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**SAPICS**  
THE PROFESSIONAL BODY FOR  
SUPPLY CHAIN MANAGEMENT



**DECEMBER 2022**



**elevate, educate and empower**  
the community of supply chain  
professionals across Africa

## To the SAPICS Community

**2022 has been an interesting year for SAPICS and its community as we managed the disruption and volatility of the world.**

Just as we thought that our supply chains could not be stretched any further we all watched in horror as disasters of floods and droughts affected our country. But stretch they did and supply chain practitioners from around the country pulled together like never before to keep shelves stocked, manufacturing going and the provision of vital medications assured to those who needed them.

### *Well done to all of you!*

We were excited to be able to celebrate our flagship event, the SAPICS annual conference. Having missed two vital years the 44th Annual Conference was really something to look forward to. Despite the compulsory mask wearing and recent lifting of social distancing, just over 600 SAPICS community members gathered at the Century City Conference Centre for the long awaited reunion in June. It was a triumph! So many people travelled from overseas to join us and it was a magical moment to be back in person with so many wonderful supply

chain experts, friends and colleagues.

Once again we saw that more and more individuals and organisations realise the importance of supply chain education and training to manage operations. Our Authorised Education Partners were busy throughout the year and I commend them for their hard work.

We enjoyed another vibrant young professional and student conference. It is absolutely imperative that we continue to grow the pipeline of talent that this profession needs. By nurturing the young and providing them with motivation, inspiration and mentoring we can be assured that the future will look positive for the profession.

Professionalisation of supply chain management continues to be a core focus of SAPICS and we are inspired by all the new designees who have demonstrated their supply chain competence. We look forward to many more such professionals.

I look forward to an exciting year ahead. As we work to put together an enthralling programme of events for our members, I am encouraged by the support SAPICS has received from you all this year. We are particularly excited for the 45th Annual SAPICS Conference being organised with the support and professionalism of Upavon Management. This will be their 25th anniversary of what has now become a world class event.

I am as ever grateful to the contribution from the volunteer directors and committee members. The time invested is never taken for granted and without your contribution we would not continue to grow stronger.



**MJ Schoemaker**  
SAPICS President

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# Inaugural Africa Supply Chain Excellence Awards

This year's inaugural Africa Supply Chain Excellence Awards, co-hosted by SAPICS, recognised and celebrated the outstanding achievements of organisations and individuals working in the supply chain profession in Africa.

The successful competition attracted 67 entries, including 22 from outside South Africa. These were narrowed down to 21 finalists by a panel of judges who commended the high standard of entries. The judges were SAPICS director David Crewe-Brown, Dr Juanita Maree, chief executive officer (CEO) of the South African Association of Freight Forwarders (SAAFF), Adebayo Adeleke, Martin Bailey of Industrial Logistic Systems and CILTSA, Gavin Kelly, chief executive officer of The Road Freight Association, Clayton Thomas, director of Industrial Logistic Systems, and Charles Dey.

Along with SAPICS, the leading organisations that joined forces to launch and promote the first ever Africa Supply Chain Excellence Awards were the African Centre for Supply Chain (Nigeria), the Chartered Institute of Logistics and Transport, the Kenya Institute of Supplies Management (KISM), The Road Freight Association, the South African Association of Freight Forwarders (SAAFF), Southern African Institute for Industrial Engineering (SAIIE) and South African Express Parcel Association (SAEPA).

Shashika John, Martin Bruning and Benita Pretorius accept the Judges Award of Excellence which was won by RTT On-Demand



Almost 200 African supply chain professionals attended the awards dinner in Sandton where top honours in the eight categories went to:

## EXCELLENCE IN SUPPLY CHAIN EDUCATION & YOUTH DEVELOPMENT

Winner: Commercial Transport Academy  
Outstanding Performance: UniDrive – Unitrans Supply Chain Solutions  
Highly Commended: Kent Outsourcing Services

## SPECIAL PROJECTS

Winner: DHL Global Forwarding  
Outstanding Performance: RTMS and JC Auditors

## JUDGES AWARD OF EXCELLENCE

Winner: RTT On-Demand

## INNOVATIVE SUPPLY CHAIN PROJECTS AND OPERATIONS

Winners: Parcel Ninja - an Imperial Company and COPIA  
Outstanding Performance: Unitrans Supply Chain Solutions and County Fair and Imperial - Diageo Project  
Highly Commended: Transnova and Vodacom

## SUSTAINABLE SUPPLY CHAIN AWARD

Winner: Western Cape Hospital, George  
Outstanding Performance: Imperial Water Conservation Initiative

## RESPONSIBLE SOURCING AND PROCUREMENT AWARD

Winner: Traxtion  
Outstanding Performance: Addendum  
Highly Commended: Futuretend

## SUPPLY CHAIN DIGITAL TRANSFORMATION

Winner: Imperial - Business Performance Insights Platform (BPI-P)  
Outstanding Performance: Banqu  
Highly Commended: Coronet Blockchain

## EXCELLENCE IN TRANSPORT AWARD

Winner: Interwaste  
Outstanding Performance: Unitrans Supply Chain Solutions' Chick Trailer Project



ASCEA head judge - Garry Marshall, SAEPA

# Forward thinking supply chains are needed to withstand disruptions and volatility

More than two and a half years of disruption and volatility stretched supply chains to breaking point. Traditional and historic processes proved to be insufficient, and cracks in the critical armour of supply chain resilience are showing. For many organisations, business continuity hangs in the balance.

According to MJ Schoemaker, president of SAPICS, companies must do things differently to mitigate the risks and succeed in today's challenging and constantly changing environment. "We need forward thinking supply chains. It is crucial that organisations future proof their supply chains now, so that they are equipped to anticipate disruptions and find processes to manage them," she stresses.

Recognising this imperative, SAPICS has announced that the 45th annual SAPICS Conference will be held under the theme "Forward Thinking Supply Chains". The SAPICS Conference is Africa's leading education, knowledge sharing and networking event for the supply chain profession.

The 2023 SAPICS Conference, which takes place from 11 to 14 June 2023 at Century City Conference Centre in Cape Town, will explore

the leading topics that should be topping the agendas of organisations aiming to future proof their supply chains. **"These topics include supply chain resilience, flexibility, agility and transparency; digital transformation; human resources, training and education; entrepreneurship and innovation,"** MJ explains.

"Regular planning, strong risk management processes and budgeting have become more critical than ever in a world where supply chain disruption is now the norm," she notes. "The challenge for organisations is to manage cost versus customer satisfaction. Inflation is an additional factor of disruption which calls for cost optimisation to be a key priority.

"Economic challenges caused by the pandemic, the war in Ukraine and natural disasters have had a ripple effect on already constrained global supply chains. Governments

around the world are striving to drive economic growth and job creation, and supply chain has a role to play," MJ states.

She contends that on the HR front, there has been a shift in leadership consciousness and new skills are needed. "The style of leadership that this new normal demands entails a move from thinking that 'it's about me' to a mindset of 'it's about us'."

"Transportation is currently a key discussion point in the supply chain sphere. However, leaders in that space have largely been ignored in the sales and operations cycle. This needs to change," MJ asserts.

While digital transformation is on the agenda of most organisations, many businesses are failing to achieve real value from their digital transformation initiatives. The reason for this, as well as issues around the circular supply chain

and sustainability programmes and goals, will be examined at the SAPICS Conference.

MJ says that along with the drive to future proof supply chains, there are a handful of other important supply chain trends that should be on every organisation's radar.

**"The top supply chain trends emerging from today's disruptive world are micro-fulfilment for last mile optimisation; elevating supply chain executives to the C level; preparing for new risk events; integrating flexible contracts; increasing inventory reserves; investing in supply chain agility; improving supply chain forecasting; and investing in analytics. Businesses cannot afford to ignore these, and the annual SAPICS Conference is the place to insights on the latest trends, techniques and technology, supply chain strategies and best practices."**



# The benefits of SAPICS corporate membership

**Forward-thinking South African businesses committed to building strong, resilient supply chains that will withstand future disruptions are increasingly recognising the benefits of partnering with SAPICS.**

“By joining the SAPICS supply chain community as a corporate partner, organisations demonstrate their commitment to improving their own supply chains and those of their clients, and supporting their employees in their professional development,” says SAPICS director Chantalle Wilson. “These organisations are also helping to shape the supply chains of the future and are at the forefront of developments and improvements in supply chain management, which in turn grows economies.

“Training requirements in the supply chain have increased,” Chantalle states. “There is a greater need than ever before for suitably qualified, professional, skilled and knowledgeable supply chain practitioners. One of SAPICS’s core focus areas is the professionalisation of supply chain management. Our corporate members share our commitment to this imperative.

“SAPICS offers different levels of professional designation for supply chain practitioners

as well as impactful education and learning programmes, with special members’ rates for partner organisations. The SAPICS membership packages enable organisations to train, upskill and re-skill more people cost-effectively,” Chantalle notes.

“SAPICS corporate membership also provides organisations with vital opportunities to build their brand among the expansive and diverse SAPICS community, share their thought leadership articles, case studies, lessons and learnings, and use the available event opportunities to network and benchmark themselves,” she adds.

SAPICS corporate members come from organisations across the industry spectrum, from the automotive, consulting and manufacturing sectors to retail and information technology.



SAPICS director Chantalle Wilson

SAPICS is proud to work with, collaborate and promote these associations to strengthen the Supply Chain Management discipline globally

[Read more](#)



To become a SAPICS member or for more information on the corporate partner packages:

[Click here](#)

# We are social

Number of followers - November 2022

 1,811 followers 

 2,882 followers 

 7,327 likes 

  248 followers

## LinkedIn

**345** posts in 2022

255,659 Impressions

4,608 Likes

11,685 Clicks

462 Comments

### To Elevate, Educate and Empower the community of Supply Chain Professionals across Africa

# MISSION

**ELEVATE**  
69 SAPICS Events

**EDUCATE**  
54 Education Social Media Posts reaching over 50 000 People

**EMPOWER**  
31 SAPICS Corporate Partners



# Golf day - 28 October 2022

SAPICS thanks its hole sponsors, prize donors and players for their support of its recent Golf Day.

It was a great day out at Glenvista Golf Day and for the SAPICS community to meet in person again.



Left: 1st Place - JLL, Right: Glenvista Golf Club



Left: Barloworld 4ball, Right: KPI Cubed 4ball



Left: JLL 4ball, Right: SAPICS team

## Golf day sponsors



## Meet the SAPICS team



The organising team at the SAPICS 2022 conference.



## Educate

# 2022 conference was a huge success



SAPICS delegates celebrating an in-person conference

More than 600 supply chain professionals from Africa and around the world met in Cape Town for this year's 44th annual SAPICS Conference. It was the first in-person gathering of the SAPICS supply chain community since the start of the COVID-19 pandemic more than two years ago and it was a huge success.

### This is some of the feedback from attendees after the event:

***"A fantastic experience at the SAPICS Conference and exhibition this year."***

**Celeste Enoch**, customer relationship manager (FMCG) at CHEP.

***"It was "really great to be networking again in person."***

**Yogan Naidu**, head of procurement at TFG (The Foschini Group)

This year's milestone conference featured 41 powerful presentations and topical and debatable panel discussions by supply chain experts from South Africa and around the world. As usual, the conference also offered interactive workshops and site visits that gave attendees the opportunity to learn and gain inspiration from the supply chain successes of leading South African and global organisations. The exhibition at the 2022 SAPICS Conference featured 24 organisations that showcased the latest tools and technologies impacting supply chain management.

***"It was truly an amazing experience. It was so refreshing to hear everyone talking the same language - sharing ideas, thoughts and solutions. Supply chain management makes all things possible."***

**Nikita Reddy**, supply chain management specialist and lecturer.

***"A refreshing and thought-provoking two days spent at the 2022 SAPICS Conference. I had great conversations."***

**Dr Elaine Fouché**, management consultant at 4Xcellence Solutions

***"An excellent conference. It was very slick, and the content, community and venue were great."***

**Sylvia Opperman**, shipping manager at Cape Union Mart Group



Plenary and Workshops sessions at the 44th Conference

## Building young supply chain talent

Reflecting its commitment to building and supporting a pipeline of talent in the vital supply chain management profession, and to increasing awareness of supply chain management as an exciting and dynamic career for students and new graduates, SAPICS offered 10 registrations for the conference to students from leading educational institutions.

After the event, Ayabulela Yantolo, who is a third year BCom Logistics and Supply Chain Management student at Stellenbosch University commented:

***"This was such an amazing opportunity to go out and learn from experts in our field from all over the world and find out more on logistics and supply chain."***





# 2022 award winners

The “Best Speaker Award” at this year’s SAPICS Conference was presented to Liesl de Wet and Jacques Greeff for their presentation on the role of culture, operational excellence and sustainability in creating a purpose driven business.



Liesl de Wet with MJ Schoemaker and Jaques Greeff

The award for the “Best Innovative Presentation” went to Tammy Greyling, Thato Moloji and Dewald Tolman, who shared their insights on sustainability and supply chain circularity in their presentation entitled “It’s not just a beanbag! Creating a Collaborative Purpose-Driven Circular Supply Chain”.

Brian Chikwava from Australia’s Victoria University Business and Law School was recognised with the award for the “Best Written Paper”, for his presentation on building supply chain resilience during the COVID-19 pandemic.



Brian Chikwava

The award for the “Best Exhibition Booth” was presented to Nemesis this year. Industrial Logistic Systems (ILS) was recognised for the “Best Exhibition Stand” and Bidvest Mobility won the award for the “Best Multiple Stand”.

# 2023 call for speakers is open

SAPICS has opened the “call for speakers” for the 2023 SAPICS Conference and invites dynamic professionals in the supply chain and operations field to share inspiring or educational experiences, enlightening expertise and insights, new technology and concepts, and case studies with the more than 500 delegates expected.

The SAPICS Conference is the ideal platform for supply chain professionals to make a valuable contribution to the annual update

of our profession’s body of knowledge. By sharing your supply chain experiences and expertise, fellow professionals from around the globe will be able to benefit from your knowledge. Being a speaker at the annual SAPICS Conference is also a way to give back to the supply chain community and to grow professionally.

**Are you interested?**

[Click here to find out more >](#)



# 5 000 meals packaged for “rise against hunger”



In addition to learning and networking, the SAPICS Conference organisers and delegates also found time during this year’s conference to give back to those less fortunate.

A “Rise Against Hunger” meal packaging event that was sponsored by Unitrans saw delegates don hair nets and gloves to pack meals for disadvantaged communities. A total of 5 000 meals were packaged.



# SAPICS rated as the premier supply chain conference

**SAPICS organised the first SAPICS Conference for 35 delegates in Johannesburg in 1975.**

Today, the event is the leading education and networking gathering for African supply chain professionals and recently earned a commendation from one of the biggest names in the global supply chain community.



World-renowned United States-based supply chain expert Carol Ptak has rated SAPICS as the premier supply chain conference to benchmark. SAPICS is honoured to receive this high praise from a supply chain legend like Carol Ptak.

Thank you to the sponsors

Gold Sponsor



Silver Sponsors

Support Sponsors



The leading event in Africa for Supply Chain Management

The 2022 SAPICS exhibition stand



The SAPICS stand at the 44th annual conference

# Ukraine conflict, supply chain disruptions and humanitarian logistics

The conflict in Ukraine continues to put global supply chains, and the importance of supply chain management and humanitarian logistics in the spotlight. Humanitarian supply chain management has a crucial role to play in alleviating human suffering in conflicts like this, which test the skills, competence and risk management strategies of supply chain professionals.



Russia's invasion of Ukraine affected global supply chains and the world's attention remains on the humanitarian logistics needed to support people in Ukraine and refugees fleeing to neighbouring countries.

including supply chains. Imagine the additional challenges to be contended with when delivering emergency supplies into a war zone! The families and children caught in the middle of the conflict, who may have fled their homes with nothing but the clothes they were wearing, need food, clothing, medicine and even water.

### What is humanitarian logistics?

Humanitarian logistics is a branch of supply chain and logistics that specialises in organising the delivery and warehousing of supplies during natural disasters and emergencies.

Supply chain management is essentially about getting the right goods in the right quantity to the right place at the right time at the right price. The goal is the same in humanitarian supply chains, but almost everything is uncertain and subject to rapid change at any time.

The conflict in Ukraine sparked a critical and abrupt humanitarian crisis as essential supplies and services were disrupted and civilians fled the fighting. The United Nations (UN) estimated that 12 million people inside Ukraine needed relief and protection, while more than four million Ukrainian refugees needed protection and assistance in neighbouring countries.

Humanitarian supply chains are unstable and subject to political and military influence. The supply chain specialists must contend with inadequate logistics infrastructure, along with the origins of and destinations for relief supplies shifting without warning. Thorough planning, preparation and the involvement of experienced, knowledgeable supply chain professionals and logisticians is crucial. Private sector supply chain management and logistics best practices can and should be leveraged to improve the performance of humanitarian supply chains.

As supply chain professionals, we know that we live in an increasingly VUCA world. Everything is volatile, uncertain, complex and ambiguous –

# Supply chain professionals love their jobs and their earning potential is on the rise, survey finds



People working in supply chain management love their jobs and their earning potential is up. However, employers are placing more emphasis on professional development in the supply chain profession, which has been in the public eye more than ever since the pandemic and other recent disruptions.

These are some of the findings of the 2022 Supply Chain Salary and Career Survey Report conducted by the US-based Association for Supply Chain Management (ASCM), of which SAPICS is a Premier Elite channel partner.

While this survey was conducted in the United States, SAPICS president MJ Schoemaker

says that around the world, those interested in pursuing a career in supply chain management today will find that there is more demand than ever before for supply chain professionals. She notes, however, that there is also more emphasis than ever on suitable supply chain qualifications and continuous skills development. "Supply chain management is a constantly changing and

evolving profession. The pandemic and other disruptions highlighted the need for forward thinking supply chains than can anticipate problems, and for skilled, proficient supply chain practitioners. 'Forward Thinking Supply Chains' is the theme of the 45th annual SAPICS Conference, which is Africa's leading education and networking event for the supply chain profession," MJ reveals.

"It is vital for all supply chain practitioners to keep updating their skills sets and knowledge and honing their expertise," she stresses.

Respondents in the 2022 Supply Chain Salary and Career Survey Report echoed this. The survey revealed that supply chain salaries and compensation are up, but employers are placing more value on professional development.

The survey respondents reported an average 9% pay increase. Overall compensation grew by an average of 12%. Employees with just one certification, certificate or credential earn 17% more than those without, the survey found. APICS certification is particularly in demand, as people with at least one APICS certification earn 25% more than those without. Additionally, more than just a supply chain degree is needed to increase one's value in the field, the survey revealed. Professionals with a BA in supply chain and an APICS certification earn 18% more than those with a supply chain BA alone.

## Fit-for-purpose education

Through SAPICS, Southern African supply chain practitioners have access to the internationally recognised APICS certifications. SAPICS ensures that supply chain professionals are equipped with fit-for-purpose education, training, knowledge

and know-how. SAPICS is the South African custodian of a variety of internationally recognised certifications, including the APICS CPIM (Certified in Production and Inventory Management), CSCP (Certified Supply Chain Professional) and CLTD (Certified in Logistics, Transportation and Distribution). These are offered by SAPICS in association with its American affiliate, ASCM. A suite of designations from the Demand Driven Institute in the USA are also highly sought after as well as the popular Certified Professional Forecaster from the Institute of Business Forecasting (IBF) and Certified Supply Chain Analyst from the International Supply Chain Education Alliance (ISCEA).

SAPICS is also spearheading the drive to professionalise the supply chain management profession in Southern Africa and this process is now well underway, with the first designations – of Supply Chain Management Advanced Practitioner and Supply Chain Management Executive – awarded to an elite group of supply chain professionals.



SAPICS Site Visit at Cotton On

# Saving lives through supply chain skills development



Terry Ramadhani from the Kenya Medical Supplies Authority (KEMSA), Dominique Zwinkels, Executive Manager of People that Deliver (PtD), and Zambia's Minister of Health, Sylvia Masebo.

**The inaugural “People that Deliver (PtD) Global Indaba” saw 250 participants from 40 countries gather in Lusaka, Zambia, to share challenges and offer solutions to supply chain problems, including those in healthcare supply chains, where lives depend on medicines, vaccines and other commodities reaching patients when and where they are needed.**

This important event, which was co-hosted by SAPICS, also aimed to strengthen ties between countries, donors and the private sector. SAPICS is a member of the People that Deliver coalition, which is a global partnership that aims to improve health outcomes by promoting sustainable workforce excellence in health supply chain management.

After officially opening the conference – which was the first event ever to focus on human resources for supply chain management in Africa - Zambia's minister of health, Sylvia Masebo said, “Today I've learnt something that I didn't know.” This set the tone for the event, at which representatives from government institutions, public and private sector health supply chain

## PtD GLOBAL INDABA

organisations, donor organisations and others shared knowledge and exchanged ideas.

The interaction between the health minister, Anne-Maryse K'Habore from the Purchasing Centre for Generic Essential Drugs and Medical Consumables (CAMEG) in Burkina Faso, and Terry Ramadhani from the Kenya Medical Supplies Authority (KEMSA) exemplified the frankness and openness that permeated the discussions over the two days of the conference.

Closing the Global Indaba, Andrew Brown from Management Sciences for Health (MSH) praised the delegates for their openness and commitment. “We've been challenged about the role of the private sector and how it can work with the public sector. We've been motivated to really make a change in country contexts,” he said. He ended by challenging countries and organisations to capitalise on the momentum created at the Global Indaba and work even more closely together to ensure that medicines are used well and safely, and to take even greater strides towards universal health coverage.

The Global Indaba was organised by People that Deliver with the support of its coalition members, the International Association of Public Health Logisticians (IAPHL), Management Sciences for Health (MSH), Pharmaceutical Systems Africa and SAPICS, The Professional Body for Supply Chain Management.

The Association for Supply Chain Management, the Global Fund to Fight AIDS, Tuberculosis & Malaria, the Partnership for Improving supply Chain Management in Africa, Chemonics, VillageReach and Pamela Steele Associates were all proud sponsors of the Global Indaba.



# The perfect imperfection of online shopping

The COVID-19 crisis fuelled unprecedented growth in e-commerce. In South Africa, e-retailers have annual sales of R30-billion, according to technology market research organisation World Wide Worx. Deloitte Africa predicts that the number of online shoppers in South Africa will grow to 32 million by 2024.

This should be good news for both e-commerce companies and increasingly demanding consumers. It may not be. In a compelling SAPICS webinar entitled “The Perfect Imperfection of Online Shopping”, we discussed e-commerce challenges, including high returns and sustainability.

Consumers today want a lot. They want personalised retail experiences, but also convenience, speed and efficiency.

They want cheaper prices and faster shipping but are also willing to pay more for brands they identify with. They want sustainably sourced, environmentally friendly products, but they should not cost the earth and they must get them without delay. They may believe that e-commerce ticks all the boxes, but it is not perfect. They may want to consider the downsides of e-commerce before putting all their eggs into one online shopping basket, so to speak.



E-commerce has some disadvantages over shopping in bricks and mortar stores. One downside is the cost of returns. Up to 40 per cent of goods purchased online end up being returned. This is substantially higher than in-store returns, where shoppers return just five to 10 per cent of their purchases.

The high rate of returns in e-commerce means that 20 per cent more space and labour is needed for reverse logistics. Reverse logistics encompasses all the activities associated with a returned product or product components that are effectively moving backwards through the supply chain. Reverse logistics can add as much as 59 per cent to the selling price.

In the next few years, as e-commerce grows globally, the number of returns is going to be over a trillion dollars a year. Who pays for this? The consumer.

The planet is also paying. It is estimated that returns produce more than two billion kilograms of waste in landfills annually, because not all returns can be successfully discounted and sold.

A study from the Massachusetts Institute of Technology (MIT) found that online shopping could create a smaller carbon footprint compared to in-person shopping. However,

this depends on factors like customer location (cities versus suburbs), choice of transportation and the speed at which packages are delivered. A CBS News report noted that retail giant Amazon's free one-day shipping is 'heating up the planet'.

CBS News reported that 'the rush toward ever-faster shipping is creating the need for more truck trips, undoing the ecological benefits of shopping online'. Another environmental issue with e-commerce is that as its popularity grows, so does the packaging waste that it generates. Market and consumer data expert Statista predicts that e-commerce plastic packaging use will reach an estimated two billion kilograms by 2025.

E-retailers and supply chain managers will have to meet these growing challenges. The MIT study concluded that if online retailers commit to optimising their supply chains and packaging, their services could actually benefit the environment more than brick-and-mortar stores. To optimise supply chains, supply chain roles must be filled by people with the requisite knowledge, skills and qualifications, including in reverse logistics. SAPICS ensures that supply chain professionals are equipped with fit-for-purpose education, training, knowledge and know-how.

# Professional designations for supply chain experts

SAPICS is spearheading the professionalisation of supply chain management. An elite group of South African supply chain specialists now hold professional designations.



Professional designee Elaine van der Merwe-Stout

Elaine van der Merwe-Stout, Key Accounts Manager at Imperial, has been awarded the designation of Supply Chain Management Advanced Practitioner. She asserts that professional supply chain designations will benefit individuals, businesses and the profession as a whole.

*“Being professionally designated showcases my level of expertise and capabilities as I’ve met a specific set of requirements set forth to hold this professional designation from SAPICS. It boosts my confidence when dealing with logistics and supply chain peers and motivates me to continuously enhance*

*my skills and knowledge, to ultimately be the best I can be. It also creates hope for advancement in my career through competency recognition.”*

On the benefits for her company, Elaine says: “It shows that my organisation employs people who are committed to advancing themselves in the profession of logistics and supply chain.”



Professional designee James Tubb

James Tubb, Head: Supply Chain at Barloworld Equipment, has also been awarded the professional designation of Supply Chain Management Advanced Practitioner. He believes that a professional designation, once fully accepted and recognised in the industry, will be a good indicator of a supply chain expert’s knowledge and will be an advantage in terms of employment prospects. *“As more companies learn to recognise the value of*

*individuals with the professional designation, and the levels of skill, experience and knowledge associated with that, they will start to look at the designation as being an employment criterion and possibly a requirement for career advancement,”* James says.



Professional designee Sean van Harmelen

Service Delivery Director at Qwix Technology, Sean van Harmelen, has been awarded the professional designation of Supply Chain Management Executive. He notes that supply chain is a difficult space, with people entering it from many different backgrounds. “Many, like me, didn’t plan a career in it,” says Sean, who came from technology and then a retail background. *“It is difficult to judge supply chain practitioners’ experience, knowledge, commitment and integrity. I believe that supply chain designations are a great step towards the maturity of the supply chain profession.* For me, personally, it is a way to benchmark myself; to give credibility to my experience and knowledge; to demonstrate my commitment to the supply chain community; and a way to show my

dedication to lifelong learning. Professional designation will improve the quality of supply chain professionals. It will enable the growth and advancement of supply chain specialists,” he states.



Professional designee Yash Patel

Yash Patel, Industrial Engineering Manager at SPAR South Africa, says that continuous learning is vital in this constantly changing world. He completed and was awarded the professional designation of Supply Chain Management Advanced Practitioner. “This professional designation will allow me to keep up with the latest trends in technology and best practices in the dynamic supply chain profession. It will also provide the opportunity to network with likeminded professionals and better map out my career path,” he states.

*“The professional designations will also provide employers and recruiters with a better understanding of the requirements for specific supply chain roles. A professional designation is important in establishing a good code of conduct, ethics and standards that protect clients and customers and that will take the supply chain profession forward.”*









# SAPICS is grateful to its Authorised Education Partners (AEPs)

SAPICS and the AEPs are working diligently to develop a vibrant community of educated Supply Chain professionals.



[Read more about our AEP's on our website >](#)

## These events were held in 2022:

 <p>1 Annual general meeting</p>	 <p>1 Golf day</p>
 <p>2 Awards events</p>	 <p>5 Conferences (excluding ones where we exhibited or co-hosted)</p>
 <p>7 Information sessions</p>	 <p>7 Site visits (only since June when covid restrictions were lifted)</p>
 <p>22 Workshops</p>	 <p>24 Webinars</p>

Attendance: 2783 registrations!

# 2023

## Exciting news for next year

The 45th SAPICS Annual Conference is ready and raring to go!

11 - 14 June 2023

## 45<sup>th</sup> Annual SAPICS Conference

Century City Conference Centre, Cape Town, South Africa

For 45 years supply chain professionals from around the world have gathered in South Africa at the SAPICS Annual Conference to exchange ideas, experiences and expertise in all things supply chain. The central theme of the conference is:

## Forward thinking supply chains

At SAPICS 2023 we encourage discussion around Forward Thinking Supply Chains. What will the supply chains of the future look like and what technologies and skills will we need to have in place to manage them? How do we empower the people who have to manage them?

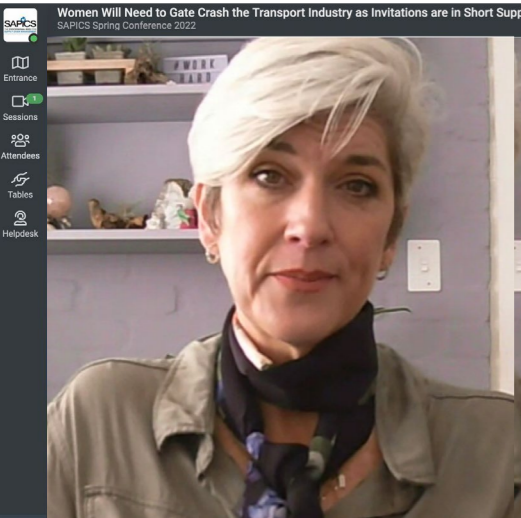
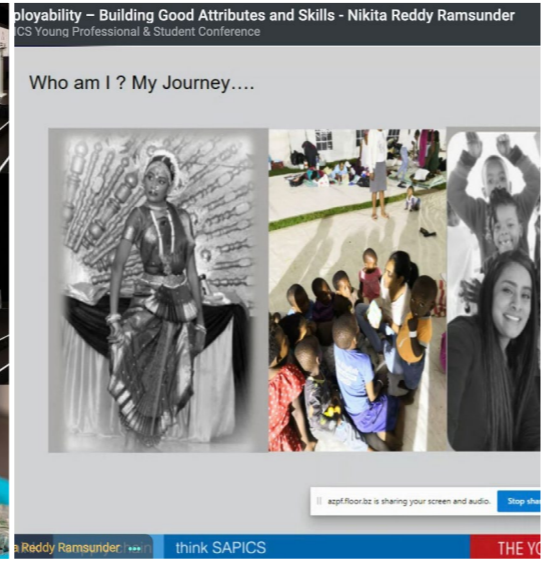
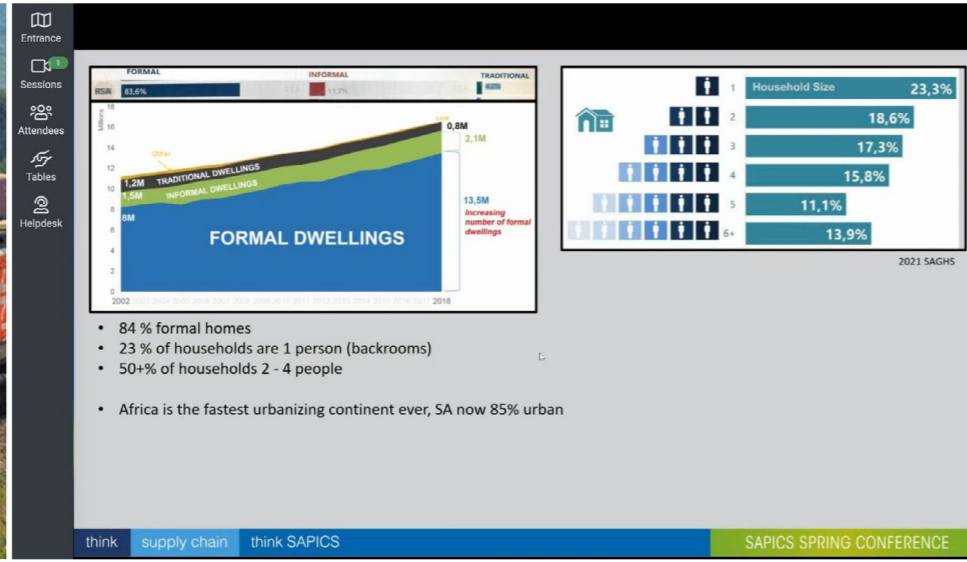
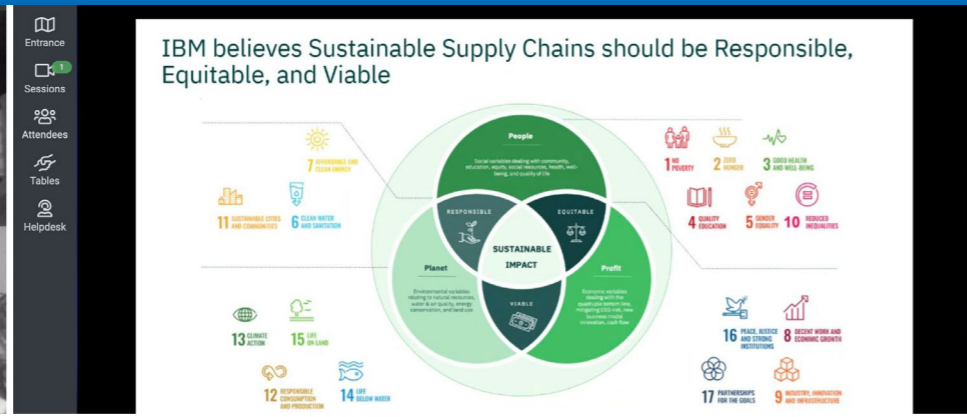
**The Call for Speakers for the 45th Annual SAPICS Conference is now open! SAPICS invites you to participate in SAPICS 2023 – the leading event in Africa for supply chain professionals.**

SAPICS members are entitled to a discounted rate on the Early Bird Rate that is equivalent to a R1400 discount on the non-member rate.

This exciting discount is available until 31st March 2023.

**Click here to get involved!**

*educate*

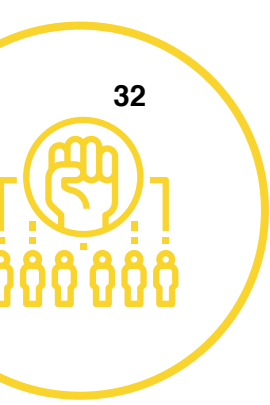


### SAPICS YOUNG PROFESSIONAL & STUDENT CONFERENCE 2022

Networking online from Africa to Australia and lots of countries in between!

Table 1      Table 2      Table 3





# Empower

## Meet our new SAPICS directors

Three new directors joined the SAPICS Board at the 2022 Annual General Meeting (AGM), and it was announced that MJ Schoemaker will serve another year as SAPICS president.

[Read more >](#)

The new directors, Thato Moloi, Karen Pretorius and Jan Tukker, complement a strong and united board of directors comprising MJ Schoemaker, Chanti Wilson, Solly Engelbrecht and David Crewe-Brown. Outgoing directors Richard dos Santos and Kamogelo Mampane were thanked at the AGM for their long-term support and commitment.

Thato Moloi is the senior manager for Solutions Development & Enablement for Barloworld Logistics. He cares deeply about people and their development as well as giving back to society. He is passionate about using technology to drive innovation, and circular economy is a particular area of interest to him.

New director Karen Pretorius is the founder and owner of KPICubed. With more than 20 years' industry experience across government, financial service, IT, 3PL, manufacturing and retailing, as well as roles as both a supply chain practitioner and consultant, she brings in-depth knowledge and passion for the profession to SAPICS. Karen is very interested in sustainability across all areas of supply chain management and aims to drive this across the SAPICS community.

Jan Tukker is an accomplished business leader with 22 years of industry experience gained in retail, pharmaceutical, the FMCG and manufacturing industries. He aims to add value to the supply chain community through engaging on various supply chain driven thought leadership events. Having run multiple business units at a large corporate for many years, he is well placed to enhance SAPICS's operations, including on the marketing, finance and leadership fronts.



New directors (left to right) Thato Moloi, Karen Pretorius, Jan Tukker.

## SAPICS Corporate members

A SAPICS Corporate Membership demonstrates that your organisation is clearly committed to advancing supply chain growth and development.

These businesses understand that in order to thrive in today's VUCA environment it is no longer enough to embrace the core elements of supply chain management, but they must focus on creating a future-proof, agile and competitive supply chains. Alignment with SAPICS validates that your organisation actively promotes Supply Chain improvement initiatives and skills development, this in turn, attracts like-minded clients and partnerships, it also signifies to potential future employees that your organisations are leaders in Supply Chain Management, thus making your organisation appealing to work for.



# More support and career pathing needed for women in supply chain management



**A lack of career opportunities is the main reason that women leave the supply chain profession, according to respondents in the recently published seventh annual Gartner / AWESOME Women in Supply Chain research survey.**

**M**J Schoemaker, president of SAPICS, notes that while supply chain management has come a long way from the once male dominated field in which women only filled service roles, it still has a long way to go in terms of gender parity. “We have seen an increase in the number of women employed in the supply chain field but not at the executive level. Women are predominantly working in support functions and there is little movement to the upper levels,” she states.

The fact that more women are graduating with degrees in science, engineering and

technology should be good news for the supply chain profession, where these qualifications are sought after, but there is still a gender imbalance that needs to be addressed, according to MJ.

She stresses that organisations must have a clear diversity and inclusion policy that promotes equal opportunities for all employees. “Action must start at the top and be cascaded through the organisation to ensure that all leaders recognise the importance of diversity and move away from the traditional unconscious bias that supply chain is a male career.



**Woman presidents** (left to right) Keabetswe Mpame, Tracy Cheetham, Liezl Smith, MJ Schoemaker (current SAPICS president).

“Chief supply chain officers and other executives responsible for strategic leadership must ensure that gender diversity initiatives are designed to make a real, meaningful, sustainable impact, not just to meet targets or tick boxes. These initiatives must encompass career pathing, development and support for women, including flexible working hours and work from home or hybrid work solutions, to enable them to succeed and advance.”

MJ contends that a silver lining of the pandemic was that it put supply chain management on the map. “It is clear that it was an underestimated profession that needs to be developed and supported. The pandemic and subsequent disruptions have shown that we need skilled supply chain professionals more than ever to ensure the smooth flow of goods and services, and we need more of them. It is crucial that we have the right people in supply chain management, and we need more women in the upper levels of organisations to ensure diversity, which is proven to drive profits.”

As an organisation, SAPICS is setting an example for the industry when it comes to gender diversity and inclusion. MJ is the fourth female president who has been at the helm over the years. When she was nominated as SAPICS president last year, she took over from Keabetswe Mpame, who had served as a director of SAPICS for eight years and had a two-year tenure as president. Tracy Cheetham has the honour of being the first woman president of SAPICS. She served in this role for five years – and handed over to Liezl Smith, who was a director of SAPICS for nine years.

# Educating and inspiring tomorrow's supply chain leaders

**South Africa's dire youth unemployment crisis and the critical skills shortage impacting many sectors made this year's annual SAPICS Young Professional & Student Conference more important than ever.**

Skills shortages were named as the eighth biggest risk facing businesses in South Africa by Allianz in the international financial services provider's latest global risk report. According to Stats SA, the country's youth unemployment rate stands at 46.5%.

SAPICS's mission is to elevate, educate and empower supply chain professionals across Africa. Through our youth programme, which includes the annual Young Professional & Student Conference, SAPICS informs graduates and students of the opportunities that exist in the exciting and dynamic supply chain field. We also ensure that graduates and young professionals can access the skills, resources and experience they need to succeed in the profession and contribute to strong, resilient supply chains that are catalysts for economic growth and transformation.

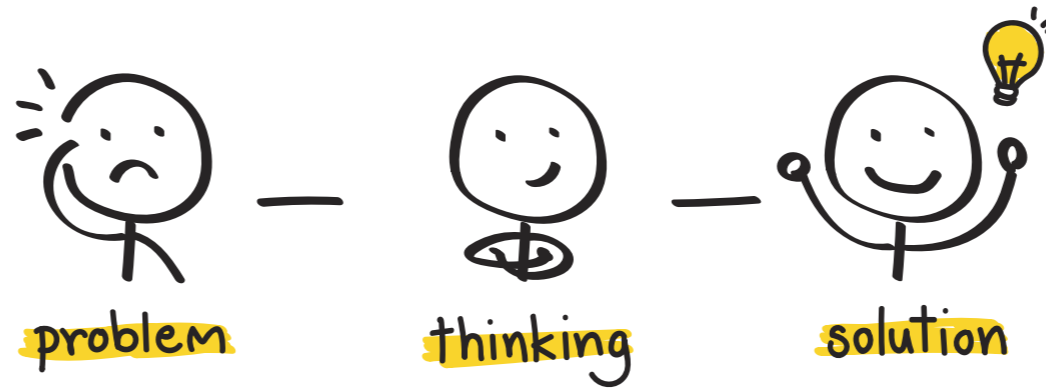
In addition to compelling presentations by an array of insightful, relevant and inspiring presenters, the 2022 SAPICS Young Professional & Student Conference also offered vital networking and mentoring opportunities. "These are critical components for career success," stresses Kholofelo Mabila, who heads the SAPICS Young Professional Committee that is driving the programme.



Kholofelo Mabila, who heads the SAPICS Young Professional Committee that is driving the professional body's youth and student initiatives.

"The SAPICS Young Professional & Student Conference was a great experience and a wonderful opportunity to meet other students, as well as potential mentors. As a graduate myself, my biggest takeaway from the conference is the important role that networking and mentorship can play in one's own career growth and development journey," Kholofelo states. "In today's highly competitive work environment, who you know and the organisations you are associated with can sometimes be just as important as what you know or your educational background.

"I really valued the mentoring session at the end of the virtual conference. These gave me the opportunity to speak to some of the guest speakers and ask them follow-up



questions. In my opinion, this is what makes a successful virtual conference so great," he contends. "Attendees do not just sit through the presentations, but are encouraged to participate, connect with others, and start discussions during the networking breaks between the presentations."

The presentation in which Dr Patience Mpofu shared her insights and life story was highly rated by the delegates at this year's SAPICS Young Professional & Student Conference, including Kholofelo. Mpofu is a best-selling author, global mining sustainability thought leader, former Vice President of an Australian-listed mining company, and the winner of multiple awards as one of the most influential women in mining in Africa.

"My favourite part of Dr Mpofu's powerful presentation was her advice on how to conquer negative thoughts, as well as her recommendation to take the time every morning to write down three things we are grateful for," says Kholofelo. *"One of the greatest challenges some students will face after graduation is finding an internship or graduate programme, as well as dealing with the rejections and failed interviews that come with the job-hunting process. Under such circumstances, some students could find themselves falling into despair or losing hope. Dr Mpofu offered practical advice on how to conquer negative thinking and limiting beliefs so that we can rise to life's challenges. For me, this was one of many highlights of the 2022 SAPICS Young Professional & Student Conference."*

## SAPICS media partners





# SAPICS

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