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## Iikhontraktha zezolimo – ofanele ukukwazi



Imagazini yakwaGrain SA  
yophuhliso lwabavelisi

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Ukusebenzisa iikhontraktha kuya ngokuba yinto yenene kwezolimo, ngakumbi kubalimi abasaphuhlayo, njengoko ixabiso lezithuthi neloomatshini abasetyenziswa emsebenzini wokufama lisiya ngokuba ngumnqantsa. Asiyonto ingaqhelekanga malunga namaxabiso angoku ezixhobo zokufama ukuba ezo zixhobo zibe nexabiso elingaphezu kwentsimi ngokwayo, ngoko ke akusoloko kuyinto evakalayo kumlimi ukuchitha izixa-mali ezikhulu koomatshini abaduru ngokugqithisileyo abafana nomatshini obhulayo novunayo kunye nesitshizi sobuchwepheshe obuphezulu.

Kungenxa yoko abalimi abaninzi bebenela ekusebenziseni iikhontraktha ukuba zenze imisebenzi ethile yabo. Nangona kunjalo, ukuyekelela eminye imisebenzi ezandleni zeekhontraktha kunobungozi obuthe chatha, njengenqubo yokutyala, ngoko ke ngumlimi ngokwakhe onokuwenza ngocoselelo lo msebenzi kuba eza kuqinisekisa ukuba iimeko zilungile kwaye ukutyala kwenziwa ngexesha elilungileyo. Ukugcina ixesha kubaluleke kakhulu kwimisebenzi emininzi yokulima kanti iikhontraktha azikwazi ukusoloko zifika kuwe xa uzidinga. Ezona nkonzo ziqheleke kakhulu ezenziwa ziikhontraktha zezokulungisa intsimi ezifana nokuhlakula nokukrazula umhlaba ngekhuba lezikotile nokutshiza ngokunjalo nokuvuna.





# Iikhontraktha zezolimo – ofanele ukukwazi

## UMAKHULU UJANE UTHI...

**K**uphinde kwakho iingxoxo ezininzi malunga nokunikelwa komhlaba ngokutsha, ukwabiwa komhlaba kunye nokubuyiselwa kwawo. Ngelishwa ziphezulu iimvakalelo malunga nesi sihloko ngokunjalo akukho kuzikiswa kwaneleyo kweengcinga ngokuphathelele kwimingeni esijongene nayo.

Siyavuma sonke ukuba kukho isiidngo esikhulu kwinguquko yecandelo lezolimo kwaye ubukhulu becala kunxulumene nomhlaba kunye neenkqubo zolondolozo lobunini bomhlaba. Nangona kunjalo, umhlaba wona ngokwawo awunaxabiso ngokuphathelele ekuyilweni kwengeniso nakubukho bokutya okwaneleyo ngaphandle kokuba ube usetyenziswa ngendlela ekhupha iimveliso. Xa kunje ndinga ndingadel’ ingozi ndithi zizigidi zeehektare umhlaba ongasetyenziswa ngokupheleleyo – kodwa sisaqhuba ngokuthi kufuneka kunikelwe ngomhlaba othe kratya!

Ndikholelwa ekubeni sifanele ukuba nombono ocacileyo ngezizathu zokusilela kweeprojekthi zokwabiwa komhlaba ngokutsha kunye nokuthi kutheni kukho umhlaba omninzi kangaka ongasetyenziswayo. Ngokuqinisekileyo abantu badinga uqeqesho nophuhliso lwezakhono zobuchule – oku kubaluleke kakhulu kuba ngaphandle kolwazi, onke amalinge aya kusilela. Nangona kunjalo, thina njengeGrain SA siqeqeshe saza sanika inkxaso kumawaka abalimi abanofikelelo emhlabeni kodwa abanakuwusebenzisa ngokufezekileyo umhlaba xa bengafikeleli koomatshini (oomatshini abachanekileyo nabafanelekileyo) naxa bengakwazi ukufikelela kwiimali-mboleko zokulima okanye iimveliso zamalungiselelo okulima ezichanekileyo. Ngaphandle kokuba kuhlangatyezwe imingeni yokufumaneka kwe-mali noomatshini, ukunikelwa komhlaba ngakunye akunakuzi kunike impumelelo.

Ndinethemba lokuba kuya kude kufumaneka amalungu karhulumente anempembelelo ezinefuthe ekuqondeni eyona mingeni yenene esijongene nayo. Amaziko abolekisa ngemali awakuthakazeleli ukungenana emngciphekweni wokuboleka abalimi abatsha imali (kanti nomthetho wokubolekisa ngemali uyakukhaba ukubolekisa okungenangqiqo). Iland Bank ayinancedo. Amashishini ezolimo awasebenzi ngokwaneleyo kodwa nawo athintelwa ngumthetho wokubolekisa ngemali. Amanye amasebe ezolimo amaphondo anikela ngeemveliso zamalungiselelo ebantwini beekhontrakthi ukuba basebenze emasimini – oku akuphumelelanga kwixesha elidlulileyo kwaye kusaqhuba ngokusilela. Inkqubo yokuxhobisa abalimi yeSebe loPhuhliso lwaMaphandle noKwabiwa koMhlaba ilungile, kodwa akukho mali yaneleyo yokuhlangabeza izidingo zabantu. Kufuneka sibe noqaliso olunzulu kunye neqela labantu abanolwazi oluphangaleleyo bokuhlangabeza lo mngeni.

Ndinesicelo sokuba masiqale sancede abo sebenofikelelo emhlabeni ukuze basebenzise umhlaba ngendlela eyiyo – ukuze emva koko sinikele ngomhlaba ngokuthe kratya. Khumbula ukuba abalimi bondla abemi beli lizwe kwaye ukuba umhlaba awuvelisi kuya baze abantu balambe, eli lizwe lethu lihle alisayi kulawuleka.

### Ezinye izinto eziluncedo ngokusebenzisa iikhontraktha

1. Uncedo oluphambili ngokusebenzisa iikhontraktha kukuvula umnyango wokusebenzisa izixhobo zodidi ezinako ukwenza owona msebenzi ubalaseleyo unokwenzeka. Kwakhona oku kukholisa ukuthetha ukuba umsebenzi wenziwa ngokukhawuleza nangokufanelekileyo.
2. Umlimi wazi phambi kwexesha ukuba ikhontraktha iza kuba neendleko ezingakanani ukuze enze uhlahlo lwabiwo-mali olulungele ezo ndleko.
3. Ngaphaya koko, akasayi kuphathwa yintloko ngenxa yokwaphuka ebengakucingelanga kwangaphambili ngokunjalo engasayi kuba naxanduva lweendleko zokukhanda izixhobo okanye oomatshini.

### Ezinye izinto ezingeluncedo ngokusebenzisa iikhontraktha

1. Kusoloko kukho umngcipheko wokuxakeka kweekhontraktha aze umlimi afanele ukulinda ithuba lakhe lokufumana inkonzo yazo.
2. Uxinzelelo lwexesha kwikhontraktha lunokwenza ukuba iwuqeqwedise umsebenzi igqibele ngokungawenzi kakuhle kuba ingakwazi kuwucoselela okanye ukuwenza kngendlela ebinokuwenza ngayo.

### Uxanduva lomlimi

- Umlimi makabe nolwazi olubanzi ngamaxabiso amahle akhoyo emisebenzi ethile. Make nze uphando lwakhe athelekise amaxabiso ambalwa awanikwa ngababoneleli beenkonzo abahluka-hlukileyo.
- Umlimi makenze isicwangciso senkonzo yokukhontraktha kuselithuba. Makafumane ikhontraktha enegama elihle aze ayibhukishe kuselithuba ukuze aqiniseke ukuba imisebenzi yakhe iza kwenziwa ngexesha elifanelekileyo.
- Ekugqibeleni umlimi usoloko enoxanduva lomgangatho womsebenzi owenziwayo. Kufuneka abe khona ukuze aqwalasele umgangatho womsebenzi owenziwayo angaze asuke athembe iikhontraktha okanye abasebenzi bakhe ukuba baza kuwenza kakuhle umsebenzi.
- Umlimi uhlawulela inkonzo entle ngokubalaseleyo, ngoko ke, unelungelo lokuwumisa umsebenzi xa enganelisekanga ngento ayibona isenzeka. Abalimi abaninzi ngathi basuka bazithembe iikhontraktha ukuba ziza kusebenza kakuhle bade bangawuhloli umsebenzi owenziwa emasimini abo.

Umzekelo, nangona iluxanduva lweekhontraktha ukubona ukuba akukho konakalisa, ngakumbi ngexesha lokubhula nokuvuna, kanti ikwaluxanduva lomlimi ukubek’ iliso ekonakaliseni futhi ade acele nohlenga-hlengiso ukuze kunciphe oko konakalisa. Kwakhona xa iikhontraktha zisenza imisebenzi ebanzi yokutshiza, kubalulekile ukuba umlimi azibandakanye kuloo nkqubo, asoloko ehlola imixube nezixa zeetyhefu ezitshizwayo.

- Wakuba ugqibekile umsebenzi waza waneliseka umlimi kufuneka ahlawule ikhontraktha imali efanelekileyo. Oku kuya kunceda ngokwakha igama elihle ukuqinisekisa inkonzo elungileyo yekhontraktha kwixesha elizayo.

### Uxanduva lwekhontraktha

- Ikhontraktha mayenze isicwangciso somsebenzi ukuze ifezekise izithembiso zayo ifike efama ngexesha ethe iza kufika ngalo. Ifanele ukuqhangamshelana nomlimi inike umlimi ixesha enokulindelwa ngalo.
- Oomatshini bakhe mabalondolozwe kakuhle ukuze benze owona msebenzi mhle unokwenziwa kwaye libe lincinane kangangoko ixesha elichithelwa ekuqwalaseleni iindawo ezaphukileyo ngethuba lexesha lokulima elinoxinzelelo oluphezulu.
- Ikhontraktha ifanele ukuba yingcaphephe kwaye kufuneka isebenze emasimini omilimi ngenkathalo nangokuhlonipha. Ifanele ukuhlala ibaqwalasela oomatshini isenza uhlenga-hlengiso ukuqinisekisa ukwenziwa kowona msebenzi uphucukileyo. Umzekelo, imilomo yezitshizi mayigcinwe ingenazithintelo kwaye kutshizwe ngokulungelelana; kanti izixhobo zokuvuna ezikwaziyo nokubhula maziqwalaselwe ngokunjalo zihlengahlengiswe ukuze kulawulwe amanqanaba okonakalisa kwintsimi nganye entsha.

### Elokugqibela

Luluvu olulungileyo ukwakha ubudlelwane obulungileyo bokusebenza neekhontraktha oza kusebenza nazo. Ekugqibeleni ziza kwenza umahluko omkhulu kwimpumelelo yemisebenzi yakho yokufama. Kukwabalulekile ukuba ikhontraktha ikhulonele njengomlimi kwaye yazi ukuba uya kuba ngumlawuli owubambayo umsebenzi nohlala efumaneka kwaye oyibek’ esweni imisebenzi yekhontraktha.

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# Nciphisa ukugangatheka uphucule isakhono somhlaba sokugcina amanzi ukuze ufumane ezona zivuno ziphucukileyo

Izityalo zidinga amanzi ukuze zikhule kwaye zithwale iziqhamo; le yinyaniso eqhelekileyo ebomini ekufuneka thina balimi siyiqaphela ngononophelo. Xa sinokukwazi ukuqinisekisa ubukho bamanzi obubobona bufanelekileyo kwizityalo zethu siya kuzuzela lukhulu lakufika ixesha lokuvuna.

Ngokwanda kwamanzi afunyanwa zizityalo zethu ziya kwanda nezivuno zethu. Umzekelo omhle woku kukuncenkcesha; xa zinkcenceshwa izityalo, kufumaneka izivuno ezikhulu. Kwelinye icala xa izityalo zisentsimini engancenkceshwayo, ngamanye amazwi oko kuthetha ukuba zixhomekeka emvuleni kuphela, yiloo nto kubaluleke kakhulu ukuba abalimi balawule amanzi ngobuchule.

Ukuze sikwazi ukuwagcina efumaneka amanzi kwizityalo zethu, kufuneka siwuhlole umhlaba ukuze sibone esinokukwenza malunga nokuphucula isakhono semihlaba sokugcina amanzi.

## **Kufuneka sinciphise ukuqengqeleka kwamanzi**

Amanzi aqengqeleka emhlabeni ongaphezulu ngamanzi abefanele ukufunyanwa zizityalo zethu. Ukuze sinciphise ukuqengqeleka kwamanzi kufuneka sizame ukugcina umhlaba ubanjwe luhlaza okanye ugqunywe ngesigcina-kufuma esikholisa ukuba ziintsalela zezityalo zexesha lokulima elidlulileyo. Abalimi abaninzi balima isityalo sokugquma esifana neowuthsi okanye ingca yerayi busaqala ukungena ubusika xa kusekho ukufuma okukhoyo, kodwa oku kuxhomekeke kakhulu kwixesha lonyaka nakubukho bokufuma. Ngenxa yengxaki yokuqengqeleka

kwamanzi abalimi abaninzi batshintshela kumgaqo wokungawuphethuli umhlaba, isenzo esikuphucula kakhulu ukufunxeka kwamanzi nesikuciphisa kangako ukuqengqeleka kwamanzi nokukhukuliseka komhlaba ongaphezulu. Omnye umgaqo osowuxhaphakile kwiindawo ezisemathambekeni kukwenza iikhonto. Ngomthetho, xa umhlaba wakho uthambeke ukufikelela kwiqondo elithile, kufuneka kumiselwe iikhonto ukuze kunciphe ukuqengqeleka kwamanzi nokukhukuliseka komhlaba ongaphezulu.

## **Kufuneka sinciphise ukugangatheka komhlaba**

Ngokuya usiba lukhuni umhlaba ogangathekileyo kuba nzima ngokuthe kratya ukugqobhoza kwamanzi emhlabeni ongaphezulu. Ukugangatheka komhlaba kuyingxaki ngakumbi kwimimandla esembindini nengasentshona yaseMzantsi Afrika apho ilanga litshisa ngokungathi liyawubhaka umhlaba ebusika ukuze ube noqweqwe olulukhuni. Eyona ndlela ilungileyo yokucutha le ngxaki kunciphisa ukusetyenziswa kweendlela ezisemacaleni amasimi. Kusenokusetyenziswa amathayara akhaphu-khaphu nangazinye emhlabeni kwizithuthi zokutya okuziinkozo nakwiinqwelo ekulayishwa kuzo kuba oko kunceda ngokusasazeka kobunzima bomthwalo. Ngenxa yobuchwepheshe banamhla bobume ngokwezelizwe nangenxa yezi-xhobo eziziqhuba ngokwazo, abalimi ngoku banako ukulawula ukusetyenziswa kweendlela ngempumelelo ethe chatha emasimini abo ngokusebenzisa imizila efanayo kwixesha lokulima liphelele.

Imfuyo nayo ibangela ukugangatheka okukhulu xa izondla ngeentsalela zezityalo kwi-

inyanga zasebusika. Ukuze inciphe le ngxaki, unako ukuqokelela intsalela yezityalo uyise ezilwanyaneni kude namasimi, lo msebenzi uduru xa kuthelekiswa nokuqhubela iinkomo emasimini zishiywe zityiswa apho. Ngenxa yobuduru bokubopha iibheyili zeentsalela uninzi lwabalimi lukhetha umgaqo ongomnye wokuphethula umhlaba ngamandla ngoomatshini phambi kwexesha lokulima. Kuqheleke ukuba abalimi bafake amatshini wokukrazula umhlaba nzulu emva kokuna kwemvula, balandelise ngekhuba lezikotile okanye ikhuba lesiqhelo eliqhekeza umhlaba ukuze kubekho umandlalo wembewu akwaziyo ukuwugqobhoza lula amanzi ade afike ezingcanjini.

## **Isiphetho**

Ukuba asiwongi umhlaba wethu asisayi kuzifumana izivuno esizingwenelayo. Umhlaba bubutyebi esibudingayo bokulima izityalo. Ukuba umhlaba uyekwa uluqweqwe olulukhuni nolungenanto eyindalo kuwo okanye xa ungenazithuba zokuphefumla, asisayi kukwazi ukulima nantoni kuwo, kungekathethwa nto nangesivuno esihle sezityalo. Abalimi abakwimimandla eyomileyo bafanele ukukhumbula ngakumbi oku kuba kumaxesha anzima embalela ithontsi ngalinye lokufuma libalulekile ekuphileni kwezityalo nasekuphileni kwabalimi.

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**Hlola intsimi yakho ukhangele iimpawu zokugangatheka.**

Appreciation Strategy Humility  
Commitment Responsibility  
Integrity **LEADERSHIP** Listening  
Honest Principles  
Communication Values  
Purpose **Passion**  
Determination

# Ngaba uyinkokeli okanye ungubhos kuphela?

**U**kubhala inqaku elinamagama ayi-800 ngobunkokeli – ngumngeni wenene! Ngaphandle kokuba novalo lokuthetha ndiziphikisa ndingatsho ukuba malunga nomhlaba obanzi wolawulo, ubunkokeli busesinye sezihloko ekuxoxwa ngazo kakhulu. Ngoko ke, eli nqaku liza kukhanyisa izimvo ezimbalwa ngezinto ezinako ukwenzeka kunye, ndiyathemba, nezivuselela ukuqiqa malunga nobunkokeli.

umsebenzi/amanyathelo/uxanduva/imise-tyenzana bawenze ngothakazelelo nangomoya omhle ukuze kuphunyezwe iinjongo ezithile. Ukukhokela kusenokuchazwa njengenkqubo yokwalatha indlela yokuziphatha kwabanye ukuze kuphunyezwe iseti yeenjongo. Ngoko ke, inkokeli yiyo eneempembelelo kwabanye abantu ukuba benze okufanele ukwenziwa ukuze kuphunyezwe iinjongo. Ufanele ukubakho umntu omisela imisebenzi ethile efanele ukwenziwa ngakumbi kwisigaba sokuphumeza izicwangciso nokuzigcina ziqhuba. Lo mntu ngumngeni/ngumphathi oyinkokeli. Kwishishini lakho nguwe ofanele ukuba nefuthe kubasebenzi bakho ukuba basebenze ngothakazelelo nangomoya omhle benze oko kufanele ukwenziwa ukuze kuphunyezwe iinjongo zeshishini lakho.

Ukuze ikwazi ukuba nefuthe kwabanye abantu inkokeli mayibe ngumntu onengqiqo kuba ingqiqo ibaluleke ngenene ekukhokeleni abantu. Ingqiqo ichazwa njengophawu lokuthembeka nokugcina iintsulungeko zokuziphatha okulungileyo. Xa

“

*Ongenathemba ukhalaza ngomoya.  
Onethemba ulindele ukuba imo iza kuguquka.  
Inkokeli ihlenga-hlengisa iiseyile.*

ndingumntu onengqiqo, amazwi am ahambelana nezenzo zam. Ndenza into endiyishumayelayo. Ndingumntu endinguye, nokuba ndiphi okanye ndinabani. U-ewe wam ngu-ewe kanti u-hayi wam ngu-hayi. Ingqiqo ithetha ukuyiphila mna ngokwam indlela endikhokelela abanye kuyo.

Ingqiqo yakha intembeko nentlonelo kwaye iluphawu lobuntu oluyimfuneko kangangoko kwimpumelelo yeshishini. Ingqiqo ikhokelela kwigama elingenasiphene, kungabi sisimo nje kuphela. Ingqiqo inceda inkokeli ukuba ikhokeleleke, ingabi krekerekre nje kuphela. Ingqiqo ayiphelelanga kwinto esiyenzayo kodwa ngaphezu kokubonisa ukuba singoobani. Kanti abantu esingabo, bajika balathe esikwenzayo.

Kwangalo ixesha umnini/umlawuli weshishini esenza imisebenzi yolawulo yokwenza izicwangciso, ulungiselelo, ukuphumeza nokunxulumanisa, kwakhona kufuneka abeyinkokeli athathe izigqibo, enze unxibelelwano lwangaphakathi nolwaphandle, abele abanye umsebenzi, anxulumanise amacandelo, akhuthaze abantu bakhe ngokunjalo agcine ucwangco ngendlela engacwangciselwanga necwangciselweyo.

Ubunkokeli sisakhono sokukhuthaza kunye/okanye ukuba nefuthe kwabanye sokuba



## ULAWULO

### ***lindlela ezimbalwa zokubonisa ingqiqo:***

- Phila into oyifundisayo.
- Yenza into oyithethayo.
- Thembeka kwabanye.
- Beka phambili okuthandwa ngabanye kulandele okuthandwa nguwe.
- Beka konke ekuhlени ungafihlisi nto.
- Ungaze uthembise umntu into uze ungasigcini isithembiso sakho.

Umgangatho wokusebenza kwalo naliphi iqumrhu, nokuba lincinane okanye likhulu, unxulumene ngokungqalileyo **nomgangatho** wokukhokela. Impumelelo yamaqumrhu oshishino ayidli ngokuxhomekeka kwisakhono semfezeko somntu othile ongumphathi kodwa ixhomekeka **kwisakhono sakhe njenge-nkokeli**. Abaphathi abalungileyo basenokungabi ziinkokeli ezilungileyo. Ngethamsanqa umphathi unako ukuphuhlisa izakhono zakhe zobuchule bokukhokela ngokufumana uqeqesho nangokuziqhelanisa nezakhono zobuchule ezifunekayo.

### **Ngaba uyafuna ukuba yinkokeli ephucukileyo?**

1. Khumbula ukuba njengenkokeli, kuya kufuneka ukuba wenze izigqibo ezisenokungathandeki ngelinye ixesha. Akunakuze ukwazi ukwanelisa wonke umntu kodwa kufuneka wenze ilinge lokufumana intlonelo yakhe wonke umntu, kunokuba ngumhlobo wabo bonke abasebenzi bakho.

### ***Mhlawumbi okulandelayo kuya kukuvuselela ukuba uzivavanye:***

<b>NDIYINKOKELI ANDINGOBHOS</b>
<b>IBHOS YAZI YONKE INTO</b>
<b>INKOKELI IYAZIVUMA IIMPAZAMO</b>
<b>IBHOS IYABAXELELA ABANTU INTO EFANELE UKWENZIWA</b>
<b>INKOKELI IYABABONISA ABANTU INDELELA YOKWENZA IZINTO</b>
<b>IBHOS IYAGXEKA</b>
<b>INKOKELI INIKA IINGCEBISO</b>
<b>IBHOS ITHETHA KUQALA</b>
<b>INKOKELI IQALA IMAMELE</b>
<b>IBHOS INIKA IMIYALELO</b>
<b>INKOKELI INIKA IZIKHOKELO</b>
<b>IBHOS IBANGA UKUHLONELWA</b>
<b>INKOKELI IYAKUSEBENZELA KWAYE IYAKUFANELA UKUHLONELWA</b>
<b>IBHOS ILAWULA NGOMTHETHO</b>
<b>INKOKELI IBONISA UBUBELE BOBUNTU</b>

2. Kuthintele ukuzitsala kakhulu iintambo ngokuxelela abasebenzi ukuba wena unqubhos kwaye kufuneka benze into oyithethayo.
3. Bonisa umdla nenyameko. Sukubuya umva xa kukho ingxaki nokuchaswa kodwa yiba nomqolo kwaye ubambebele kwizimvo zakho.
4. Yiba nobulungisa ngokufanayo: Phatha bonke abasebenzi bakho ngendlela efanayo. Ngokuqinisekileyo umkhethe yindlela ekhokelela enkathazweni nasekutshabalaleni komoya weqela elisebenza kunye.
5. Thembeka. Ukuba akuyazi impendulo yengxaki, yitsho. Emva koko qiniseka ukuba ufumana impendulo msinyane kangangoko. Ukuzama ukuba ngumntu owazi yonke into kuya kukuqelelisa kubasebenzi, kanti ukubuza izimvo zabo kuya kubuphucula ubudlelwane phakathi kwabantu.
6. Bazi abantu bakho – amagama nobuso babo, imvelaphi yabo, amandla, ubuthathaka babo, abakuthandayo nabangakuthandiyo, njalo njalo.
7. Yiba ngumzekelo – ulindele ukuba abasebenzi bakho bafike ngexesha – ngaba wena usoloko ulibamba ixesha? 🍷

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# Yintoni efanele ukuba kuludwe oluthi “ENDIFANELE UKUKWENZA” ngo-Okthobha?

**L**iphinde lagaleleka kwakhona elo xesha lonyaka! Ixesha lokulima lisezandleni zethu kwaye abalimi abaninzi baza kuziva bekuxinzelelo lokulungiselela nokwenza izicwangciso zomzuzu wokugqibela ukwenzela ixesha elitsha lokulima. Amalungiselelo enziwe kakuhle asisitshixo sempumelelo kwimisebenzi yokulima! Makhe siqwalasele eminye imisebenzi ebalulekileyo yale nyanga.

Ufanele ukuba ngoku sowuzifake zonke iiodolo zakho zamalungiselelo, ukuba akunjalo, bubulumko ukwenza njalo msinyane kangangoko kunokwenzeka. Ukuba uyekelela kude kube ngumzuzu wokugqibela kungenzeka uphoxwe kukungafumani mbewu eyaneleyo.

Eli lixesha lokuqalisa ngokulungiselela amasimi akho ukutyala. Oku kuthetha ukutshiza, ukucoca, ukukrazula umhlaba, ukuhlakula, ukucombula umhlaba, okanye nantoni ofanele ukuyenza emasimini akho ukuze abe kwimeko elungele ukulima.

Oomatshini abebesoloko behleli eshedini okanye phantsi komthi eyadini kulo lonke ixesha lasebusika bafanele ukungena emqokozweni. Masithembe ukuba bebegcinwe ngendlela eyiyo, nto leyo eza kuwenzisa ube lula umsebenzi. Khawubaqwalasele oomatshini ujonge iibheringi, amathayara, amatsheyini namabhanti. Qiniseka ukuba imigqomo icocekile nokuthi zonke iinxenye neentsebenzo-matshini zangaphakathi zikwisimo esilungileyo.



Kuxhomekeke ekufikeni kweemvula uza kuphinda uxakeke kakhulu kwakhona. Yiloo nto kubalulekile ukwenza izinto zokuqala kuqala. Gcina uludwe lwayo yonke imisebenzi ebalulekileyo osafanele ukuyenza. Xa ukwazi ukulilawula ngobulumko nangendlela efanelekileyo ixesha lakho uya kuncedakala kulo lonke ixesha lokulima. Ndikunqwenelela ithamsanqa kwaye ulime kakuhle! 🍷

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# IIMBOTYI ZESOYA

## – amabal' engwe namanye amacebiso ngokulima isityalo sango-2014/2015

**U**kulinywa kweemboty zesoza kuthatha unyawo ngoku phakathi kwabalimi kwaye kubonakala ngathi abalimi abalime ezi mboty kumaxesha ambalwa adlulileyo okulima bayayandisa indawo ebilinywe iimboty zesoza.

lingqikelelo zeemboty zesoza ngetoni nganye zikuluhlu olungekho banzi olusuka phakathi kweengqikelelo ze-R5,117 ngetoni nganye ku-Agasti 2014 ukuya kwi-R5,210 ngetoni nganye kuMatshi 2015 ziphinde zehle ziye kwi-R4,535 kuMeyi 2015.

Amaxabiso azinzileyo nokungagungqi kwamaxabiso exesha elizayo ukuya kwithuba elizayo lokulima abonisa ukuba ukufumaneka kwembewu yeemboty zesoza nokufunwa kwayo kuthande ukulungelelana noko. Oku kuya kukunceda kuhlaluty lweendleko zocwangciselelo lwakho lokulima.

Iinkcukacha zeSagis zibonisa ukuba isivuno sokugqibela seemboty zesoza kweli xesha lidlulileyo okulima sicingeleka kwiitoni eziyi-944,340. Oku kuya kuba ziitoni eziyi-160,000 ngaphezulu xa kuthelekiswa nonyaka odlulileyo. Ummandla wentengiso ke ngoko unako ukumelana nokwanda okuthe chu ekulinyweni kweemboty zesoza kweli li-

zwe. Khumbula ukuba amaxabiso engqikelelo axelwayo eemboty zesoza awaquki iindleko zothutho njengoko kunjalo kwenye imbewu yeenkozo ethengiswayo. Uya kukwazi ukwenza uqikelelo oluchanekileyo lwexabiso "lendawo ncakasana" lesityalo esifike efama sexesha elizayo sakho seemboty zesoza. Buza kumququzeleli wendawo yakho ukuba lithini ixabiso "lendawo ncakasana" leemboty zesoza elinokulindeleka ngoMeyi 2015.

### Amacebiso ngokulima

#### *Imida ebanzi*

Ngokusebenzisa iinkcukacha ezingasentla unako ukwenza izigqibo kuhlaluty lomda obanzi weemboty zesoza nezinye izityalo eziza kulinywa kwifama yakho, nendawo eza kulinywa iimboty zesoza. Qiniseka ukuba umi kakuhle ngeemali zakho kuseliithuba phambi kokuqalisa kwexesha lokulima ukuze zonke iimveliso zamalungiselelo zithengwe liselihle ixesha.

#### *Ukuphethula umhlaba*

Kubalulekile ukuwasebenza amasimi msinyane kangangoko unako kwinyanga ka-Agasti xa ubusebenzisa iintsalela zesityalo seemboty zesoza kwiinkomo okanye kwiigusha zakho. Imisebenzi

yakho engundoqo yokuphethula umhlaba kunye nenkqubo yokujikeleziswa kwezityalo iya kubonisa ukuba ngowuphi umsebenzi wokuphethula umhlaba oya kusetyenziswa. Oku kuya kuquka izigqibo malunga nenkqubo yokukrazula neyokucombulula umhlaba okanye inkqubo yokutshabalalisa ukhula ngemichiza kuhlobo lokuphethula ngolondolozo okanye kancinane kangangoko olunokusetyenziswa xa wenze isigqibo sokusebenzisa lo mgaqo emsebenzini wakho wokulima.

Kubalulekile ukukwazi ukulondolozisa ukufuma okwanele kangangoko kunokwenzeka okufumaneka nakweyiphi imvula ene phambi kokutyala. Ayikho enye into edlula ukulungisa amasimi kakuhle.

#### *Ukukhethwa kwembewu nemihlanganisela*

Buza abanye abalimi abasondele kuwe abalime iimboty zesoza kumaxesha ahluka-hlukileyo nangokwezixa ngezixa zembewu ukuba iziphumo zezivuno ziphelele bezisithini nokuthi bebesebenzise eyiphi imihlanganisela kwisiganeko ngasinye. Abacebisi malunga nembewu nabo baya kukwazi ukukuxelela ukuba yeyiphi imihlanganisela ebinesivuno esihle kumaxesha okulima ambalwa adlulileyo phantsi kweemeko zemozulu ezahluka-hluke kakhulu. Iminyaka



## UKULINYWA KWEEMBOTYI ZESOYA

embalwa edlulileyo yokulima kwiindawo eza-hluka-hlukileyo iya kuba luncedo ekuchongeni ukuba zeziphi iintlobo zeemboty zesoza ezibe nempumelelo kumsebenzi wakho wokufama.

Faka iiodolo zembewu oyikhetheleyo kuse-lithuba.

### **Izixa zokufakwa kwembewu**

Ukuba uzishiyela ngokwakho imbewu yakho yokulima, bubulumko ukucocwa kwembewu nokuyihlela ukuze kukhutshelwe ngaphandle imbewu encinane kakhulu. Imbewu yeemboty zesoza inokwahluka ngokobunzima okanye ngokwesiqu sayo sesiqhelo ukusuka ku 0,11 wegram ukuya ku 0,18 wegram. Ukuba ulima ngeseti yesixhobo sokutyala seekhilogram ngehektare nganye, oku kufuneka kuthathelwe ingqalelo. Qwalasela ubunzima beesampulu zembewu engange-100 uze umisele isixhobo sakho sokutyala malunga nezityalo eziyi-350, 000 ngehektare nganye. Umntu unako ukuvumela i10% ethe chatha ngenxa yeengxaki ezinokubakho zokuntshula. Eli liya kuba linani lezityalo elifanelekileyo kwiimeko zokulima ezininzi kwimimandla eyomileyo kwaye kuya kukunika isityalo esihle kunyaka wembalela okanye oneemvula ezintle.

Vavanya ngokunjalo umisele isixhobo sakho sokutyala nokuba kungeekhilogram okanye izityalo ngehektare nganye malunga nezixhobo zokutyala kwasemoyeni.

### **Izixhobo kunye nezikhuthazi zokukhula kweengcambu**

Zidibanise nabathengisi abahluka-hlukileyo bezixhobo kwi-rhizobium uze uxoxe ngezinto ezinokukhethwa ezikhoyo. Amaqumrhu aliqela ngoku athengisa imixube yezixhobo-eli eyamkelekileyo kuvavanyo ngokunjalo nezikhuthazi zokukhula kweengcambu. Izixhobo ezikhoyo ezinokufakwa kwimbewu phambi kokutyala kwayo zinethuba lobomi bokugcinwa leentsuku ezilishumi nangaphezulu. Oku kuyanceda ekutyaleni isityalo kwithuba elilelona lifanelekileyo lokutyala.

Ukwenzeka kwamaqumrhu okufanelekileyo kwiintsholongwane ze-rhizobium kwingcambu eyiyeyona edzulela enzulwini yezityalo zesoza yenye yemiba ebaluleke kakhulu ekulinyweni okunempumelelo kweemboty zesoza. Ngamaqumrhu asibhozo amakhulu kuphela anako ukunikela ngenitrogen eyaneleyo ukuze kubekho esona sityalo sihle. Cela umcebisi wakho ukuba akuncedise ngexesha lakho lokulima xa ungaqinisekanga ngendlela yokusebenzisa iimveliso ezahluka-hlukileyo.

### **Ukufaka izichumiso**

Kukho isiphumo esinika ithemba soku-fakwa kwezichumiso kwiimboty zesoza esifunyaniswe kwiimvavanyo kwiFree State eseMpuma. Ukuba imihlaba yakho ayichumanga kakhulu, okanye inesiqlatho esiphantsi

se-phosphate, ucetyiswa ukuba ulime ngesichumiso kodwa masifakwe ezantsi kakhulu ngokunjalo ecaleni lembewu.

### **Ukutshatyalaliswa kokhula**

Cela umcebisi wakho ukuba aphengulule iingxaki zakho zokhula ukuze nobabini nifumanise ukuba yeyiphi imichiza eza kusetyenziswa kwaye ngeziphi iindleko ngehektare nganye. Khumbula ukuba nokuba uza kuba usebenzisa iglyosphate okanye inkqubo yolawulo lwesiqhelo kanti nokuba yinkqubo yokutshiza eza kufanela isixhobo sakho sokutshiza nokulima.

### **Isiphetho**

Ukwenza ucwangciselelo kuselithuba kuya kwenza ukuba ulime ngexesha kunjalo nje ngomhlanganisela olungele indawo yakho. Qiniseka ukuba imbewu ifakwe izixhobo ngokufanelekileyo kwaye phinda uqwalasele amanani esityalo ngexesha lokutyala ukuze uzinike ithuba elilelona lifanelekileyo lempumelelo yesityalo ngo-2015. 🍀

**Inqaku linikelwe ngumlimi okumhlala-phantsi.**

# Inkcazo emfutshane ngembali nangokulinywa kwecanola

Icanola sisityalo ekunokuthiwa sitsha eMzantsi Afrika, kanti sineentlobo ezininzi ezahluka-hlukileyo (imihlanganisela), ubukhulu becala ivela kwisityalo ekuthiwa yiBrasus napus.

Kwiminyaka esekupheleni kweyamashumi asibhozo nasekuqaleni kweyamashumi alithoba, ngenxa yokunyuka kweendleko zamalungiselelo okulima nangenxa yokufinyezeka kwemida yenzuzo yokutya okuziinkozo kwesiqhelo, okufana nengqolowa nebhali, kuvele isidingo sokuqwalasela izityalo ezahluka-hlukileyo ezingazi kuphelela ekubeni zihambelane nokutya okuziinkozo osekuhloko nokujikeleziswa kwezityalo, kodwa kuzomeleze ezi zityalo, kwiKoloni eseZantsi naseSwartland.

Emva kophononongo novavanyo lokuqala, kubonakala ngathi icanola iye yaba namandla angapheleli ekufikeleleni kwiimfuneko ebezikhankanywe ngaphambili kuphela kodwa iye yaba nezinto ezininzi eziluncedo.

## Izinto eziluncedo ngecanola

- Icanola iyawuqhekeza umjikelo wezifo ezisuka kunyaka othile ziye kolandelayo, ngokugqithiselwa ziingcambu nezikhondwana eziseleyo, kwinkqubo yezityalo eziziinkozo zesiqhelo, ngokwenza njalo inika izityalo ezinempilo entle ngokuthe kratya.
- Iimveliso ezahluka-hlukileyo zisenokusetye-

nziselwa ukutshabalalisa ukhula ngakumbi iintlobo zengca, kwaye zisenokulawuleka phucukileyo kwezinye izityalo eziziinkozo eNtshona Koloni.

- ICanola inengcambu edzulayo ephuhle kakhulu, newukhulula ngendalo umhlaba ngenxa yokugqobhozela kude enzulwini.
- Iinkozo ezityalwe kwizikhondo zecanola zinezi-vuno eziphezulu kakhulu, izivuno ezande zade zifikelele kwi 20% zixeliwe kuloo masimi.
- Ukuba neyantlukwano ethe chatha kwizityalo, kunceda ngokunwenwisa imingcipheko yeze-mali yeendleko eziphezulu zamalungiselelo.
- Kusenokusetyenziswa izixhobo ezikhoyo zokutyalwa nezokuvuna.

Ngoko ke, kwezolimo icanola ingena njengeglavu esandleni, nangona kunjalo ngoku kukho umbuzo malunga nemveliso ngokwayo. Icanola ekrwada iyacudiswa, ngokwenza njalo kutsalwe ioyile, nemajarini. Umbhojana oshiyeka emva kokutsalwa kweoyile utyebile ngeprotheyini kwaye usisondlo esibalaseleyo sezilwanyana, nosetyenziswa ngumlimi ofuyileyo. Ngaphaya koko, icanola kungenzeka isetyenziswe kwimveliso yezibaseli eziyindalo, njengoko sekwenziwe kwamanye aMazwe asYurophu.

ICanola iqale kancinane, xa ngo-1992, abalimi abayi-30 baqalisa ukulima iihektare

## Itheyibhile 1: Ukulinywa kwecanola.

Unyaka	Amanani abalimi	Itoni ngomlimi ngamnye
2011	293	198
2012	334	234
2013	433	260

eziyi-400 baza bavelisa iitoni eziyi-500, ekwathi xa kusenziwa izibalo kwafunyaniswa ukuba iyileyo ivelise iitoni eziyi-16. Ukulinywa kwecanola kukhule kuthe chu kwiminyaka elandelayo, kwaye kunyuswe nayeSouthern Oil Ltd ngokuseka isibonelelo sokucudisa eSwellendam.

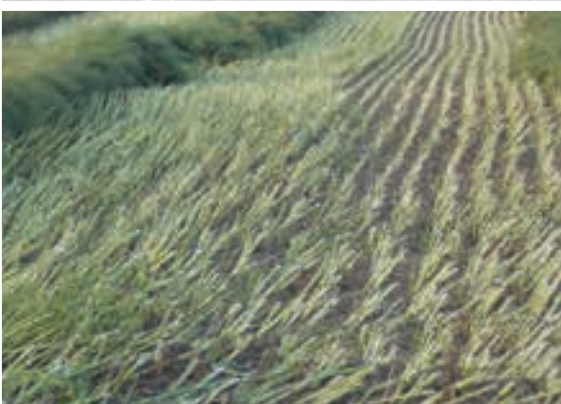
**Itheyibhile 1** ibonisa kakuhle ukuba ukulinywa kwecanola kuyaphucuka kuba iitoni zesiqhelo ezifunyanwayo zinyuke ukusuka kweziyi-16 ngo-1992 ukuya kweziyi-260 zangoku ngo-2013.

Icanola evuniweyo iphelele ngo-2013 yaba ziitoni eziyi-113 000 kwihektare eziyi-68 000.

Isityalo esilinywe kuqala kwixesha lokulima langoku kunyaka ka-2014 siqikelelwa kwihektare eziyi-82 000, kwaye sinesakhono seetoni eziyi-125 000.

Xa sijonga ishishini lecanola eMzantsi Afrika namhla ukususela apho livela khona ayikho enye into enokuthethwa ngumntu ngaphandle kokuba neqhaya kunye nokuba nombulelo. Ndingwenela ukusebenzisa eli thuba ndibulele wonke umntu oye waba yinxenye okanye oyinxenye yeshishini lecanola eMzantsi Afrika, ngakumbi i-Protein Research Foundation (PNS), Soil (Southern Oil Ltd), Agricultural Businesses, Grain SA nabo bonke abalimi.

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**Xa sijonga ishishini lecanola eMzantsi Afrika namhla ukususela apho livela khona ayikho enye into enokuthethwa ngumntu ngaphandle kokuba neqhaya kunye nokuba nombulelo.**





# Ukulima ujongilanga okwenza ukuba uncume

Iinyanga kaOkthobha lixesha lokuxakeka nakweyiphi ifama yokutya okuziinkozo nje ngoko sijonge kwixesha elitsha lokulima. Ukuba uneenjongo zokulima ojongilanga kuse-lithuba, inyanga kaOkthobha yinyanga yokuqalisa ngamalungiselelo. Kukho imiba embalwa ebaleleke kakhulu efuna ingqalelo xa wenze isigqibo sokulima ojongilanga kweli xesha lokulima.

Ojongilanga bakhula kakuhle kumandlalo wembewu ozinzileyo, ococekileyo nolungiswe kakuhle. Abantshuli kakuhle entsimini esandul' ukuhlakulwa nenomhlaba oyeke-yeke. Enyanisweni xa ufuna ukulima ojongilanga xa kusina iimvula zokuqala, intsimi ifanele ukuba ibe seyihlakulwe yakrazulwa ngekhuba lezikotile ebusika ukuze umhlaba ube sowuzinzile ngexesha lokutyala.

Isenzo esilungileyo xa ixesha livuma kufaka ngocoselelo umchiza wakho wokutshabalalisa ukhula iTreflan intlakohlaza isaqala ukungena. Lo ngumchiza wokhula olungele uqoqosho nokwazitshabalalisa kakuhle iintlobo ezihlaselayo zengca. Ufanele ukuhlanganiselwa emhlabeni ngokuwukrazula kancinane umhlaba okanye ngomatshini onamazinyo kanti esi senzo sikwanika umandlalo olungileyo weMbewu onokutyala kuwo imbewu yakho kajongilanga.

## Unyango lwembewu

Kubaluleke kangangoko ukuqinisekisa ukuba imbewu yakho inyangwa ngonyango lwembewu olungumchiza wokubulala izinambuzane nowokutshabalalisa umngundo ukuqinisekisa ukhuse-lo lwayo kwixesha elibaluleke kakhulu lokuqalisa kokuntshula.

Ukuze sibe sihle isivuno sikajongilanga, kufuneka intshule kakuhle imbewu etyaliweyo kanti oku ngowona mba ungumngeni omkhulu ekulinyweni kukajongilanga.

1. Kwasekuqaleni makulinywe inani elaneleyo lezityalo. Oku kuxhomekeke kummandla olima kuwo, kodwa ngokubanzi imbewu engange-35 000 ukuya kwengange-40 000 ngehektare nganye seyifana nomthetho ofanelekileyo. Ngamanye amazwi, ulima imiqolo yee-90 cm, ngoko ke oku kuthetha ukutyala iimbewu ezine ngemitha nganye ukuze ube nendawo elinyiweyo efanelekileyo.
2. Imbewu kajongilanga ayifanelanga kutyalwa nzulu kakhulu. Ubunzulu obufanelekileyo bumalunga nobubanzi bebhokisi kamatshisi xa ibanjwe ngamacala.
3. Ukwenzeka koqweqwe sisithintelo sokuntshula esikhulu. Umhlaba ongaphezulu olukhuni uthintela imbewu ukuba ingahlumi kwaye iyasongeka ngokunjalo ikhule ngamacala ize igqibele ngokufa ingekahlumi. Ukuncedisa ukuhluma kwembewu ebuthathaka kajongilanga, sisenzo esilungileyo ukuyinika i-*duisendpoot* intsimi yakho kajongilanga kwiintsuku ezintathu ukuya kwezine emva kokutyala. Ukuba iyana imvula phambi kwethuba lokuhluma, kusenokuba yimfuneko ukuyiphinda i-*duisendpoot* njengoko imvula isenza ukuba umhlaba uphinde ube noqweqwe. Phofu lo ngumsebenzi oneendleko ezingephi kodwa osebenzayo nonciphisa imingcipheko yakho ngamandla kanti usenokuba ngumahluko phakathi kwe-

mpumelelo nokusilela kwesityalo sakho sikajongilanga.

4. Ukuba akuwuhlanganiselanga umchiza wakho phambi kokutyala, ngoku lixesha lokutshiza umchiza wokutshabalalisa ukhula entsimini. Ukutshatyalaliswa kokhula kubaluleke kakhulu kwesi sigaba ukuze kuncitshiswe ukhutshiswano phakathi kwamanzi nezondlo ezisemhlabeni ngokunjalo nokwenza ukuba izithole ezisencinane zomelele.

Izityalo ezingoojongilanga zikhula kade ngokugqithisileyo kwisigaba sokuqala kude kube ziveki ezine, nto leyo ethetha ukuba kubaluleke kakhulu ukuzinika isiqalo esihle ngokuthi kuncitshiswe lonke ukhutshiswano. Zakuba zifikelela eqatheni okanye edolweni ngobude, kuya kuba sekukufutshane 'enkululekweni yasekhaya', kodwa ke, xa isina kakuhle imvula, ungaqiniseka ngesityalo esincomekayo. Mhlawumbi kuya kufuneka ukuba uhlakulele izithole eziselula kwakhona, kodwa emva koko zikhula ngokukhawuleza okukhulu kude kungabikho lula ukufaka itretara yakho noomatshini emasimini kwakhona. Okuseleyo kukuba umlimi amane ehlola amasimi ekhangela izinambuzane ezonakalisa izityalo kunye nezifo ngokunjalo nokhula ekuya kufuneka ukuba luhlakulwe ngesandla ukuba luyingxaki. Ukuqwalasela nokuhlola zizitshixo ezisentloko kwiinkqubo zolawulo lwakho kulo lonke ixesha lokulima. 🌻

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# Grain SA kudliwano-ndlebe... Ezekiel Nkosi

**K**ule nyanga uJerry Mthombothi, uMququzeleli wethu woPhuhliso waseNelspruit ubambe udlawano-ndlebe noEzekiel Fihleni Nkosi oqhuba umsebenzi wokufama kwisiphaluka saseLuphisi eMpumalanga. UEzekiel ulima umbona, amandongomane neemboty zeJugo kwaye impumelelo yakhe yinxulumanisa nokumamela amacebiso awanikwa ngumcebisi wakhe.

## Uwuhuba phi umsebenzi wokufama kwaye ngeehektare ezingaphi? Ulima ntoni?

Ndilima umbona, amandongomane neemboty zeJugo eLuphisi. Ndineehektare ezisi-8 zamisimi alimekayo kwaye kwixesha lokulima lika-2013/2014 ndilime ihektare ezi-5 ebezineehektare ezi-3 zombona, ihektare e-1 yamandongomane kunye nehektare e-1 yeemboty zeJugo.

## Zinto zini ezikukhuthazayo?

Ndikhule abazali bam bengabalimi ndibabona befumana ingeniso evela emsebenzini wokufama, kwaza oko kwandikhuthaza ukuba nam ndibe ngumlimi. Ukuba lilungu leqela lofundo-nzulu leGrain SA kwenze ukuba ndizuze izakhono zobuchule bokufama ezininzi kwaye ngoku sendifumene nenkuthazo yokuqhuba ngokufama nokufumana omnye umhlaba olimeka phucukileyo endinokuwusebenzisa. Ukufumana imali ngemveliso endiyithengisayo, nako kuyandikhuthaza ekubeni ndisebenze ngamandla.

## Chaza imiba onamandla kuyo nobuthathaka kuyo

**Imiba yamandla:** Okokuqala, ndizuze izakhono zobuchule bokulima ukutya okuziinkozo, endizifundiswe ngabasebenzi baseGrain SA nangamanye amaziko anjengeSebe lezoLimo. Ndinetrekta noomatshini. Ndinabantu endiqhagamshelana nabo kubasebenzi baseMonsanto nabaseGrain SA abandancedisa ngokufumana

izinto zamalungiselelo lula kwaye ngexesha elifanelekileyo. Nam ndinabalimi endibancedisayo nendibanika amacebiso kwaye ndiyabachazela ngokusetyenziswa kweemveliso, ngakumbi iintlobo zembewu nemichiza yokutshabalalisa ukhula.

**Imiba yobuthathaka:** Indawo yethu, eLuphisi, ikufuphi neKruger National Park kwaye ehlotyeni kushushu kakhulu kuba amaqondo obushushu afikelela ku-40°C okanye ngaphezulu. Imihlaba yethu igcwele Isanti kanti sifumana phakathi kwe-400 mm ne-450 mm yemvula ngonyaka kanti maxa wambi iba khona nembalela kule ndawo. Obunye ubuthathaka kukuba asinalo ilitye elilelethu lokusila umbona wethu.

## Sasingakanani isivuno sesityalo sakho ngoko wawuqalisa ukufama? Singakanani ngoku malunga nezo zityalo?

Ukuqala kwethu ukulima sasivuna ngaphantsi kwetoni e-1 yombona ngehektare. Kwixesha lokulima lango-2013/2014 ndivune ngaphezu kweetoni ezi-3 ngehektare nganye.

## Ucinga ukuba yintoni eyona nto ebinogalelo kwinkqubela nakwimpumelelo yakho?

Eyona nto ebinogalelo elikhulu kwimpumelelo yam kukumamela umcebisi wam xa endicebisa ngento endifanele ukuyenza. Izifundo zaseGrain SA kunye neendibano zokubonisana ngomsebenzi endiyekuzo, nazo zibe negalelo kakhulu kwimpumelelo yam njengoko ndizuze izakhono zobuchule nolwazi endiya kulusebenzisa ndide ndiwushiye lo mhlaba.

## Hlobo luni loqeqesho osowulufumene kude kube ngoku iloluphi uqeqesho osalunqwenelayo?

Ndiye kwizifundo zeNtshayelelo ngokuLima uMbona, izifundo ngeKhontraktha kunye nezifundo ngokuLondolozwa kweTrekta, zonke bezilungiselelwe kwaye ziqhutywa yiGrain SA.



## Uzibona undawoni kwiminyaka emihlanu ezayo? Ngaba unqwenela ukuzuzana ntoni?

Kwiminyaka emihlanu ezayo ndinqwenela ukuba nelitye elilelam elisila ngokuqengqa ndincedise nabanye abalimi ngokusila umbona wabo. Ndifuna ukuba nomhlaba owongezelekileyo olimekayo apho ndiza kulima umbona othe chatha khona nezinye izityalo eziziinkozo ngokunjalo ndisebenzise umatshini wam wokucola ndiqhubele phambili imveliso yam. Ndifuna ukuba yikhontraktha yexesha elipheleleyo ndincedise abanye abalimi ukulima amasimi abo alimekayo ngokunjalo nditshize ngemichiza yokutshabalalisa ukhula neyokubulala izinambuzane ezonakalisa izityalo njengoko sendinazo izakhono zobuchule ngokutshiza nangokufaka izixa ezichanekileyo zemichiza.

## Ungabacebisa uthini abalimi abasaqalayo abanomnqweno wempumelelo?

Kubalimi abasaphuhlayo nabanomnqweno wempumelelo ndingathi mabazi ukuba ukutya kuvela ekulimni. Isizwe singondliwa ngokufama. Ngaphandle kokulima asisayi kuba nokutya ukuze isiphumo sibe yindlala. Thina njengabalimi kufuneka sivelise ukutya okuninzi kokondla nabo bantu bangalimiyo. Kufuneka sisebenze nzima phambi kokulindela ukuphumelela.

**Inqaku linikelwe nguJerry Mthombothi, uMququzeleli woPhuhliso waseGrain SA kwiNkqubo yoPhuhliso lwabaLimi. Ngolwazi oluthe vetshe, thumela i-imeyili apha jerry@grainsa.co.za.**

## Pula Invula's Quote of the Month

*"Do what you can, where you are,  
with what you have."*

~ Teddy Roosevelt

# Kungani wonke umntu efanele ukuba nomcebisi?

**I**nzuzo yokuba nomcebisi kukuba oko kukhuthaza ukukhula kwenene kunye nenguquko ngokuxhasa ukukhula kwakho, ukukhuthaza ukuba ukhule nokukuvumela ukuba ukwazi ukuzalisekisa amaphupha akho ebomini.

Umcebisi unjengesipili sakho, ngumntu wena onqwenela ukulandela ezinyaweni zakhe nomntu okopa iindlela azenza ngayo izinto – ngumzekelo ofuna ukuwulinganisa. Uncedisa wena ngokuphumeza iinjongo zakho ngendlela encomekayo. Ubuza imibuzo ongakhange

uyicinge. Ifuthe lomcebisi ebomini bakho likwachaphazela usapho lwakho noluntu ohlala phakathi kwalo luphelele. Umcebisi unendima ebaluleke kakhulu ekuncediseni wena ekuhumaniseni isicwangciso sikaThixo ngobomi bakho.

Kukho imibuzo eliqela ebalulekileyo ofanele ukuzibuza yona ukuze uqonde ukuba kungani ufanele ukuba nomcebisi, kanti naye umcebisi unako ukuncedisa kamva ngale mibuzo.

## Ufuna ntoni?

Yintoni ofuna ukuyizuzisa ebomini kwaye kwiminyaka elishumi ezayo ufuna ukuba phi? Umcebisi udlala indima ebalulekileyo ekuncediseni wena ngokukhula nangokuphuhla kwethuba elide.

## Uza kuzinikela kangakanani?

Akuncedi nto ukuyazi into ofuna ukuyizuzisa xa ungazimisela kwenza okufanelekileyo. Kufuneka uzimisele ukuzinikela kwinto oyifunayo ukuze uyilawule imeko.

## Uzenza njani izicwangciso zokufikelela kwimigqaliselo yakho?

Phinda uqwalasele izicwangciso zakho kwaye uzibhale phantsi ukuze umcebisi wakho akuncedise nangazo. Cinga ngale miba yezicwangciso zakho ethi ngubani, yintoni, nini nokuthi phi ukuze umncedisi wakho akuncedise ngokuyiqinisekisa.

## Ungumntu onesimo esinjani?

Uthanda abantu okanye izinto, okanye uthanda ukuba wedwa? Zeziphi izinto ozithandayo? Ngaba usisithethi okanye ungumntu?

## Yeyiphi eyona ndlela

### ilula yokufunda kuwe?

Ngaba ukhetha ukuzenzela yonke into ngendlela ethandwa nguwe okanye umamela amabali abanye abantu xa bekuxelela ngendlela yokwenza izinto?

## Iimpawu zomcebisi

Umcebisi unezi mpawu zilandelayo:

- **Ungumthombo wolwazi**, wazi izinto ofuna uku-ziva kwaye uyakuqonda okulandelayo afanele ukukwenza.
- **Unika amacebiso** ngeendlela zokufama ezisebenzayo azifunde kumava akhe.
- **Ukhuthaza izakhono zobuchule ezisebenzayo ezithile nokuziphatha** ukuzeancedise wena ukuba ukwazi ukwenza okufanelekileyo kwifama yakho nendlela yokukwenza.
- **Unika ingxelo-ngcaciso**. Usesona sipili: ukwanika neenkcazo kwaye ubona izinto ezibaluleke ngenene kwimisebenzi yakho yokufama.
- **Ungumcebisi okufundisa indlela** yokufama ukuze uphumelele ebomini.
- **Uyibhodi ethethayo** ekuncedisa ngokubuzisa imibuzo ngefama yakho ukuze uzazi ngokucacileyo izinto ezilungileyo ofanele ukuzenza ungenzi zimpazamo ebezinokuthinteleka neziza kwenzela iindleko eziphezulu.
- **Ungumntu onokuthetha naye**, omhloniphayo nomthembayo, nomntu owabelana naye ngeengxaki nangeemeko zoxunguphalo.
- **Uncedisa ngokuza namacebo** ukuze ucaacelwe kakuhle kwaye uqonde kakuhle. Unika iingcebiso ezinako ukwenzeka.
- **Ukhuthaza ukunxanelwa ulwazi** ancedise ngokuvula iminyango ukuze afumanise amathuba amatsha nezinto ezinokwenzeka. Ubuza rhoqo athi: 'Ubonile...?'

Njengoko ubona ngasentla, ubudlelwane buyintsi-ka ebaluleke ngokubalaseleyo kwiingcebiso ezilungileyo nezinempumelelo.

Umcebisi ukuncedisa ngokuqonda ukuba nakuphi ukukhula nokuphuhla ebomini bakho buyinkqubo eza kufuna ukusebenza ngokuzimisela.

*Upapasho oluthi 'Iron Sharpens Iron' ngokubhalwa nguHoward noWilliam Hendricks lusetyenziswe njengesiseko seli nqaku.*

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# UXHOMEKEKO KWIZINTO EZIDALA UXHOMEKEKO

## – ngumqobo omkhulu osendleleni yobuqu bakho beemvakalelo eziphucukileyo

**P**hakathi koluntu lwethu zixhaphake kakhulu izinto ezidala uxhomekeko ezifana notywala, icuba kunye nezinyobisi ezingekho mthethweni. Abantu bakholisa ukusebenzisa izinto ezidala uxhomekeko nangona benalo ulwazi lokuba zibangela iingxaki zasentlalweni, zomzimba, nezeemvakalelo ngokunjalo neengxaki zasembenzini. Ukusetyenziswa kwezinto ezidala uxhomekeko kusenokuqhutywa kwithuba elide lexesha kude kudale uxhomekeko.

Uxhomekeko kwizinto ezinokudala uxhomekeko lunokuphawulwa ngokuxhomekeka komzimba okuchazwa njengokunyamezela komntu (ngenxa yokusetyenziswa kwazo qho, kuye kufuneka ukuba mayandiswe imithamo ukuze kufumaneka isiphumo ebasesifumaneka) ngokunjalo ukurhoxa (yimiqondiso efunyanwa ngumntu onoxhomekeko xa into edala uxhomekeko eyiyeka ngesiqophe emva kokuyisebenzisa kakhulu kwithuba elide).

### Imiba ekhokelela kuxhomekeko kwinto ethile

- Bubumnandi obuviwayo okanye isiqabu kwinkxalabo, ukudinwa okanye udandatheko.
- Imizekelo yokuxhomekeka kokuthile/ukusetyenziswa kwezinyobisi kakubi okwenzeka phakathi kosapho okanye kwabahlobo.
- Uxinzelelo lwabahlobo abasebenzisa utywala okanye izinyobisi.
- Unqongophalo lwezakhono zobuchule bokuziphatha okanye amanye amacebo anokunceda ekusonjululweni kweengxaki.

### Iintlobo zezinto ezidala uxhomekeko

Izinto ezidala uxhomekeko zahlulwa ngokubanzi ngokwamaqela amakhulu amathathu:

#### Izidodobalisi

Ezi zinto zicothisisa ukusebenza kwesixokelelwano soluvo esisesizikithini zicutha izimvo zenkxalabo nezodandatheko, umzekelo, utywala ne-heroin.

#### Izivuseleli

Zandisa ukusebenza kwesixokelelwano soluvo kwaye zinegalelo kwizimvo ezibaxekileyo zolonwabo nokuzithemba, umzekelo, i-nicotine, i-cocaine, i-crystal meth (iTiK) novuyo olukhulu.

#### Ezibonisa izinto ezingekhoyo

Zibhidisa iziva-mvo okanye zibonise izinto ezingekhoyo kuqukwa neenguquko ezinkulu zokuchonga imibala nokuva. Ezinye iziphumo kukuzola, ukuchulumacha, lulonwabo olubaxekileyo ngamanye amaxesha kubekho novalo. Imizekelo yi-LSD nentsangu (iDagga).

### Iimpawu nemiqondiso yoxhomekeko kwizinto ezidala uxhomekeko

- Amaxa okungatyhileki angachazekiyo, uku-

caphuka lula okungaqhelekanga kunye nokuhlasela ngephike.

- Ukungaphumeleli nokwetha komgangatho wokusebenza/wasesikolweni.
- linguquko kwimbonakalo umzekelo, ucoceko lomzimba.
- linguquko kwimigaqo yokulala neyokutya.
- Ukungathembeki, ukuba imali/izinto ezixabisekileyo.
- Amavumba angaqhelekanga, amachaphaza/amabala.
- Izixhobo ezinxulumene nezinyobisi, umzekelo, iinaliti neenqawa.

### Izicwangciso-cebo zokuloyisa uxhomekeko kwizinto ezidala uxhomekeko

(Zilunga-lungiswe ukusuka kulo mthombo wolwazi: [www.rethinkingdrinking.niaaa.nih.gov](http://www.rethinkingdrinking.niaaa.nih.gov))

- **Fumanisa izinto ezizezinye.** Ukuba sezingqondweni ezingekho phantsi kweempebelelo kuthetha ixesha elithe kratya lokukhululeka. Fumanisa iindlela ezintsha zokuchitha ixesha lakho lokukhululeka ezifana nezenzo ezinika impilo entle, izinto zokuzonwabisa nobudlelwane nabanye.
  - **Zithintele “iimeko ezikuhendayo”.** Kubalulekile ukuzazi iimeko ezinezilingo ezenza ukuba usele okanye usebenzise izinyobisi. Ukuba kukho abantu obaziyo abathile okanye iindawo ezenza kube nzima kuwe, zithintele.
  - **Fumanisa icebo lokunqanda iinkanuko.** Xa ifika iinkanuko, zikhumbuze ukuba kutheni ufanele ukuguqula imikhwa yakho emidala okanye zityande igila emntwini okwaziyo ukumthemba. Endaweni yokulwa noluvo, lwamkele uze ulukhuphele ngaphandle ungakhange unikezele, kuba usazi ukuba olo luvo luza kugqibela ngokuvova njengeliza ligqithe.
  - **Funda ukuthi “hayi”.** Izilingo zokusela okanye zokusebenzisa izinyobisi ziza kufika zona, zilindele. Hlala ukulungele ukutsho ngesimilo esihle kodwa ngokuqiniseka ukuthi “hayi enkosi”. Xa unokutsho ngokukhawuleza ukuthi “hayi” akusayi kuba lula ukuba unikezele. Ukuba uyathandabuzwa, kungenzeka uqale ucinge ngokuba nesizatho sokuphinda uqalise ukuzisebenzisa kwakhona.
- Funa uncedo nokuncediswa ngokobungcali xa wena okanye umntu omthandayo enengxaki yoxhomekeko etywaleni okanye kwizinyobisi. Uxhomekeko kwizinto ezidala uxhomekeko sisifo kwaye xa lunganyangwa luya kubutshabalalisa ubomi bakho ngokunjalo lukhathaze abantu obathandayo. kwesixokelelwano soluvo. ☹

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