diverse vehicle fleets, and varying political and market conditions.

“In parallel to new clean fuel standards, refineries are becoming more complex. This has an impact on the capital costs, such as new process units, as well as operating costs, pushing fuel prices higher and driving consumer demand for enhanced fuel economy products,” says Senior Technical Specialist at Shell, Howard Nkohla. “In other words, achieving more miles per tankful.”

Euro 6 is the latest diesel engine emission legislation being driven by the European Commission, which seeks to reduce NO_x by 50% compared with Euro 5 and by 80% compared with Euro 4. Locally, the Clean Fuels Two (CF2) draft fuel specifications and standards will be the equivalent of the current European Emissions Standard Five specifications (Euro 5) and focuses on reducing oxides of nitrogen or “NO_x”, and “particulate Matter” (basically soot particles) in diesel engines.

The Clean Fuels Two standard will also reduce the key enabling sulphur content to 10 ppm (parts per million).

While Euro 3 could be met with engine technology improvements, from the Euro 4 and above standards, exhaust gas requires after-treatment technologies to meet the lower emissions targets. The new technologies mean cleaner fuel and lubricants are required.

“The cohesive approach between the development of new engine technologies, and the development of new grade fuels and lubricants, will accelerate the overall efficiency gains that can be made in the near future,” Nkohla adds.

Shell is passionate about innovation, providing products that help customers improve their efficiency, such as Fuel Economy Diesel with brand names like Shell Diesel Extra. Shell Diesel

Extra contains a unique formulation designed to give motorists cleaner fuel and extra kilometres at no extra cost.

This means less energy is used to run vehicles. Shell Diesel Extra also contains an anti-foam component for easier and cleaner fill-up. Tests conducted by Shell have shown the fuel’s ability to improve fuel economy by up to 3% more than non-additised fuel.

Lubricants also have their own contribution to make to fuel efficiency. They are in contact with, and critical to, the effective operation and longevity of almost all engine parts. Lubricant viscosity is linked to engine friction and lowering it is a reliable means of improving fuel economy.

Long-standing technical relationships with engine manufacturers have also enabled Shell to help companies such as Daimler to set new world records in truck fuel efficiency using Shell Diesel Extra and Rimula R6 LME. This record run with new Euro V and Euro VI Actros achieved 7.6% and 4.5% fuel savings respectively in the 10 000km run.

Shell Rimula R6 LME is formulated with reduced levels of ash and sulphur to help control diesel particulate filter (DPF) blocking and maintain the efficiency of the latest and future vehicle technologies. It delivers exceptional wear protection and engine piston cleanliness in the latest engines and has been tested to help ensure long engine life and protection throughout the oil maintenance interval. Shell Rimula R6 LME exceeded the piston cleanliness of Daimler’s most demanding limits by 56% in the MB OM 501 LA engine test.

“Shell’s close collaboration and relationships underline very clearly the potential of a co-engineering approach to deliver really significant benefits in energy efficiency,” says Nkohla. “This is helping to deliver against new legislation coming into place across the world and tough economic conditions that require customers to look for ways to reduce costs.”

Raymond Abrahams

10PPM: An attractive option

The diesel engine is renowned for its excellent fuel efficiency and, as such, it presents a very attractive solution to the commercial transport business where fuel is the single biggest operating expense



When it comes to environmental concerns, however, the diesel engine is largely perceived as a “dirty” engine, due to unwanted exhaust emissions. We are all aware of the potential impact of global warming and the relentless drive from the international community to lessen the impact of our joint actions on global air quality, especially as it relates to our transport activities.

This is why the diesel-powered vehicle has come under close scrutiny and undergone extensive development in exhaust after treatment over the years to reduce vehicle emissions.

In general, changes in engine and vehicle design and technology can have a much more significant impact on vehicle emissions than changes in fuel (diesel or petrol) specifications. It is,

however, important to realise that certain specification changes are necessary in order to enable the introduction and application of modern vehicle technology in the first place.

Fuels and fuel specification developments are therefore likely to follow the trends in engine and vehicle technology but will have to be balanced against country-specific demands. South African fuels standards, for example, are largely based on European standards, although we typically lag a number of years behind such standards given our prevailing vehicle technology. The European Union is currently moving towards Euro 6 specification technology, while South Africa is predominantly Euro 2, with a fair penetration of Euro 3 compliant vehicles.

Notwithstanding the positive benefits of the latest technology vehicles with regard to their impact on the environment, it is also known that these vehicles are much more fuel efficient than older technology vehicles. In the globally prevailing cost-sensitive environment, this is of paramount importance.

However, these vehicles require a diesel with ultra-low sulphur content in order to operate satisfactorily and without harm to the engine or exhaust after treatment technologies. This has prompted the South African government to introduce legislation (Clean Fuels 2 or CF2) that will see South Africa adopt cleaner fuel specifications, largely based on the Euro 5 specifications. One of the critical parameters that will be regulated is the sulphur content of the fuel.

The CF2 changes would have come into effect by 2017, however this delivery date is currently under review by the Department of Energy and in its implementation could be delayed. But all is not lost: Sasol has recently introduced Sasol turbodiesel™ ULS 10ppm, which already conforms to the sulphur requirement of CF2 and will allow transport operators to exploit the fuel efficiency of these latest technology vehicles while contributing towards a sustainable future by reducing their environmental footprint.

Staff reporter

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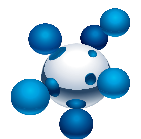
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Customer satisfaction is key

SAF-HOLLAND SA's new Managing Director will expand Service Network

With over three decades of experience in the world of heavy-duty vehicle financing and production, SAF-HOLLAND SA's new Managing Director, William Mathee, has his sights set on expanding the national service network of his organisation to ensure customers receive optimum service and swift support for their truck trailer requirements.

"SAF-HOLLAND is a global leader in the manufacturing and marketing of premium-class truck trailer equipment. My mandate from our German holding company is to expand our service network through the appointment of new sales and technical support personnel, as well as the signing on of more service partners around South Africa," says Mathee.

With company-owned branches in Johannesburg, Durban and Cape Town, SAF-HOLLAND SA's footprint has expanded in recent years with the addition of distributor/service partners in Polokwane, Port Elizabeth and Nelspruit.

"Our parent company believes the South African trucking industry has great potential for growth, and has given me the resources to ramp up our domestic inventory levels, skills development and marketing efforts. Furthermore, SAF-HOLLAND AG (Germany) has also injected capital to establish a Fifth-Wheel assembly plant in Durban to complement our state-of-the-art axle assembly plant in Johannesburg," Mathee explains.

In an industry that demands swift hands-on service from its suppliers, Mathee has a clear vision of how to achieve continuous improvement in customer service levels.

"Our focus is on the end-user, the truck owner. SAF-HOLLAND SA has a team of specialists who are backed by immediate parts availability and, coupled with the customer cost benefits derived from two local assembly plants, we are fully equipped to provide our customers with the very best trailer components at competitive prices that are supported by technical prowess and a commitment to building long-term relationships within the South African truck transport industry," Mathee concludes.



SAF-HOLLAND SA Managing Director William Mathee

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No margin for error

Fatigue is a state of impaired mental or physical performance and lowered alertness, which can affect employees at every level of an organisation. It is caused by a wide variety of factors, including inadequate restorative sleep, hard physical or mental work, poor health and psychological factors.

It is also a significant cost that most businesses simply bear because it goes together with “working hard” and is often difficult to accurately identify. Fatigue can have deadly consequences, especially in environments where a loss of alertness can threaten the health and safety of the employee or others.

Fatigue can have a considerable impact on organisations and individuals, including financial and health costs.

Organisational costs

The direct costs to organisations include:

- increased rates of incidents and accidents,
- loss of productivity,
- higher maintenance costs, and
- higher levels of absenteeism and turnover.

Health effects on employees

Fatigue may have adverse effects on the health of individuals. Evidence from studies of shift workers indicate higher incidences of:

- accidents, both at work and in employees' private time,
- medical disorders (gastrointestinal, cardiovascular, etc.),
- stress and complaints associated with stress (e.g. anxiety and depression), and
- personal and marital problems.

Those employees who are already suffering from digestive disorders, diabetes, heart diseases, psychological problems, alcohol and drug addictions or chronic sleep disturbances may often face additional burdens.

Effects on family and social life

The fatigue and disruption that results from shift work or excessive hours of work often make having a normal family life and social commitments difficult for employees, families and communities. This dislocation results in pressures on relationships, domestic workloads and community activities.



This has implications for safety and health, productivity, morale, absenteeism and turnover rates.

An example of the importance of these factors is provided by the National Sleep Foundation's "2001 Sleep in America Poll" which surveyed a large sample of adults to determine who suffered from fatigue to the level that it interfered with their daily activity at least a few days per month. It showed clearly that other groups suffer from fatigue at levels comparable to shift workers. For example, the following reported high rates of fatigue:

- Women
- Those with children
- Shift workers
- Those experiencing periods of depression
- Those who were caregivers of a child or person unable to live independently



These results highlight the need to develop a comprehensive model to identify and manage fatigue.

Key misconceptions

The management of fatigue has been a contentious issue in the workplace in recent years. This has given rise to three key misconceptions that have limited the effectiveness of the workplace's efforts to address this issue. These are:

- that fatigue can be effectively addressed by a focus on rosters and hours of work (or the other so-called “work related” causes of fatigue),
- that efforts to control fatigue should have as their primary focus the establishment of workplace “systems” that reduce the role of the individual in managing fatigue, and
- that there will soon be a technological “silver bullet” that will solve all fatigue problems.

In contrast to the above, we take the approach that:

- the primary cause of fatigue is inadequate or otherwise poor quality sleep, and
- the effective management of fatigue depends more on the management of the organisation's culture and on the promotion of self-management than on technological solutions.

BSS Africa Fatigue Management Programme

This programme consists of consulting and evaluating existing practices and policies, training employees in self management and training supervisors in identifying risk factors.

Most of the consulting will focus on the business needs, occupational health and safety considerations and employees' needs and preferences.

Dr André van Jaarsveld

Hyundai opens assembly plant in SA

Hyundai Automotive South Africa today officially opened a commercial vehicle assembly plant on the East Rand of Gauteng, as part of a multi-million rand investment in its Commercial Vehicle division in the local automotive market

“The opening of this assembly plant forms an ideal platform from which to strengthen our business strategy, both in terms of commercial market growth and sustainability, as well as an increasing commitment and investment in the South African economy,” says Wade Griffin, director of Commercial Vehicles at Hyundai Automotive SA.

“We believe that there are strong opportunities through investment and local assembly to capitalise on for our business.

This substantial investment will also help to improve local skills and to create jobs in an economy that is in dire need of such opportunities.”

The rationale behind the Semi-Knocked-Down (SKD) assembly plant in Apex, the industrial area of Benoni, was largely driven by a long-term strategy to grow Hyundai’s share in the South African commercial vehicle market, to be more competitive and to increase Hyundai’s investment in the country’s economy. The initial aim is to produce 50 units a month, focusing specifically on the Hyundai HD65 and HD72 trucks.

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At this stage most of the trucks produced in the plant will be distributed in the South African market, but Hyundai Automotive SA is investigating options to export to markets in the sub-Saharan region of Africa. Of the vehicles assembled in the Benoni plant, 20% will be exported to neighbouring southern African countries such as Botswana and Namibia as part of the immediate plans.

Hyundai Automotive SA established the factory by buying an existing plant from Imperial Holdings as part of a R110-million investment in the Commercial Vehicles division of Hyundai in South Africa.

“We did careful research to establish the economic viability and sustainability of such a SKD assembly plant. Hyundai Commercial Vehicles is a division of Hyundai Automotive SA—one of the main players and biggest sellers in the South African automotive market. This investment in our Commercial Vehicle division enables us to be more aggressive and competitive due to the zero import duty as an incentive for local assembly of trucks,” says Griffin.

Stanley Anderson, marketing director of Hyundai Automotive SA, says it is important to note that the company’s investment reaches beyond the monetary aspect. “We have already employed over 30 staff, with the vision of increasing this to around 60 people. By creating these initial 30 or so jobs, we are directly improving the lives of more than 230 people.

“However, there are at least an additional 10 people that can gain employment as a result of the development of this plant, if we consider our current service partners. And further job security too, if you include other suppliers in terms of logistics, maintenance, cleaning, security and information technology services.”

Hyundai has brought in a number of trained engineers from Hyundai Motor Company’s Commercial Vehicle division in Korea to assist with the local training and development of staff to ensure that best practices are followed in the assembly process. From here, the Hyundai Training Centre at the head office of Hyundai Automotive SA will be responsible for ongoing training.

“We have already produced the first trucks from the assembly plant. The local production of HD65 and HD72 trucks will give us a lot of momentum to increase our present 3% share in the medium commercial vehicle market,” says Griffin.

An increase in local content of the vehicles that are assembled in the plant will bring further savings, a more competitive business model and create further jobs in the local economy. “We are obviously at an early stage in the development of the local operation, but we are already examining the expansion of locally produced parts for our assembly line,” says Griffin.

“We chose the premises in Benoni for two reasons: There was an existing infrastructure and suitable buildings and storage areas to run such a plant; and it is situated in the economic hub of South Africa, Gauteng, where there is a big demand for products such as our HD65 and HD72 trucks.”

Deon Sonnekus



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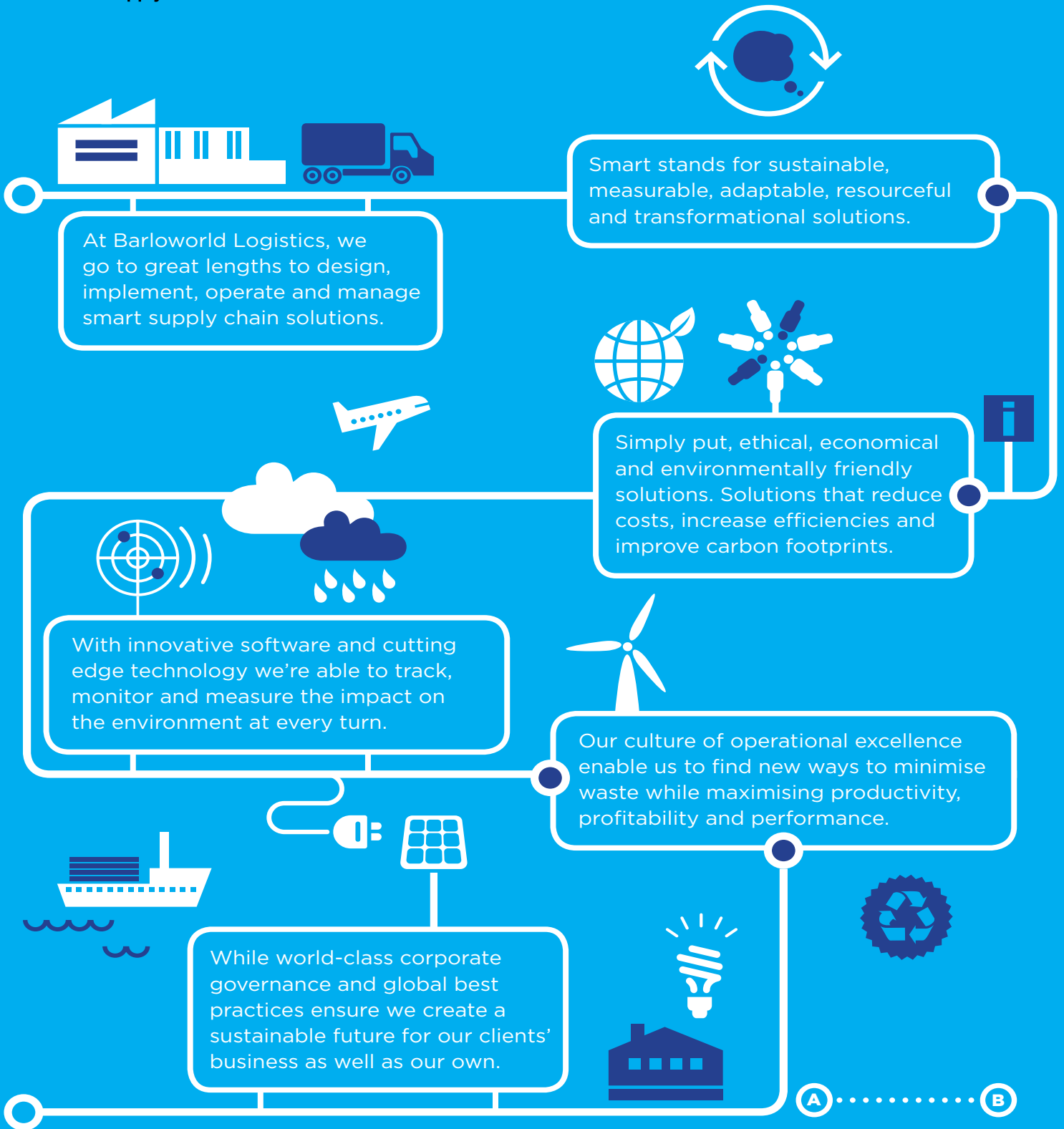
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When drivers become passengers

People often complain about law enforcement. With events like the Marikana Massacre, the Oscar Pistorius trial, the Inge Lotz murder and the Nkandla scandal fresh in our memories, it's easy to point fingers, to complain about "the system" and to become armchair prosecutors, judges and even executioners. But these are all actual crimes. They involve guns, victims and "murder," and are more entertaining to follow.

But what about loss of life in car crash cases? How can 51 people die in a horrible bus tragedy in Zambia with no one hearing about it? Why does Oscar shooting Reeve garner so much interest, yet when 10 people die in a car crash it's nothing more than a short-lived flash in the local newspaper?

But wait, you say, there was television coverage when the Jub-Jub crash went to court! There was coverage when Tolla van der Merwe died and when the Kloof Neck bus tragedy happened (who even remembers that anymore?).

Yes, this is true, but can we honestly say that people had opinions about these events? As we quickly saw with the Field's Hill crash, media coverage does happen, but only in certain cases, and only in response to relevance. There was graphic footage from the Field's Hill crash, for one thing.

The footage shows several vehicles waiting for a green light and then, as they start to take off, this "juggernaut of death" ploughs right through the intersection, killing too many people once again. The ministers, the media, the public and even the Department of Transport jumped into knee-jerk reactions to "stop the carnage." Then everything returned to normal, after a couple of weeks.

But what most people don't realise is what happens behind the scenes in some of these cases. While the armchair prosecutors, judges and executioners react to the carnage emotionally and express very strong opinions, some cases are not so easy to judge at all. Because most crashes don't get enough attention in the media (they are only "accidents" after all), Stan Bezuidenhout from IBF Investigations has kindly agreed to take us on a "journey of discovery" in a case that involved 10 fatalities but never even made the paper.

As Stan unpacks the process followed in identifying the driver in this crash, the facts become as bizarre as fiction and the processes followed as interesting as an episode of CSI (South Africa).

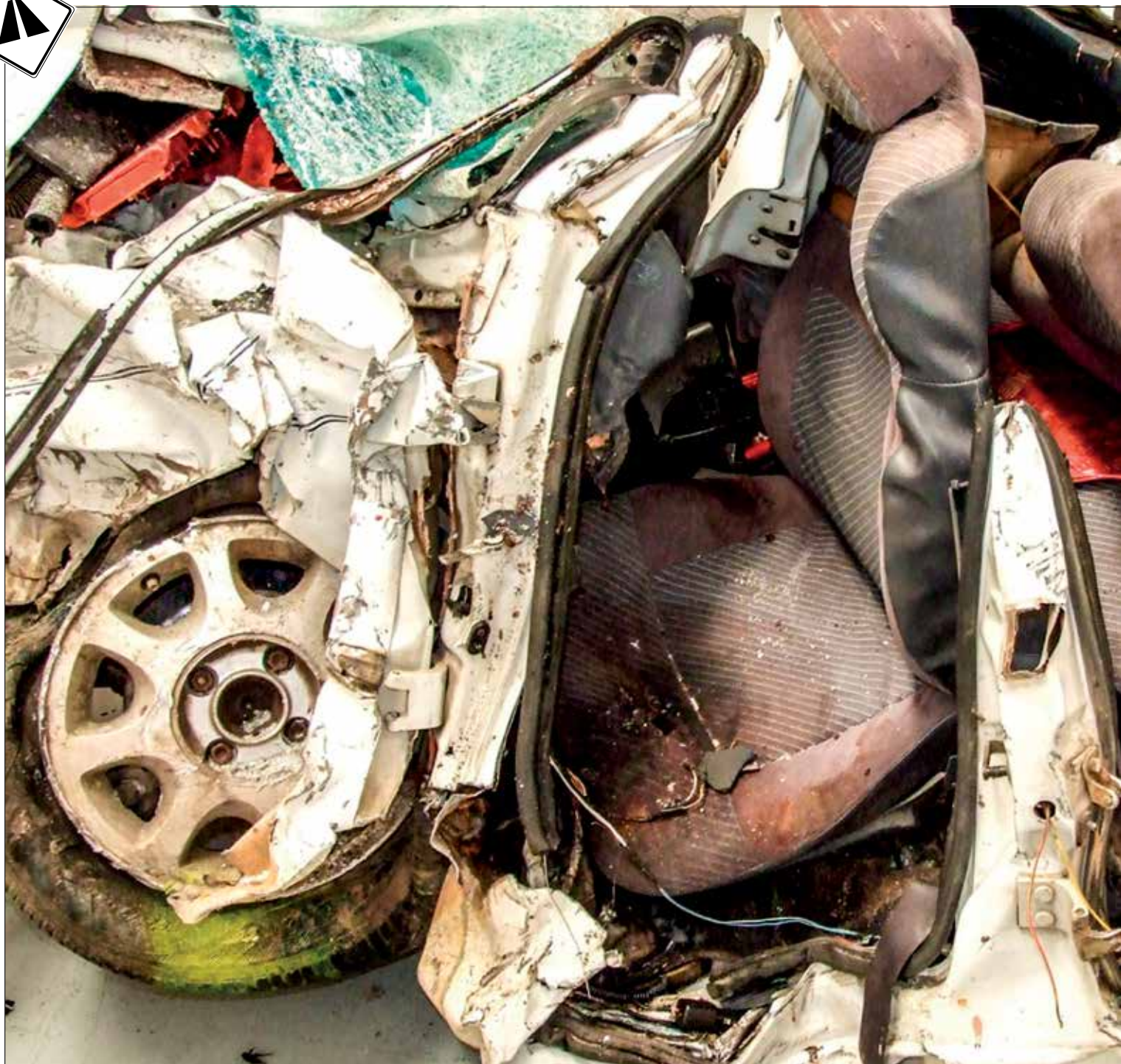
In April 2008 two vehicles collided on Potsdam Road in Killarney Gardens area, Cape Town. In this horrible crash on an essentially abandoned road at night, nine people died on the scene and a 10th later. The vehicles involved were a Toyota minibus taxi and a Ford Sapphire Sedan. "Aha!" you would exclaim, "There you have it! Another overloaded taxi and another case of the same old overloading issue!"

But you would be wrong. Nine people died in the Ford Sapphire, and only one in the taxi, the driver, who died in hospital, later. See—here are some facts about this case that we will use to set the stage for the reason why this article's topic is "When drivers become passengers."

The taxi was loaded. But only with five passengers. That brings the total number of occupants in the taxi to six. That's not overloading. Nothing spectacular here, right? "So they all died," you ask? Nope. Only the driver. Later, in hospital. The passengers all survived. "So, wait..." you say, "Are you saying that NINE people died in the Ford Sapphire? A 5-seater sedan?" Well, yes. And this is where fact becomes stranger than fiction.

From the information gathered during the investigation, we learned that the taxi and Sapphire were both coming to a local township. The collision occurred at about 7pm on a Sunday night. At this time of the night, the road is normally quiet.

There would be some traffic, but not enough to support good chances of this many occupants in two vehicles meeting with such misfortune. One would also certainly be forgiven for jumping to the "armchair conclusion" that the taxi was



overloaded—is this not the norm where two-digit numbers of occupants die in car crashes involving taxis? But no—this case went from abnormal to challenging in a heartbeat.

Fast forward to the days after the collision and more interesting facts started to be revealed. “For starters, the taxi was declared roadworthy and a new roadworthy certificate was issued for it within two days of the collision; while it was still in pieces, in our laboratory, being examined,” Stan confirms.

“While false license disks and roadworthy certificates being issued to un-roadworthy vehicles is not that strange in these times, this was a first. It actually felt strange to stand and look at the mangled wreck and realise that the new roadworthy

certificate was issued while the driver was still in critical condition in hospital and the vehicle stored and secured in our indoor laboratory.” Clearly, something was amiss. But this is not where this article is headed.

As the investigation continued, Stan and his team started to put the puzzle pieces together. Their job included the collection of physical evidence (damage, mechanical condition, road marks, failures, etc.) and the intelligence aspects. They also collected the survivors’ versions of events. The taxi passengers revealed very little. The ones who were able to speak remembered nothing. They were all sleeping when they heard a big bang... And then things became interesting.



Let's get back to the occupants of the Ford Sapphire. Now there is an interesting angle to explore. In the interests of clarification, by looking at Principle Direction of Force (PDOF), impact angles and physical damage (crush measurements) and mechanical examination results, we determined that this was a Faked Right Syndrome collision. This is a South Africanism derived from the US "Faked Left Syndrome" but comes down to the same thing.

Faked Right Syndrome is when two vehicles approach one another and one vehicle veers or drifts over into the lane of the other. Let's call this the "wrong driver" and the other vehicle, approaching from the other side, the "right driver." Now, when

the right driver sees the approaching wrong driver, and sees no escape, he decides to go onto the opposite side of the road. In his mind, he's thinking: "If you're on my side and I go to your side, we'll pass each other safely." So he "fakes right."

As he does this, the wrong driver, realising his mistake (for whatever reason) also suddenly swerves back to his lane and the vehicle collides on the "wrong driver" side. This makes the "right driver" look like the "wrong driver." Only a trained eye, careful analysis and awareness of this phenomenon and the methods used to determine it will reveal this secret fact—where no witnesses survive.

Be that as it may, the Sapphire was "wrong" in this case. This means that the driver of the Sapphire would face multiple charges of culpable homicide. But there was only one survivor in the Sapphire; a 30-year old man. This man claimed he was not the driver; he was seated directly behind the driver. So, since he is (fortunately) the only one to survive, who was ever going to prove him wrong, right? Here come the good bits...

In order for us to establish who was (really) driving, we started to look at each possible occupant—all the deceased parties from the Sapphire. First, there were two dead children. So they're too young to drive the vehicle. That's seven possible drivers left.

Then we started to look at the vehicle—specifically the driver's position. From our at-scene photography you could clearly see that someone had bled profusely in that position. There was blood pooling all around the steering wheel and driver seat position. There was also smearing on the steering wheel, meaning the person there (the driver) was conscious and moving around, touching the vehicle with bloody hands. So, whoever was there did not die in the collision. They moved around, touched themselves, and got their hands full of blood and moved around, touching the interior of the vehicle, leaving smear marks.

We also found brain matter on the left front passenger door cavity, on and around the A-pillar. So whoever was in this position must have suffered serious head injuries. We quickly found the victim with injuries of this kind—there was only one. So that leaves six occupants who could potentially be the culpable driver.

Next, we eliminated everyone with injuries that did not result in profuse bleeding. When people die instantly, their hearts stop so there is no blood pressure to speak of, which reduces the amount of free bleeding observed. Two of the occupants were elderly ladies. They were both well into their sixties and seventies. We eliminated them quickly since neither were likely to have been the driver and because they had no open wounds to their faces or heads. That left four possible occupants that could have driven the vehicle.

There was also a younger lady, but she was only 16 and also did not have any open wounds that could have resulted in the kind of blood pooling observed, so she was also eliminated. That left only three other possible occupants who could have been the driver. All three male and in their early to mid-thirties.

Two died instantly and had no open injuries of any kind and literally almost no bleeding either. The last was a man that survived. The one referred to earlier. But he explained that he

was not the driver, so how could we determine, and prove in a court, that he was the driver. Ah, but see... He made a vital mistake. He agreed to an interview.

This man had obvious scars from facial injuries. He still had some stitches on his head when we interviewed him. He also had hand and arm injuries. And he survived. So—wherever he was sitting—there was likely to be blood. Lots of it. Face and head injuries typically result in free blood flow, as we all know.

In the interview, he spent all his time explaining where he was seated (left front, remember); he claimed not to remember how the collision occurred, he couldn't explain how he got out of the vehicle (he said he got out on his own) and he forgot a very important aspect of a proper forensic investigation: Everyone is a witness. We also interviewed paramedics, police officers and fire-fighters who were present at the scene.

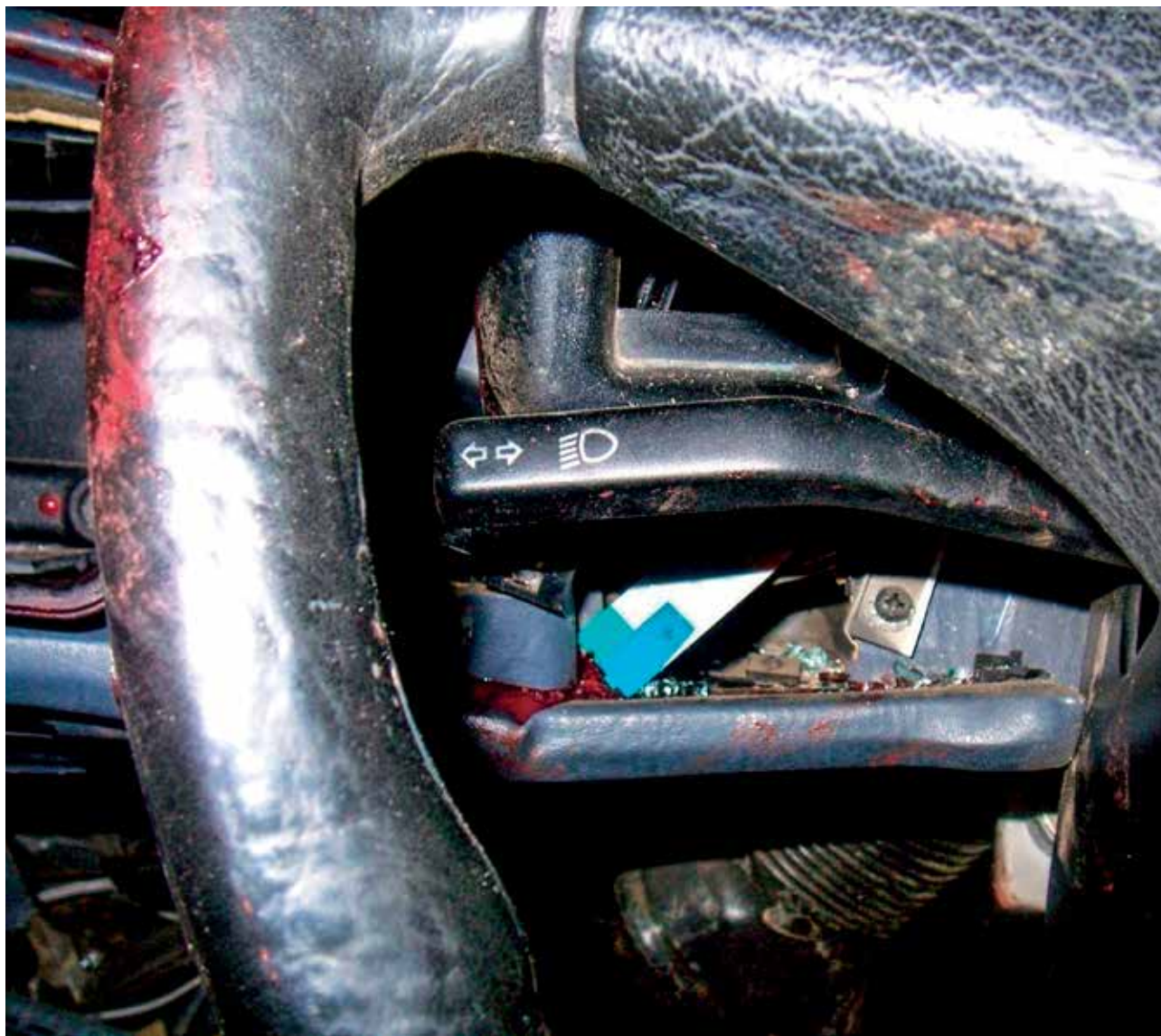
When we interviewed the first responding paramedics we quickly learnt that they had some trouble at the scene. It

seems that a man of about 30-something was found in the driver's position when they arrived. While they were trying to help this man, who was bleeding profusely from his face, they encountered resistance. The man was combative (often also a sign of head trauma), but smelled of alcohol and was "bleeding profusely from his head and face." So the only person who could have been the driver of the vehicle was proven to be this sole survivor.

So you see—there are ways and means to get the dead to talk and tell stories, exactly as "Duckie" of Navy NCIS fame always claims. In this case as many as eight dead occupants each shared their secrets in turn until they pointed their dead, cold and even severed fingers straight at the only survivor from the Sapphire.

The case is still ongoing and the driver has still not escaped justice. Look out for the results in a future article.

IBF Investigations



Recognising driver excellence

Competent drivers are the key to the long-term success of any business, as they are the cornerstone of the supply chain, makers and breakers of equipment, and highway brand ambassadors all rolled into one



With increased safety on everyone's minds, Shell has backed the Scania Truck Driver of the Year competition, which acknowledges the best of the best. We caught up with Andrew Evans, Commercial Marketing Manager for Shell South Africa, for more on the competition, which aims to highlight some of the industries' success stories.

Tell us about the idea behind Shell's Truck Driver of the Year competition.

Core to everything we do is our focus on safety, which is the theme and motivation behind the Scania Truck Driver of the Year competition. The competition is a safety initiative targeted at improving the driving skill.

The road safety awareness of truck drivers is important to us; this initiative has been run by Scania globally since 2003.

The reach and popularity have been growing from strength to strength, and Shell decided to partner with Scania regionally within South Africa this year.

The key objective is acknowledging the importance of bulked vehicle drivers as the ambassadors of the road. We believe you can have the best trucks, equipment and products, but if those trucks are not driven well or taken care of properly, then you risk running high costs on maintaining them and your safety is compromised. We recognise the training that drivers require, and we provide training while recognising the best drivers in South Africa from a safety and an operational point of view.

Shell Fuels and Lubes' offering to fleets and owners is intended to reduce total cost of operations, for example diesel 3% fuel economy and use of Rimula, which reduces maintenance intervals and improves fuel economy. The driver can actually influence the operating cost by up to 60%.



Why did Shell decide to get involved in this event?

Drivers are key because they represent the company's brand to the external audience. In the past, the focus has always been on the vehicle and the technology behind it, and not much focus has been placed on the driver. The perception of drivers has to change; we need to look at them as professionals with an important role in the economy of managing a fleet.

Shell recognises the role drivers play in ensuring safety on the road, and fuel economy, which results in economical operational costs for the business. Compared to other countries, training and support are not emphasised in South Africa. The legislation is not as strict here. Shell places importance on helping drivers and raising their profile as an integral part of the business.

Hardware/software systems engineering (HSSE) is one of our key focuses, and road safety is one of the important elements. Shell is a world-leading fuel, oil and lubricants manufacturer and supplier and Scania is one of the leading Truck Original Equipment manufacturers; both companies are always looking for new and innovative ways to communicate and contribute positively to users and non-users of their brand.

The ethos of this event, and our long-standing relationship with Scania, aligns with what Shell would like to achieve.

What is the role of the driver in Shell's business?

Within Shell we refer to truck drivers as bulk vehicle operators (BVOs), which refers to their professional duty and responsibility and their contribution toward the economy at large. Without drivers our brands won't be able to reach the ultimate end users, consumers and customers out there.

Apart from understanding the role they play in the economy, we realise the impact that drivers transporting our goods can have on our brand, our customers' perception, safety, the environment and the business at large. Truck drivers represent the brand of the goods that they transport and the brand of the company they work for. That role is understated. Shell wants to improve their profile in line with the role they play in the business. High focus should be placed on the safety and wellbeing of the drivers who transport our goods. There should be adequate training and support for their driving and wellness, to make sure they are fit to drive safely.

Shell takes a 360-degree approach to drivers. South African roads are considered the most dangerous in the world. We conduct yearly evaluations of our drivers to ensure they meet and exceed our driver requirements; just acquiring a driver's licence is not enough. The overall wellness of drivers and the ability/preparedness to drive on the day is important. It is important that drivers have the correct information for their journeys and that they are aware of the dangerous hot spots on the trip; pre-trip inspections have to be conducted, and training on how to handle products and how to interact with the end-customer is needed.

How can Shell help drivers?

Shell provides the best technology to operate its vehicles economically, ensuring they run in best shape, allowing them

to perform in way they're designed, with a more reliable engine. Drivers need to be cognisant of the role of those around them, as well as the product that they are carrying. Also crucially important are rest, wellness, pre-trip inspections, and the quality of the rig set-up.

What characteristics will you be looking for in the Truck Driver of the Year competition?

Smart and safe driving behaviour is vital in the competition. Then, drivers need to understand the impact they have on the road, which goes beyond obeying the rules of the road. The drivers have to adopt a conscious sense of driving economically and safely.

The drivers have a huge impact on the operating economy. Fuel accounts for between 30 and 40% of the vehicle operating expense and investing in drivers through positive and proactive driver training and education can result in significant savings on fuel consumption and breakdown costs. Safety and environment are also taken into account. The driver can directly influence up to 60% of the total operating cost, and with continuous training, the driver can make an enormous difference to the bottom line of the operation.

How exactly can driver training save lives, money and the environment?

We train our drivers in defensive driving, which means they are driving according to their awareness of the surrounding conditions and not just according to the speed limit and other rules of the road. This type of driving will save their lives on the road.

We also teach drivers how to handle the vehicle, including how to handle harsh braking and acceleration. This will assist in cost savings. Drivers have to know the route and the potential risks associated with the route.

They have to eat a healthy, balanced diet, get enough rest, conduct pre-inspections to ensure that the vehicle is good for the trip and, lastly, they need to adhere to what we refer to as life-saving rules.

All the vehicles are serviced and maintained regularly to ensure safety. Safety checks are done before the driver takes the vehicle. The driver reports if there are any fault detections; we have systems to detect and faults on the vehicles. We also ensure that the loads are secured tightly before driving.

What are the key areas in which drivers could improve?

- General health and safety
- Road safety
- Communication with owners and transporters
- Direct impact of road safety
- Drivers and owners to have a better understanding of the vehicle

Gregory Simpson

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Understanding vehicle roll-over



While there are no specific statistics in South Africa on vehicle roll-overs, there are certainly enough incidents for it to be recognised as a significant occurrence. Even one serious vehicle roll-over can be considered one too many, especially if involving other road users and fatalities.

The Institute of Road Transport Engineers (IRTE) in London publishes a number of technical guides dealing with issues that can affect the safe operation of a commercial vehicle or bus fleet.

One of the publications deals with heavy vehicle roll-over, and while the guide addresses and is aimed at the UK situation, much of the content is equally applicable to the South African situation and heavy vehicles on our roads

The potential for roll-over is particularly evident in the freight and passenger road transport industry, due to the physical nature of heavy goods vehicles (HGV) and passenger service vehicles (PSV). Truck tractor and semi-trailer articulated combinations are particularly susceptible and at higher risk than rigid vehicles, due to the fifth wheel coupling connection, causing the trailer to be supported at three points. One of these support points lies on the centre line of the vehicle combination, and can allow a sideways swivel movement, which reduces lateral stability.

Vehicle roll-over typically occurs during cornering, where centrifugal force, acting through a vehicle's centre of gravity, causes it to lean and the magnitude of the centrifugal force increases as speed and turning angle are reduced.

The IRTE guide lists a number of factors that can cause a vehicle roll-over, a few of which are listed below:

Driver error

There are a number of factors that can be attributed to driver error or insufficient training: misjudging the tightness of a corner, lack of attention, fatigue and drowsiness, distraction, and simply not assessing the path ahead correctly. Any of these can cause the driver to turn sharply, which encourages roll-over.

Excess speed

A recent study has indicated that excessive speeds increase the likelihood of vehicle roll-overs.



Adverse weather conditions

The most obvious weather condition associated with vehicle roll-over is high wind, a common occurrence in a number of areas in South Africa.

Cornering

A large proportion of vehicle roll-overs occur while cornering. Due to the higher centre of gravity, entering a curve at excessive speeds encourages the vehicle to lean and thus roll over. Some of the freeways in South Africa have very tight exit curves, and if the driver ignores speed warnings a roll-over is likely to result.

Load

The majority of vehicle roll-overs occur due to factors associated with the load. This can be because the load is inadequately secured or loaded incorrectly. The height of the centre of gravity of the load directly affects the vehicle's centre of gravity, therefore altering the roll-over threshold.

Roll-over threshold

Roll-over threshold is the term for a vehicle's ability to resist roll-over. The lowest point of centrifugal acceleration, which causes the truck to tip over when travelling consistently along a curved path, derives this value. A vehicle's roll-over threshold can be directly affected by the way in which the vehicle is set up (loads, tyre pressure, suspension etc.)

Studies in a number of countries have resulted in various means to determine the static roll threshold (SRT).

Entering relevant dimension and load information for a vehicle results in a calculated SRT value which, when related to the vehicle's speed through a specific radius, will indicate at which point the vehicle is likely to turn over—its roll-over threshold.

Most vehicle roll-overs are preventable, but greater attention must be paid by the operator and driver to avoid or reduce the factors that can result in a vehicle turning over.

IRTE



Rooting out the bad apples

To keep a wheel in motion, all the spokes need to be in working order. A driver is like a spoke in the wheel to a long haulier, and a dishonest driver is a broken spoke, threatening the integrity of the whole wheel.

The question that needs to be asked is, Could your driver be the broken spoke, negatively affecting the smooth running of your operation?

Nationally, long hauliers are a target for criminals. Many security measures have been designed to assist in this fight against the threat, including physical measures like sieves, lock caps, electronic tracking, cameras and diesel theft monitoring devices that provide GPS coordinates.

However, Justicia Investigations director Conrad van der Merwe emphasises the importance of doing background screening of drivers—a number of cases he has investigated could have been prevented had the client known the background of their driver.

“In one incident, a contract company’s driver collected a container of whiskey from the container terminal in Durban, but failed to deliver the container to the client,” says Van der Merwe. “After two days, the truck and the empty container were found, abandoned. During the course of the investigation it came to light that, while the driver had worked for the company for two years, they were not aware that he had crossed into South Africa illegally from another African country and they did not have a valid residential address for him, either.”

“In another instance, a company used our services to carry out pre-employment polygraph tests. A driver who had passed the test was notified that the company would be doing random testing going forward, and should he hear or see anything untoward, there was an avenue to report this.

“After the first trip, with cargo, from Durban to Johannesburg, while stopping at a popular truck stop, he was approached by a syndicate, told how easy it was to make money and given details of other drivers in that company were cooperating with the syndicate. This investigation is still underway. Another large logistics company, which employs more than 200 drivers,

engaged Justicia Investigations to uncover internal theft and it was discovered that 30% of the drivers were siphoning diesel. While investigating we found that none of their staff had been screened prior to employment and they had actually hired drivers who had stolen from previous employers and had been dismissed for this very reason.”

There have also been cases of theft including the cloning of petrol and fleet cards, as well as short-filling of tanks.

“In a recent incident, a driver left a company to transport a load of merchandise and later walked into a police station reporting that he had been hijacked and the load taken. When the investigators arrived on scene, he said he was too stressed to undergo a polygraph test; however, when interviewed the following day, he admitted to handing the truck and load over to the would-be hijackers. He had thus been bought over by the syndicate.

“It goes without saying that there are syndicates operating on the routes that gather intelligence from various drivers on the preventative measures employed by companies, and they will continue to be creative in their bypassing of these safety mechanisms.

“The common weak link in the chain is the driver, and where one has to rely on the human element, one needs to know exactly who one is dealing with.

“A large number of our clients are making use of pre-employment and random polygraph testing, as well as incident polygraph testing, so as soon as a hijacking is reported, the driver is tested. This practice has proved highly successful, preventing the employment of dishonest drivers, as well as being a preventative measure in the practice of handover of trucks in false hijacking cases,” says Van der Merwe.

Dale Horne





Isuzu unveils refurbished plant

Road Ahead recently visited the Kempston Road plant in Port Elizabeth, where Isuzu Truck South Africa has been given a facelift and boosted morale across its operations in the Windy City

Isuzu Trucks has its roots in Japan and dates back to the early 1900s. The company has grown to have a global footprint of more than 26 000 employees. The Kempston Road plant opened in 1929 and currently has an output of 4 500 vehicles per year, and 20 units per day.

The Eastern Cape is the home of Isuzu Trucks and is the ideal location for the assembly plant, as their business focus includes the South African Development Community (SADC) region, specifically the sub-Saharan regions of Africa.

“With our current plant location we have access to a port, which makes transporting vehicles to the regions which we view as key growth nodes much easier,” says Craig Uren, Isuzu Truck South Africa Chief Operations Officer.

“Our plant has undergone some radical changes in line with our global leadership philosophies, which are intrinsic not only to our brand but our heritage, too. One philosophy that has been used successfully in the plant in establishing optimal productivity is the use of Kaizen principles, which have increased the capacity of our workforce,” adds Uren.

“The Truck plant has undergone further changes since 2013 and Isuzu Trucks South Africa has taken responsibility for the Truck assembly operation at Kempston Road,” Uren continues.

What’s astounding about this plant is that while productivity has been optimised, the labour force has not been affected and



no loss of employment has occurred. “We’ve decreased wasted time by increasing optimal working conditions, which benefits our employees,” adds Uren.

The plant currently employs 110 people, and with outputs increasing, this number is set to grow in the future.

“We employ people from the Eastern Cape; this trickle-down economic effect supplements the local economy by creating more business and job opportunities in the Eastern Cape region.

“As a business, Isuzu Truck contributes to the downstream activities within the economy as well as the local economy, which forms a large base of our workforce at the plant. This means that although Isuzu Trucks may be in the vehicle industry, we contribute greatly to society, i.e. the main mode of transport in South Africa is road freight, and by ensuring that companies that

purchase our vehicles are sustainable, we ensure that people are employed throughout the supply chain, ranging from drivers to merchandisers; store controllers to distributors,” says Uren.

The Kempston Road plant adheres to ISO standards ISO9001 and ISO14000; it assembles the N, F and FX series trucks and boasts an impressive safety record. It is over 44 000m².

A special thanks to Uren, and Colonel Linda Weaver’s team at McCann PR for putting on a fantastic spread for all the journalists, with the best goodie bag in the business. We also got to experience the thrills and spills of the PE to Plett mountain bike race, sponsored by the Japanese truck company, which is a great event and much more intimate than the Cape Epic.

Gregory Simpson





Ford ups the ante



With the recent introduction of the all-new Ford Transit into the South African and sub-Saharan African markets, the company is continuing its plan to expand its commercial vehicle presence on the continent



The new two-tonne Transit offers businesses an even more versatile version of the 2013 Van of the Year, Transit Custom. With a total load volume of 14 800 litres, carrying capacity of 2.2 tonnes, and the ability to accommodate up to five Europallets, the Transit panel van is a serious option for those who need to move larger items.

New Transit is also available as a chassis cab model that can be fitted to accommodate customers' needs. The Tourneo also joins Transit—this factory-built people mover offers modern accommodation for either 12 or 18 passengers.

I managed to get my hands on the plush Tourneo Custom, which has all the bells and whistles, along with an economical 2.2 litre engine that can pack a fair old punch. The handling



This new Transit lineup marks Ford's third major commercial vehicle launch in Africa, under the Global ONE Ford plan. This strategy was originally set into motion in 2012 with the launch of the global Ranger, built at the Silverton Assembly Plant in Pretoria. Ranger also uses the 2.2-litre and 3.2-litre engines sourced from the Struandale Engine Plant in Port Elizabeth, and the pick-up is also exported to 150 international markets.

In 2013 Ford launched the Transit Custom and Tourneo Custom, bringing the Transit nameplate back to South Africa for the first time since the 1970s. In March this year the Tourneo Custom was also recognised as the Best Large MPV in *CAR Magazine's* Top 12 awards—testament to the smart technology, up-to-date design and high quality shared by all Ford vehicles.

In July this year, Ford introduced the Ranger XL-Plus. This toughened version of the Ranger was designed for the rigorous demands of mining and construction sites.

"Without a doubt, the commercial vehicle fleet we have on offer today is the best it's ever been," says Golightly. "We're listening to the needs of business and fleet customers, as well as individual customers, and expanding our range accordingly."

I was lucky enough to get my hands on the top of the range Ranger Wildtrak, boasting a meaty 3.2 litre turbo-diesel, which packs an almighty 147kw, enough to get you down any dusty mine track, at pace!

This kind of vehicle begs to be taken on gravel and given a bit of throttle. This is as close to Dakar Rally spec as you're going to get, in something that can get you from Cape Town to Cairo, via the scenic route. The Ranger has great clearance, and clever rear storage closer, allowing you to lock up the tray.

On road, it handles like a hot-hatch, and is pretty good on fuel, hovering around 10l per 100km. It's great to look at, and even more fun to drive, making tricky gravel sections a breeze for anybody. The negatives are few and far between, with stylish leather seats in the Wildtrak, you feel like the king of the road, and at 500k you're getting value for money.

These new models aren't the last additions to the expanding local fleet. "The Transit family has been a leader in Europe for the last 25 years. We look forward to expanding our range to offer South African fleet managers and companies a full range of Transit vehicles—from big to small—which we believe will form the backbone of their business," concludes Golightly.

Gregory Simpson



is also much better than some of the competition. At 500k SA money, you are getting a lot of car for your money.

"The introduction of Transit means that our commercial vehicle and fleet clients have more choice than ever before," said Gavin Golightly, marketing manager at FMCSA. "Ford now offers modern, high-quality products with up-to-date technology that makes sense for both new and established businesses."



Opticruise takes next step

Scania Opticruise has been totally revised, now including an entirely new gear-changing strategy and the option to choose between a fully automated version with an automatic clutch and a classic version with a clutch pedal

Scania Opticruise, one of the first of the automated gear-changing systems on the market, has been refined in many steps over the years. The concept of a standard mechanical gearbox remains, but the system has been extensively revised with improved mechanical components and entirely new software.

The gear-changing strategy is designed to continually adapt to the environment, taking into account factors such as road inclination, train weight and engine characteristics, as well as the position of the accelerator pedal to match the response to the speed of the pedal movement.

Early downchanges are made to maintain speed on hills without wasting fuel. The new Scania Opticruise also features a Power mode that adapts the gear-changing strategy for maximum engine performance. Scania Ecocruise, hill-hold, Scania Retarder and ACC (adaptive cruise control) are fully integrated functionally, if fitted.

Thanks to the electro-hydraulic control of the automatic clutch, high-precision manoeuvring is possible. In exceptional cases the manoeuvring mode provides extra precision. The manoeuvring mode disengages automatically in high range.

To ensure smooth, safe and comfortable driving, neutral is engaged instead of low range when braking from low speed, for example at a roundabout or stoplight. Thereafter the system prepares the most suitable gear, which is immediately engaged when the accelerator is depressed.

A Scania vehicle is fitted with load and inclination sensors that are used to adapt the vehicle to the optimal choice of starting gear, automatically. No action is required from the driver. Interaction between Scania Opticruise, launch control and clutch protection systems will maximise clutch life.

Rocking forward or backward is automatically enabled when needed. Rocking is possible in forward or reverse gears. The system identifies the need for rocking by comparing the rotation of the drive wheels with that of the front wheels.

Extra smooth rocking is available in manoeuvring mode, which can be useful in ultra-slippery conditions. Remote PTO operation: The gearbox power take-off can be programmed by

the bodybuilder for remote operation from outside the vehicle. The automatic clutch operates independently of driver skills, and is programmed to engage fully, even at low engine revs. Clutch actuation is also adapted to the information from the inclination sensor and to the required starting gear. Hence, the engine speed is raised if needed to pull away cleanly.

The clutch is never slipped during gear-changes, only used to disconnect the gearbox from the engine. These functions will effectively protect the clutch and other powertrain components from mechanical abuse.

Staff reporter



FULL DEFENSIVE DRIVER TRAINING



IN SERVICE TRAINING

What is In Service Training?

In Service training is practical training done in and during the normal working hours, conditions and routes of your driver. This training takes place during your logistic operation to and from your depot to your customer.

Benefits Of In Service Training

Customer Service Training

During In Service Training, the driver trainer can observe and instruct the driver on how to communicate and behave professionally on your customer's premises. Drivers will be trained on the procedures they need to follow and observe whenever they enter a customer premises.

Real Time Challenges Are Addressed

During In Service training, drivers are at their most natural state and conditions. During normal operations, the driver trainer gets a better handle of the habits and weak points of the driver.

Fuel Savings

Because training is done during your operation, no diesel is being used unnecessarily.

Time Saving

With In Service Training, more drivers can be trained in a shorter period compared to the Saturday only option.

Productivity is Unaffected

Training during the operation is more efficient as it ensures that there is no down time as a result of the training.

**For more information contact:
sifiso@fleetkor.co.za or 011 028 0020**



Baviaanskloof or bust

Road Ahead editor Gregory Simpson recently got his grubby mitts on the sensational new Suzuki SX4, giving it the ultimate workout to the famed Baviaanskloof, to prove its WRX rally pedigree



The first noticeable difference between the new and old model is space. The newer model looks markedly bigger, infusing more of the city SUV elements into the design, with lower profile tyres, and slightly reduced ground clearance, which helps in city conditions, but reduces its off-road capabilities.

The 1.6-litre engine is perfectly weighted for this car on flat and downhill sections of the highway, but overtaking on uphill, I'd be inclined to say it needed a turbo for a bit of extra pep. But with a turbo comes higher fuel consumption, so Suzuki has arguably gone for the middle road between power and consumption.

In terms of handling, nothing has come close to it this year, except perhaps the Quattro A3. The Beamers and Mercs have never impressed me in the handling department.

Our road trip started in Cape Town, and was pretty much all highway until we reached Knysna. From there it was all business, taking in some of the stages of the Garden Route rally. On light gravel, the SX4 AWD system is just fantastic. You can really throw the car into corners and trust that it'll hold its line.

No turbo is needed on gravel, as the power-to-weight ratio is just right; any more and you'd be inclined to wheel-spin too much.

We sailed up the famed Prince Albert Pass to Uniondale, en route to our overnight stop at Duiwekloof, a family-run lodge at the beginning stages of the Baviaanskloof. The Pass was not in great condition after some heavy rains, but the SX4 got us safely to our overnight rendezvous.

Not being one to plan too much ahead, and without any provisions, we were only too happy to find that the owners, Douglas and Anina Seton, had a three-course gourmet meal lined up for us. The Setons, who are also practising doctors, provided some valuable background about the area, together with some delectable red wine that whisked the night away.

At first light we could appreciate the beauty of Duiwekloof, set in a small canyon in the heart of the rugged lower reaches of the Karoo. With no cell reception and limited inhabitants, you are really out on your own here if you stay off the beaten track.

After a hearty breakfast we packed up and headed to the car for our next leg, the toughest part of the Baviaanskloof still to come, with a recommended 4x4-only section that we'd been debating, as they recommend a 190mm clearance, which the SX4 is 10mm shy of. This may not seem like much, but every millimetre counts when you're dealing with rocky sections.

Would you believe it, when I arrived at the car, one of the low-profile tyres was flat with a slow puncture. Luckily, the neighbouring farmer was the area's handyman and fixed it without bother. However, he recommended that we did not attempt the 4x4 section as the tyres and ground clearance were not suitable.

With heavy hearts, we decided to take the farmer's advice and make a detour around the worst of the Baviaanskloof road. The decision was a tough one to take, but we preferred to hand back a fully functional car, and that stretch would have been better suited to one of Suzuki's heavy off-road options like the Jimny. This was a case of unfinished business for sure...

We took Route 62 towards Humansdorp and then turned north-west heading towards Cambria on the eastern side of the Baviaanskloof. It turned out to be the more sensible plan, as we reached Die Skoolhuis self-catering accommodation in Cambria just in time to witness the most beautiful sunset.

Die Skoolhuis used to be a fully functional school for the area, many years ago, and provides stunning views of the kloof, set on a quiet tobacco farm. Everything was clean and fresh, and we really enjoyed the cosy environment, which was a balm for the soul after a long day at the wheel.

The eastern side of the Baviaanskloof where Die Skoolhuis is situated is a lot more tropical than the dry Karoo landscape of the western side. You would be forgiven for thinking you were in KwaZulu-Natal; it is rather surprising for the often drought-stricken Eastern Cape.

All in all, the new Suzuki SX4 is one hell of a cross-over vehicle, with solid build quality and exceptional road handling. Don't expect it to do any serious off-roading, but for nearly everything else it ticks all the boxes. The after-sales availability of Suzuki is still a little bit behind its more established Japanese competition, but with highly rated reliability, who cares. I buy a car based on what will last, not on which one has the closest dealership.

Gregory Simpson



KEEPING YOU INFORMED & UPDATED

The **NBCRFLI** realises that a major part of ensuring compliance through educational inspections entails enhancing the understanding of the Collective Agreements and what they mean. We have therefore developed innovative ways to meet the information needs of our stakeholders:

Ziwaphi on the Road is a newspaper designed specifically to meet the information needs of the Council's employee members. We use this platform to provide our employee members with relevant Council-related information, as well as to give them the opportunity to ask us questions pertaining to our services. The newspaper also includes informal, yet relevant, stories about sport and entertainment in order to attract readers to the newspaper.

Tseleng has been revamped to meet the information needs of our employer members. It has evolved into a thought-provoking, bi-annual e-magazine that covers all aspects of the Road Freight and Logistics Industry, including international transport trends.

The **NBCRFLI HR News**, a monthly electronic newsletter, caters for the Road Freight and Logistics Industry's human resource and payroll personnel by highlighting specific Council-related issues and decisions that impact directly on them.

Should you wish to receive any of the newsletters mentioned above, please contact Fikile Mchunu on newsletter@nbcfli.co.za and she will forward you a contact details form to complete.

The **NBCRFLI Mobi App** ensures that our members have access to the latest Council news and requirements in the palm of their hands, at any time. Users are able to download the mobi app from the following link: www.nbcfli.mobi/install. The step-by-step instructions guide users on how to download the app according to iPhone, Blackberry or Android smartphone specifications.

We submit regular **Road Ahead contributions** to keep our employer members updated with the latest Council-related news.

Our employer members invite us to participate in their **Wellness Days**, which provides us with an opportunity to introduce our members to various services offered by the Council through face-to-face interactions. These services include disputes resolution, the Council's Health Plan, Trucking Wellness, as well as the processing and payout of annual leave, sick leave and 13th cheque funds. Should you wish the Council to come to your premises for a Wellness Day, please contact Michelle Steyn at Trucking Wellness on 011 914 1610 or at michelle@coremp.co.za.

Our **website** – www.nbcfli.org.za – is continually being updated to provide a leading information hub for all our stakeholders. In addition to providing our readers with updated circulars, press releases, Collective Agreements and **NBCRFLI** publications on our site, we have an events page detailing recent functions held by the Council, extraordinary exemptions awards, our members' Letters of Good Standing, as well as an automated query function. We encourage you to visit our website regularly to view important updates which affect all Road Freight and Logistics Industry stakeholders.



NEW NATIONAL SECRETARY TO LEAD NBCRFLI TO GREATER HEIGHTS

After a thorough recruitment process, we have the pleasure of introducing you to the new National Secretary of the **National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI)**, Mr Musa Ndlovu, who began his new role on 08 September 2014. Mr Ndlovu has a wealth of previous experience from working in government and parastatal organisations, in both a legal and executive management capacity.

Mr Ndlovu holds a Bproc and LLB Degree from the University of Natal (Howard College), a Management Advancement Programme (MAP) with Wits Business School in 2012, as well as an Executive Excellence Leadership Programme in 2014 with the Gordon Institute of Business Science (GIBS). He was admitted as an Attorney in 2001 and obtained his Right of Appearance in the High Court of South Africa in 2002.

Our new National Secretary shares his aspirations with us as the new leader of the **NBCRFLI**:

WHAT DO YOU BRING TO THE ROLE OF NATIONAL SECRETARY?

I have strategic insight and a thorough understanding of the South African business, labour and political landscape. Such insight and understanding is accompanied by a firm grasp of the local business environment, including the Road Freight and Logistics Industry, and an in-depth understanding of South Africa's intricate socio-political and economic environments.

WHAT IS YOUR VISION FOR THE NBCRFLI?

My vision is to ensure that the **NBCRFLI** continues to service our industry with excellence by offering all our stakeholders an unwavering commitment to delivery and attention to detail, and a dedication to appropriately and correctly delivering on their statutory, constitutional and legal requirements. This means merging technically correct legal solutions with sound business and labour acumen. In the process, we must always act impartially, with respect and integrity, and in the best interest of the **NBCRFLI**.

WHAT IS YOUR NUMBER ONE PRIORITY FOR THE NBCRFLI?

My focus is to take the business to the next level. We have built a strong foundation over the years, and now we need to promote the sustainable growth of our organisation. To achieve this, we must adhere to responsible and innovative business practices in the marketplace and continuously innovate – by going the extra mile and building for the future - and then implement these undertakings and initiatives.

WHAT CAN PEOPLE EXPECT FROM YOU AS A LEADER?

I intend to become a valuable employee, a participative leader and a servant of the **NBCRFLI**, who meets his prescribed mandate beyond the Council's expectations. During this process, I plan to make a meaningful contribution towards the envisaged sustainability and growth of the **NBCRFLI** by using my skills and experience for the ultimate benefit of all stakeholders. I further intend to offer efficient and effective leadership solutions tailored to the needs of our organisation, and in doing so, deliver excellent growth and sustainable returns for all relevant stakeholders.





New dawn for biofuel?

Government Notice Number R671, dated 23 August 2012, spells out the mandatory blending of biofuels (biodiesel and bio-ethanol) into diesel and petrol. Government Notice Number R719, dated 30 September 2013, provides the implementation date for the mandatory blending as 1 October 2015.

Bio-ethanol refers to ethanol derived from vegetable matter, which conforms to the SANS specification and will be blended with petrol for use in spark ignition engines. Biodiesel means a renewable fuel derived from vegetable or animal matter which conforms to the SANS specification and will be blended with diesel for use in compression ignition engines.

The minimum concentration to be allowed for biodiesel blending is 5% v/v, and the permitted range for bio-ethanol blending is from 2% v/v to 10% v/v.

It is important to note in the regulations that only a licensed petroleum manufacturer (SA refineries) may purchase biofuels from a South African licensed biofuels manufacturer. This prevents the importation of biofuels for blending with petrol and diesel, as all biofuels have to be produced locally. Furthermore, the price paid for the biofuel by the petroleum manufacturer will be regulated.

Only four bio-ethanol and four biodiesel manufacturing license applications for the manufacturing of biofuels have thus far been issued or granted by the Office of the Controller of Petroleum Products at the Department of Energy.

The total production volume for the proposed bio-ethanol projects is 393 million litres per annum, while for biodiesel projects it is 970 million litres per annum. Approved crops for the production of bio-ethanol are sugarcane and grain sorghum







and for biodiesel, soya beans and sunflower seeds. The logistics involved in blending biofuels are another hot topic. Blending at refinery level, however, would require that the biofuels are transported a considerable distance from their source of manufacture to each of the six refineries in the country, which are located at Secunda, Sasolburg, Durban (two refineries), Mossel Bay and Cape Town.

This would have significant logistics cost implications to the biofuel manufacturer, especially considering that only road transport would be viable for movement of biofuels since there is no rail or pipeline infrastructure between the likely points of biofuels manufacture and the refineries.

It also means that for at least four refineries, biofuel would be moved from a point where the magisterial zone district system has allocated an inland transport cost to BFP (zone differential,

From a technical perspective, biofuel blends cannot be readily transported via multiproduct pipelines

which is a component of the biofuel selling price) back to the coast, where the zone differential is much lower than in the inland areas.

Since the delivered price of biofuel is now lower than what would have been received from an inland delivery point (refinery or depot), this “loss” to the biofuel manufacturer would have to be added to the increased transport costs and ultimately recovered from the motorist via the biofuels incentive.

Furthermore, from a technical perspective, biofuel blends cannot be readily transported via multiproduct pipelines, mainly because of potential contamination of jet A1 in the pipeline through “tailback”, as well as potential metallurgy and material incompatibility issues like stress corrosion cracking and seals.

In addition, petrol-ethanol mixtures must be distributed in a completely dry logistical system because of the natural affinity of ethanol for water. Any water in pipelines and other storage and distribution facilities can be picked up as ethanol flows through the pipeline network.

Depot blending also has implications regarding Customs and Excise and fuel tax as duty at source (DAS) needs to be aligned with the South African Revenue Services (SARS).

Significant challenges lie ahead with the blending of bio-diesel and bio-ethanol in South Africa. Whether or not the challenges can be overcome by 1 October 2015 is still to be seen.

Craig Waterman



WABCO

Braking Into The Future

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Do you value your driver?

Role-players in the transport industry often spend a lot of time dealing with the purchasing, operating, servicing and support of their fleet of trucks. In many instances, not a lot of attention is given to the people who are actually driving these trucks

There are currently some 350 000 trucks operating on our roads that are driven by the unsung heroes of the trucking industry. To many road users, they are a mere nuisance and menace on the highways, blocking traffic and causing accidents.

If you have ever watched a Hollywood movie with trucks in the storyline, it is amazing how they have the ability to romanticise the image of the truck driver, making it look like the best job in the world. Being your own boss, seeing the country, the wide open road.

However, after a recent survey done in the United States, many commented that truck driving should be taken off the list as a potential career for young people. People argued that the long hours, weekends away from home, the loneliness and boredom of the long road seems to far outweigh the spirit of adventure and the joy of the constant road trip, which previous generations seemed to embrace.

To be fair, there are still many such spirits around, and I am sure that operators could testify to this all over the country. However, in reality, driving trucks for a living is a tough and arduous job.

If we are to build a country that prospers economically, the plight of the driver is something that will need a lot of attention going forward.

We will need to spend far more resources and time enticing young people into the truck-driving arena and make it an attractive career opportunity in the process. On the other hand we also need to continuously train drivers to operate these highly complex and potentially dangerous vehicles and the various vehicle combinations.

There are a few distinct areas that we as an industry need to focus on, including the safe operation of the vehicle itself, the efficient use of the vehicle and, lastly, the risk management

of the truck, its load and that of human lives. In focusing on these we will be able to enhance the safety of all road users. There will also be additional benefits to operators in respect of the operating cost savings, and knock-on benefits to the consumers of goods carried by trucks, growing the region's economy, as well as a reduction in the unnecessary loss of life as a result of truck accidents.

Is this a problem that can be solved by truck manufacturers, fleet operators or the authorities individually? No! This serious issue must be the responsibility of all stakeholders in the truck industry, and even includes those parties involved all along the supply chain.

At UD Trucks, we support our dealers to offer driver training to their customers. Be it that our focus is on teaching drivers to get the best out of our vehicles but also to teach them to use the equipment to operate the vehicles in a safe and secure manner.

Economic driving enhances safe driving; to put it simply, the faster you drive the more fuel you consume and the more dangerous and lethal the vehicle becomes for the operator and other road users. The correct use of retarders and engine brakes are also key, as it normally requires a slightly different technique and higher skill levels to operate a truck safely and to the best of its ability.

Another issue fleet owners face is to retain drivers to ensure that a pool of experienced drivers is built up that can mentor and coach new drivers and pass on their expertise. This also must include training on living a healthy lifestyle, as the dangers and temptations of a life on the road can be devastating.

In the end, it's a tough job but for those who don't want to be stuck in an office it is a good and viable alternative. We all need to do our part to support, teach, encourage and reward the driver to ensure a better future for all.

Rory Schulz





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Shaun Boyson

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trucksales@emrogers.co.uk

Shaun Boyson

Sales Manager

Mobile+44(0)7515328086

Office: +44(0)1604593440

Email: shaun.boyson@emrogers.co.uk

John Rogers

Director

Mobile+44(0)7885877324

Office: +44(0)1604593440

Email: jr@emrogers.co.uk

EM.Rogers LTD

Ryehill Close

Lodge Farm Industrial Estate

Duston, Northampton

England

Nn5 7ua

Transport Companies

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Daimler Trucks North America celebrates 3m vehicles

Daimler Trucks North America recently marked the production of its three millionth vehicle in North America



The milestone was commemorated by the delivery of a Freightliner Cascadia Evolution to representatives from Schneider at Daimler Trucks North America's manufacturing facility in Cleveland, North Carolina.

"Daimler Trucks North America is committed to pacing the industry in terms of engineering and manufacturing excellence, as well as production of vehicles that provide a real total cost of ownership solution for our customers," said Roger Nielsen, chief operating officer, Daimler Trucks North America.

"This achievement is a testament to the dedication to excellence by Daimler Trucks North America's employees past, present and future."

The three millionth vehicle is the first Freightliner Cascadia Evolution to be equipped with the new 6x2 Detroit integrated Powertrain package.

"The Detroit integrated Powertrain exemplifies the pioneering, innovative spirit that has propelled Freightliner to undisputed market leadership in the commercial vehicle industry in North America," said Richard Shearing, vice-president of national accounts for Daimler Trucks North America. "We are the only OEM that designs, engineers and manufacturers a completely integrated Powertrain and we are pleased to debut the new Detroit integrated Powertrain in our three millionth vehicle."

Schneider, one of the nation's largest truckload carriers, took possession of the landmark truck. "A milestone like the one Daimler is celebrating today is no small feat," said Rob Reich, senior vice-president at Schneider.

"We have owned more than 25 000 Freightliner trucks over the years and are honoured to have the company's three millionth truck join our fleet. Thank you, and congratulations on continuing to improve a great product."

Trailer productivity

The SAF-HOLLAND way

Achieving the maximum possible payload is a key business strategy for all commercial truck transport operators, and trailer manufacturers are consistently designing and fabricating products that set new benchmarks in trailer carrying capacity, be that in mass or volume. The challenge, for trailer builders, is to strike an ideal balance between trailer tare mass and build-strength, where the maximum possible payload tonnage is achieved in a trailer that is both durable and cost-effective.

EU steel is best

According to Simon Dolphin, Technical Manager of SAF-HOLLAND South Africa, “structural strength is crucial in all trailers and the stronger the build, the heavier the trailer is likely to be. By using high-tensile imported steel like Domex for the trailer chassis and bodywork, trailer manufacturers can save around 20% in tare mass compared to a trailer built using standard South African steel. Similarly, imported premium-class trailer components will not

only reduce tare mass, allowing for greater payload, but also make a safer, more reliable trailer.”

The cost of a new trailer will invariably increase with the use of imported products, but truck operators need to consider the total lifecycle cost of the trailer and its payload productivity factor, rather than simply purchasing on price, says Dolphin.

“A cheap trailer will eventually cost its owner more in repair and maintenance bills over the total lifespan of the unit, which will be shorter than a trailer built using premium products. Further losses in revenue will be incurred through downtime when the trailer is in for repairs. A trailer built with high-quality steel of suitable gauge and fitted, premium-class ancillary equipment will not only last longer but will be cheaper to maintain and incur less downtime, ultimately being more profitable for the fleet in the long run,” he says.

Choosing the right running gear

By selecting class-leading trailer ancillary equipment to complement the high-quality steel chassis and bodywork, trailer buyers can achieve an extra two tons of payload capacity compared to a trailer using “run-of-the-mill”, locally-produced components, says Dolphin.

“Optimum axle selection is extremely important to ensure maximum trailer productivity levels. An imported SAF-HOLLAND axle weighs 305.8kg, while a South African counterpart weighs in at around 362kg. Ease-of-maintenance is another plus factor in the SAF-HOLLAND axle range, requiring only 90g of grease, while domestic derivatives need 290g to keep them lubricated. SAF-HOLLAND axles are also backed by an industry-best 500 000-km factory warranty.

“Trailer braking systems can also play a big part in lowering overall trailer tare mass, and buyers should consider fitting disc





brakes, because not only are they lighter than drum brakes, but they're also a lot safer. The latest computerised electronic braking systems, like Wabco's EBSE system, do all the necessary predominance-setting between truck-tractor and trailer, which does away with the need for any specialised skills to set up the pneumatic braking system on a truck-trailer combination. SAF-HOLLAND disc and drum brakes lead the field in terms of low maintenance requirements and its drum brake product has a unique 'one-click' brake shoe replacement design, allowing technicians to replace a set of shoes in under three minutes."

"Suspension systems are also evolving at pace and contrary to common opinion, air suspension systems can be fitted to most types of trailers. They are significantly lighter than mechanical suspension units and can lower tare mass by 130kg on a tri-axle trailer. Air suspension also offers variable ride heights via EBSE and improves vehicle stability. For harsh off-road applications, a SAF-HOLLAND mechanical suspension unit is an ideal solution, being 45kg lighter than a conventional, locally produced unit," Dolphin says.

Advanced technology for performance and profit

"Tyres constitute a large proportion of trailer running costs, and the fitment of an automated tyre inflation system like Tire Pilot from SAF-HOLLAND will ensure correct tyre inflation pressures are kept constant. In the event of a puncture, Tire Pilot will keep the tyre inflated as the vehicle moves which is a huge safety and security benefit, considering the high incidence of hijackings of trucks parked alongside the road. The fitment of aluminium rims instead steel rims also lowers trailer tare mass by a considerable margin.

"Fitting A-grade coupling devices can also save on tare mass. A SAF-HOLLAND 36.20 Fifth-Wheel, for example, is almost 20kg lighter than its locally produced competitors and because it is a totally greaseless component, operators save time and money on maintenance while limiting environmental impact. SAF-HOLLAND landing legs also save on tare mass, weighing 30kg



less than non-premium brands," Dolphin adds. The "purchase-price versus lifecycle-cost" equation is pivotal to the trucking industry and as with the purchase of a new truck-tractor, trailers also need to be regarded as profit-generating business tools.

"Vehicle reliability is all-important to keep uptime levels near to perfect, which reinforces the value of using premium-quality materials and components in the fabrication of heavy-duty truck trailers. SAF-HOLLAND's technological leadership and unmatched service support world-wide makes it an ideal partner for SA truck fleet owners who demand peak efficiencies. With strategic component selection, commercial truck fleet operators can elevate their service levels, improve safety and run a more profitable enterprise," Dolphin says.



Ramping up freight rail development



Transnet freight rail is the largest division of Transnet Limited, a state-owned company with the South African government as its sole shareholder. It is a world-class, heavy-haul freight rail company that specialises in the transportation of cargo.

Transnet Freight Rail has approximately 38 000 employees, who are spread throughout the country and are responsible for more than 22 000km of rail track across the whole of South Africa.

Its footprint extends beyond South African borders and into the SADC region, cementing its position as the number-one freight rail operator in Africa.

Transnet Freight Rail has streamlined its business operations into six business units, namely:

- Coal Business Unit

- Containers and Automotive Business Unit
- Agriculture and Bulk Liquids Business Unit
- Iron Ore and Manganese Business Unit
- Steel and Cement Business Unit
- Mineral Mining and Chrome Business Unit

Transnet limited has five operating divisions, namely:

- Transnet Freight Rail
- Transnet Engineering
- Transnet National Ports Authority
- Transnet Port Terminals
- Transnet Pipelines

Transnet's vision for growth relies heavily on optimising its assets in collaboration with its customers. Transnet Limited will be spending in excess of R312 billion in capital expenditure over the next seven years to revitalise its assets, infrastructure, technology and efficiencies.

This is done through the company's market demand strategy, which will also rejuvenate South Africa's economy by creating jobs, supplier development opportunities and so forth.

Transnet Freight Rail will be taking up the biggest portion of this investment, utilising R210 billion for various critical developments, such as:

- Purchasing of new locomotives
- Commodity specific wagons
- Building and maintaining rail-lines and network
- Enhancing efficient technologies.

The capital investment programme has already started to span in rail infrastructure, new locomotives like the 20Es and innovative wagons like the double-deck car wagon enabling efficient and safer transportation of vehicles.

At the heart of all operations within Transnet Freight Rail is the National Command Centre. This 24-hour, seven-days-a-week control facility is responsible for service design, operational

planning and maintenance decisions. Every train that departs is planned here, and all critical operational and business continuity decisions are always made in the interest of the customer.

Transnet has improved operational efficiencies and introduced the scheduled railway philosophy, making for better turnaround times. Its new locomotives emit less carbon therefore positively impact on the green economy. It has revitalised itself as an organisation and continues to forge ahead in developing its people, the nation and the continent.

Through strategic partnerships Transnet is unlocking the value chain and promoting export and inter regional trade throughout Africa. Transnet Freight Rail has ventured into partnerships with other logistics operators to ensure a complete integrated logistics solution to its customers.

Its rail and port operations intertwine to ensure smooth operations of the import and export movement, which includes key minerals and cargo from its valued customers.

Transnet is proud of its reputation for technological leadership in Africa and beyond. It has positioned itself to become a profitable and sustainable freight railway business, assisting in driving the competitiveness of the South African economy.

Staff reporter



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The Dakar Experience

Road Ahead editor Gregory Simpson was treated to some high octane thrills and spills recently at the Tested by Dakar Experience just outside of Johannesburg, where the almighty Iveco Trakker 507 Dakar spec truck was unleashed for the first time

The truck is close replica of the beast that 2012 champion Gerard De Rooy will be in for this year's event in South America, and packs an almighty punch, with 1 000 horse power on tap for those who dare.

The good people at Iveco were dying to show off their Dakar pedigree to the South African media, but getting hands on De Rooy's vehicle is near impossible, given the tight schedule that the racing team keeps, with warm-up rallies taking centre stage – the recent Rally of Morocco being a prime example.

As a result, Iveco South Africa decided to get one of their standard trucks fully modified up to Dakar Spec by LA Sport

in Pretoria, to over 650kw of mountain moving power that gets up in your face at any opportunity.

There was no rush to take up offers of a test drive at first, with the normal bullish journalists taking a backward step in the face of raw power at the ADA training centre, which boasts some nice jumps for the mega truck to show off over.

The acceleration and handling of the vehicle is something to behold, and is able to power slide into a handbrake turn without a hint of under steer.

And Iveco's rally team will be hoping to use all of that power to nudge ahead of overall winners from Russia, in the Kamaz Truck, which is always hard to beat, with De Rooy finishing a



close fourth in last year's Dakar, with late punctures costing him first prize and a place in history again.

The no-nonsense De Rooy told *Road Ahead* what it will take to beat the Russians: "Luck. From both sides, the trucks are very reliable; the drivers are all good. Last year there was only a three minute difference after two weeks of racing, it is amazing. We were driving 500km per day, and 15 seconds difference! I really like close racing, but f***," sighs the hard man from Eindhoven, who wears his heart on his sleeve.

"When my father won in 1987, he won by 12 hours, but now everybody is on the same level. As soon as you don't have your logistics and navigation just right you'll fall behind. Teamwork is very important; you need everybody working together.

"The biggest difference between Kamaz and me is, I want to win, and the Russians, they get a phone call from Putin saying, 'you need to win for the country, or you go to Siberia,'" he jokes.

Following political instability over the past few years, the Dakar has found a solid home in South America, but De Rooy still prefers the more rugged, edge-of-your-seat racing that only Africa can promise, with approximately 90% of the new Dakar run on some kind of pre-existing gravel road.

De Rooy continues, "The rally belongs in Africa, in Mauritania and Morocco. Morocco is a very hard country, with a lot of stones that can break a car in three days. But it's not possible anymore. The sponsors prefer for the event to be held in South

America. If I had to ask for sponsorship money for a race in Africa, I'd get 10% of what I would get from racing the Dakar in South America. Do you have any idea how many VW Touaregs they sold there after the last race? Lots. South America is a 20 times bigger market than Africa."

"In the 'Africa times' it was more the spirit of the Dakar, now it has become more commercial. It's still a good race, and I enjoyed the dunes of Peru. The people of Chile are less enthusiastic but the surface is good," he concludes.

In general, I was very impressed with the build quality of the standard Eurocargo truck and Daily 4x4, which was also launched at the event, and is perfectly built for harsh African conditions.

The dashboard is void of some of the fancy gizmos that have crept into most modern trucks, and I'm happy with that. A nice clean dashboard without GPS is a refreshing thing to see, and will result in fewer electrical problems down the line if you are trashing this down potholed roads every day to your favourite mine shaft and back.

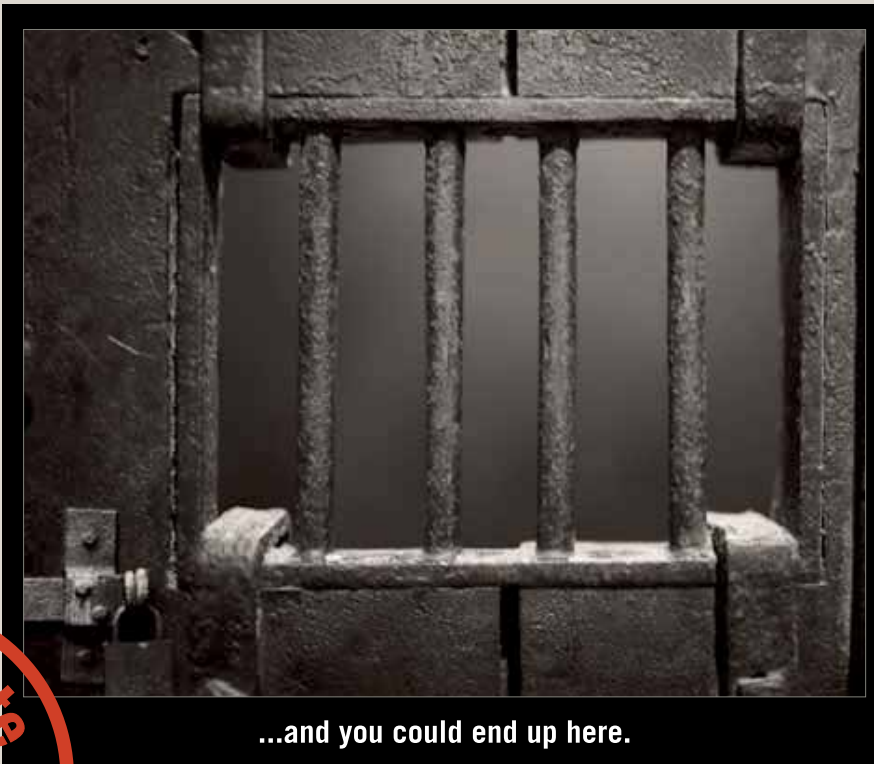
The top of the range Iveco Hi-Way Stralis was the belle of the ball, and is a thing of beauty inside and out. It is arguably the most luxurious euro cab going at the moment, and little wonder that it was voted truck of the year in Europe last year.

Gregory Simpson





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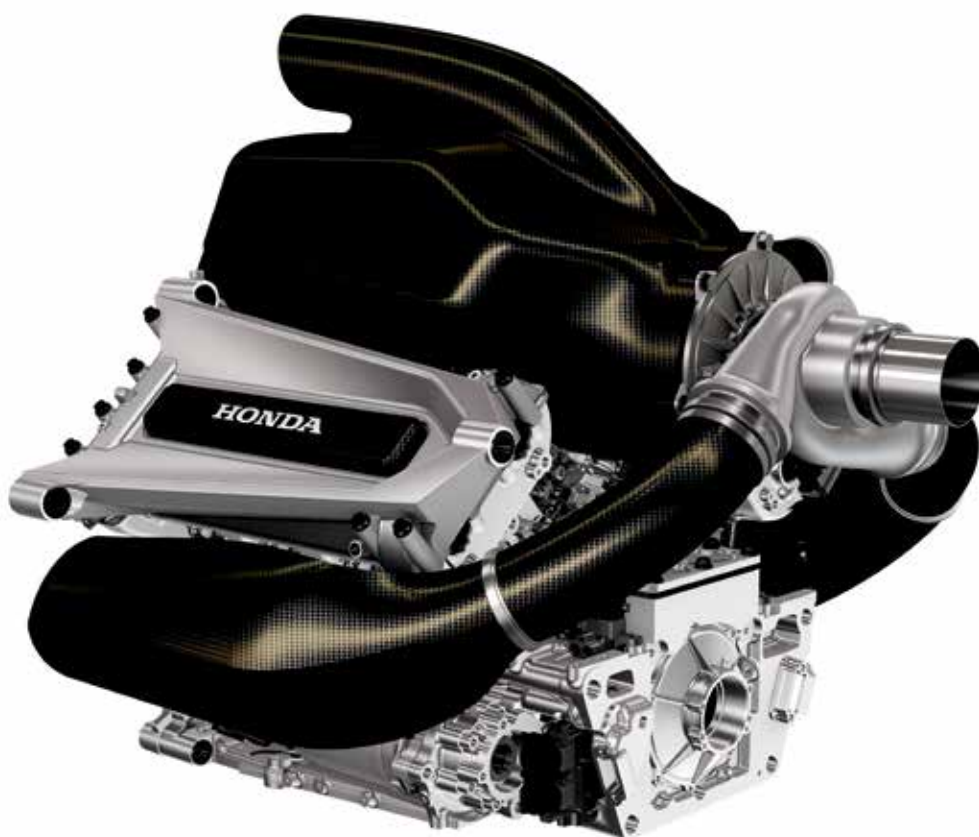
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First look at F1 power unit

Honda recently showed the world a glimpse of the power unit currently in development for the 2015 Formula One (F1) World Championship



Yasuhisa Arai, senior managing officer of Honda and the man heading the F1 project said, “Working toward Honda’s F1 participation starting in the 2015 season, development of the power unit is entering its prime phase at our R&D facility in Sakura (Tochigi, Japan).

“In addition to conducting simulations, we have moved onto the next stage where we conduct full-fledged bench tests of the engine

while connecting the turbocharger and energy recovery systems. In the meantime, our racing operation base in Milton Keynes, United Kingdom, has become fully operational.

At this time, we are unveiling an image of our power unit that is under development.

“The whole team is concentrating on this development, getting ready for the forthcoming start of F1 participation in six months. Stay tuned for further updates,” concludes Arai.

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2015 Johannesburg motor show announced



Change is the driving force behind the structuring of the 2015 Johannesburg International Motor Show, scheduled to take place on 14–25 October 2015

Change has transformed how consumers buy cars, how they relate to brands and how they interact with technology, and the Johannesburg International Motor Show has embraced this change, evolving from an information exchange to an immersive, experiential consumer engagement platform.

Visitors to the 2015 show can expect even greater opportunities to interact with their favourite brands and vehicle models than ever before. Ride and Drive activities will give visitors the opportunity to experience their dream cars in action rather than simply viewing a static display; the ever-popular 4x4 track will allow them to test the ruggedness and capability

of their favourite 4x4 vehicles, and there will be numerous opportunities to meet motoring personalities and brand ambassadors at the show.

Leading the innovations will be the introduction of a Techno Lab, showcasing future trends and technology and their impact on the automotive world. On display will be the latest in high-tech trends including robots such as Honda's ASIMO, the latest in solar and hybrid power technology and the convergence of the mobile technology and automotive industries, demonstrating the future of connected cars.

Another visitor highlight will be the Show Theatre, providing visitors with an all-access pass to new events, unveilings of the latest models and sneak previews of models yet to be

introduced onto the South African market. In keeping with the theme of greater interactivity, the organisers will set up a dedicated website inviting public interaction and providing the public with an opportunity to share with the organisers their favourite brands and what they would like to see on show.

The Johannesburg International Motor Show plays an integral role in the automotive business sector in Southern Africa and the theme for the business-to-business component of the show for 2015 will be “Placing Africa in the Driving Seat”.

Opportunities with our Southern Africa business partners will be a strong theme for the commercial vehicle sector, with growing demands for trucks, buses and trailers coming from the emerging economies in sub-Saharan Africa.

The co-located Johannesburg Truck and Bus Show provides the ideal vehicle to drive this engagement and the organisers are putting in place inbound trade delegations and partnerships with a Southern African road show aimed at bringing greater awareness of the event and the opportunities it brings.

In view of October being National Transport Month, the Johannesburg Truck and Bus Show will also see a focus on transport. A dedicated commercial sector conference, together with workshops and meetings addressing the requirements and infrastructure required for greater movement of both

passengers and goods, will be held, in anticipation of sub-Saharan African volumes that are expected to continue increasing going forward.

Founded in 1996 as Auto Africa, the exhibition has always played a strong role as the continent’s leading automotive showcase, and joined the ranks of international motor shows such as Paris, Geneva, Frankfurt and Tokyo when it gained OICA Ranking in 2004. A change in ownership in 2008 saw the show owned by the industry through the industry body NAAMSA (National Association of Automobile Manufacturers of South Africa).

The 2015 event takes a further step forward in the global marketplace with the joint venture entered into with global exhibition giant Messe Frankfurt, who acquired a majority stake in the management company South African Shows.

“This partnership ensures that the 2015 Johannesburg International Motor Show will be a true global showcase, drawing on the Messe Frankfurt group’s international strengths and network, while retaining a strong African identity in keeping with its heritage,” says Pula Dippenaar, CEO of SASMF and Show Director for the 2015 event.

Staff reporter



Cargo Carriers tackles skills development head-on

The skills shortage is a major handbrake on business growth, but companies are realising that the best way to counter it is to take responsibility for training and skills development

The revised B-BBEE codes announced by government last year have made skills development one of the areas that South African companies must focus on, if they wish to remain compliant. In effect, the revised codes amount to official acknowledgement of a policy that many companies have already recognised as vital to long-term sustainability and expansion. Shortage of skills is perhaps the most important factor holding back growth countrywide, and the most effective solution is for companies themselves to invest in training and skills development directly.

South African road-freight giant Cargo Carriers serves as an instructive case study in this area. “After rising fuel costs, the shortage of skills is the major challenge faced by road-freight service providers,” says Andre Jansen van Vuuren, Divisional Marketing Director of Cargo Carriers. “That’s why Cargo Carriers is really enforcing training and skills development. Cargo Carriers has been proactively engaged with the problem for several years. With the demise of the apprenticeship system, it has had little choice.

“Of all the problems our industry is facing, the skills deficit has been identified as a major issue, from a technical as well as a managerial perspective,” Van Vuuren adds. “The shortage of technical skills affects general operational efficiency—our aim is to train technicians to a level that increases productivity and SHEQ (Safety, Health, Environment and Quality) standards. In the management area, it’s a business sustainability issue. It’s about managing a growing business, bringing people up from base-level so they really understand the culture of the company. It’s about producing managers with Cargo Carriers in their blood.”

Bearing fruit

The policy is already bearing fruit. In 2012, the first management trainee (enrolled in 2010) completed her training, and was placed within the group. “We’ve also had our first group of five diesel mechanic apprentices come through the training programme,” says Van Vuuren. “Two of them have successfully passed their exams, and are now qualified diesel mechanics. Diesel mechanics—technical personnel in general—are a major issue for us. There is most certainly a shortage of qualified diesel mechanics and when you do find them, they come at a very high cost. So the apprenticeships that we are funding can only prove fruitful for us in the future.”

The company applies the same principle to management training. “We currently employ eight trainee managers,” continues Van Vuuren. “They all have a tertiary education, whether it’s a transport diploma or even a degree in logistics or supply chain. These trainee managers undergo training in every aspect of the business: marketing and sales, operations, technical, admin and finance. The third programme is a 24-month audit learnership programme in conjunction with the Institute of Internal Auditors, to offer employees the relevant training within the internal audit and risk function.

As Cargo Carriers, among other large companies, is proving, it is futile for companies to sit back and wait for the education system to produce the required skills on their own—the backlog is simply too great. A proactive approach to skills development in every area of company activity is required. As Van Vuuren puts it, “The reality is that if you want to attract and retain skilled personnel, you have to ensure that the correct programmes are in place. You’re in effect responsible for training your own skills.”

DHL certified top African employer

DHL Express SSA has been certified as a Top Employer in Africa for its outstanding employee offerings across the region. This is in addition to six African countries—South Africa, Nigeria, Kenya, Uganda, Ethiopia and Ghana—that were also certified Top Employers in their local markets.

Independent research by the Top Employers Institute shows the company looks after its people exceptionally well. DHL Express is one of the select few companies to achieve the exclusive Top Employers Africa 2015 certification in the various African regions in which they operate.

According to Charles Brewer, Managing Director of DHL Express Sub Saharan Africa, this achievement is an acknowledgement of the business's strong focus on employee engagement, development and training on the African continent.

Top Employers is a global and annual programme that certifies organisations that successfully demonstrate exceptional HR environments and employee offerings. The programme is an audited and research-based process that assesses employee offerings as well as the conditions employers create for staff to develop.

Brewer says that this accolade is testament to their dedication to having motivated employees, which is a key focus pillar of their strategy. "Understanding the need to drive a common culture across 220 countries, we launched a Certified International Specialists training programme for all 3 500 staff in Africa. Everyone from the Global CEO to a courier in any country has gone through this training programme, reinforcing our core competencies as an organisation. CIS training has been central to our staff retention and development globally."

The Top Employers Institute assessed DHL Express' employee offerings on various criteria, including talent strategy, workforce planning, employees on learning and development, performance management, leadership development, career and succession management, compensation and benefits and company culture.

Crucial to the Top Employers process is that participating companies must meet the required high standard in the research in order to achieve the certification. Only organisations that achieve certification in at least four countries within the region deserve the special Top Employers Africa 2015 recognition. The



independent research has verified DHL Express' outstanding employee conditions in all certified countries.

Judith Oude Sogtoen, Director of International Business Development for the Top Employers Institute: "Our extensive research concluded that DHL Express forms part of a select group of employers that advance employee conditions worldwide. Their people are well taken care of. Now that they have received the Top Employers Africa 2015 certification, they can truly consider themselves at the top of an exclusive group of the world's best employers. A reason to celebrate!"

"We truly value external recognition and we believe that it affirms our position as the International Specialists in Africa," concludes Brewer.

DHL



The cost cutter

Since its international launch, the latest Fuso Canter LIFT has impressed not only its customers but also an array of industry experts



First, it made history by being the first commercial vehicle to receive the Automotive Researchers and Journalists Conference's "Car of the Year Special Award 2013." This was followed in Ireland by the accolade of "Best Energy Efficient Product Award" being bestowed on this impressive vehicle.

Steeped in a rich 52-year-old heritage associated with reliability and performance, the new Canter LIFT continues to apply FUSO's long-standing global branding to the future of transport technology in South Africa.

"The acronym LIFT stands for Light-Duty International Future Truck and this is indicative of our pioneering spirit of always moving forward for our customers and society. As we continuously refine the Canter so that it remains at the forefront of the truck industry, we ensure that we do this with all our stakeholders," says Godfrey Hani, Divisional Manager for FUSO.

Whether the new Canter LIFT will be utilised in refrigerated delivery, bakery applications, butchery, general distribution,

courier logistics or any other operation, this vehicle has been designed to provide tailor-made solutions.

"As the most extensively updated brand yet, the Canter offers newly developed drivetrains. Our FUSO designers and engineers went beyond and put everything they know about powertrain technology and efficiency into the new Canter LIFT. This has resulted not only in a vast improvement on our previous models, but a vehicle that represents a new approach to the technology of transporting goods by truck," says Hani.

FUSO's new 4P10 twin camshafts engine with four valves per cylinder, turbocharged and intercooled 4-cylinder diesel engine is coupled to an advanced DUONIC 6-speed, dual-clutch automated manual transmission—the only dual-clutch transmission available in a commercial truck.

What the Canter does extremely well is to maximise efficiency and lower the cost of ownership while being one of the most practical vehicles to own and drive. With the combination of the 4P10 engine and DUONIC transmission, fuel efficiency targets are achieved. The Eco-mode further improves efficiency;

the dual clutch provides a soft shift that needs no maintenance and achieves the lowest shift shock in its class.

As the smoothest-running, easiest-to-drive FUSO Canter ever offered, the LIFT offers a significant increase in the length of the service intervals up to 25 000km in some applications, and a two-year unlimited kilometre warranty bumper to bumper also contributes significantly to lower cost of ownership.

Being the best-selling truck in the Daimler AG stable, the new Canter continues where its predecessors left off, offering unrivalled reliability and an unsurpassed track record. Drivers were top of mind when the Canter LIFT was designed, as its features include stabilisers for the front and rear, ABS, EBD, Disc brakes all-round, air conditioning, power windows and central locking, to mention but a few. Being part of the Daimler AG stable also means that the Canter LIFT benefits from revised and more competitive service and maintenance rates.

The new FUSO Canter LIFT features roomy, fully trimmed cabs that provide ample space for the driver plus two passengers to ride in comfort. The shift lever is mounted on the dash, with a simple, well-defined shift. This allows the driver and passengers to easily exit the vehicle on the curb side, generally regarded to be the safer option.

“Our new Canter LIFT offering reflects the philosophy of our product values: very low operating costs, reliability and functionality, which emphasises that trucks should be built for maximum profitability potential,” says Hani.

Staff reporter



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Our key objective is to ensure that all our partners and customers have access to best practices, which are being applied globally in diverse markets. Moreover, since OTI PetroSmart also supplies a wide range of peripheral products and services, which are complimentary to OTI's Automated Vehicle Identification solutions, the procurement process for customers and distributors across various geographies is simplified.

OTI's EasyFuelPlus is designed for use at on-road retail sites, commercial home base sites, industrial and mining locations and has already been installed in 43 countries to date. These global activities are supported by OTI PetroSmart.


OTI PetroSmart has signed global partnership agreements with Tokheim and Wayne, who have selected the EasyFuelPlus solution as part of their respective automation offerings.

Locally, OTI PetroSmart has packaged its own home based and mobile bowser solutions, which have been deployed for prominent customers, such as Imperial Bulk Services, Shoprite Checkers, Spar Distribution Western Cape, Petro SA, Tongaat Hulett, and Mozal.



Press Release


OTI Expands EasyFuel System to Consumer Market
Innovative 'Moon Tag' Saves Time and Hassle at Pump for Everyday Drivers




Press Release

For Immediate Release

Wayne, A GE Business, and OTI Sign Global Supply Agreement for Automatic Vehicle Identification Technologies



Press Release



OTI Receives Orders for Commercial Quantities of its EasyFuel Plus Product from Petroleum Partner, Tokheim

OTI Receives Purchase Orders of More Than \$1 Million for EasyFuel Plus from Customers, Including a Major Global Supply Chain Provider

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