

Salary Benchmarking Report

Logistics & Fleet Manager

GAUTENG · 2026 MARKET DATA

PURPOSE OF THIS REPORT

This report benchmarks salaries for Logistics and Fleet Management roles across Gauteng, drawing on current South African market data. It is designed to help employers set competitive, realistic offers and help candidates understand fair market value for these roles.

ROLE PROFILE

ROLE TITLE	Fleet Manager / Logistics Manager
INDUSTRY	Logistics, Transport, Fleet & Distribution
REGION	Gauteng, South Africa
CORE RESPONSIBILITIES	Vehicle & driver management, route planning, maintenance scheduling, compliance, fuel and cost control

SALARY BANDS BY EXPERIENCE

TIER	EXPERIENCE	ANNUAL SALARY RANGE (ZAR)
Junior	1-3 years	R250 000 – R380 000
Mid-Level	4-7 years	R380 000 – R580 000
Senior	8-12 years	R580 000 – R850 000
Specialist+	13+ years / National Fleet Director	R850 000 – R1 150 000

Sources: ERI SalaryExpert, PayScale, Glassdoor, bbrief Employment Guide (2026 market data).

MARKET AVERAGE SUMMARY

R720 409 NATIONAL AVERAGE	R823 000 GAUTENG AVERAGE	R580 000 MID-CAREER MEDIAN
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KEY FACTORS THAT INFLUENCE SALARY

- Fleet size and complexity — a manager overseeing 200+ vehicles commands more than one overseeing 10
- Sector — mining, courier, FMCG and national transport typically pay above general logistics
- Compliance and safety accountability, including driver management and regulatory responsibility
- Whether the role includes national or multi-site operational oversight
- Formal qualifications in logistics, supply chain or transport management

EJD RECOMMENDATION

For most Gauteng SMEs hiring a first or second Fleet or Logistics Manager, the Mid-Level band represents the strongest balance of experience and affordability. Businesses managing larger or multi-site fleets should budget toward the Senior band to attract candidates capable of handling compliance and cost control at scale.

RECOMMENDED STARTING BAND	Mid-Level (R380,000 – R580,000)
BEST FOR	SMEs with 10–50 vehicles or a single-site operation
UPGRADE TO SENIOR IF	Multi-site, national, or 100+ vehicle fleet

This report reflects aggregated third-party market data as of 2026 and is intended as a general guide. Actual offers should account for specific role scope, company budget, and candidate experience.