

# PULA IMVUILA

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Incwadi yeGrain SA  
yabalimi abasakhulayo

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## Isakhiwo esisha samaholo – awunakuzikhethela, kumele usiphathe!

Uma ubheka umthelela wesakhiwo esisha samaholo abasebenzi bamafama esikhwameni sepulazi nalokho okumele kwenziwe, umfama angenza okulandelayo – akuzibe, noma athi “ngizokwenza” noma akwenze ngokufanele loku okumele kwenziwe.

Uma **UZIBA** lesi simo, uzokhokha amaholo owathandayo kanti nabasebenzi bakho nabo baneliseke. Lena kungaba yindlela enobungozi kakhulu. Uma abasebenzi bakho bengakhalazi, akuhluphi, awunazo izinkinga. Kepha uma kuba khona nje oyedwa okubika eMnyango weZabasebenzi bese utholwa usephutheni bangavala ibhizinisi lakho okwesikhashana okungeke kwaba kuhle neze ebhizinisini lakho. Lokhu kuyenzeka

– eminyakeni emibili eyedule ibhizinisi lepulazi laseNyakatho neNtshona lavalwa izinyanga ezimbalwa ngenhloso yokuba kulungiswe izinkinga ezaziphathelene nokuphathwa kwabasebenzi.

Okwesibili, uma uthi “**NGIZOKWENZA**” bese ukhokha amaholo aphezulu ukuze ugcine uwonke-enelisekile nakho kungaba nemiphumela engemihle ekugcineni ebhizinisini lakho. Ngenxa yamanani ezindleko akhuphukayo (amanani akhuphuka ngokushesha, ngamaphesenti, kudlula amanani emikhiqizo). Le ndlela yokwenza ingakuholela ezikhathini ezinzima zezezimali.

Okwesithathu, uma ukhetha **UKUPHATHA** isimo lesi – yisona sinqumo esihlakaniphile. Uma ufuna ukuba ngumfama ophumelelayo kumele ulandele le ndlela. Umbuzo ukuthi ngabe





## UGOGO JANE UTHI...

**S**ekucishe kuyilesi sikhathi sokuqala siqagele isivuno sezilimo zethu. Kuyathokozisa nempela ukubona imiphumela emihle yezinzame zakho. Indalo iyafuna njalo ukusisiza ngezinzame zethu zokukhiqiza ukudla. Zikhona izindlela ongazilandela zokuqagela isivuno sesilimo sakho. Ungacela umqondisi wakho wezentuthuko ukuba akweluleke ngokwenziwayo ukuze ukwazi ukuqagela ngokunembile isivuno sesilimo sakho esilindelekile.

Minyaka yonke ngenyanga kaMeyi, iGrain SA iba nomcimbi weNAMPO Harvest Week epulazini lethu ngaphandle nje kweBothaville esifundeni sase-Freyistata. Kulo mkhangiso, okuyiwona omkulukazi kunayo yonke lapha e-Afrika, uthola ithuba lokubona yonke imishini emisha yokukhiqizwa kwezinhlamvu emiselwe amafama ngokwehluka kwawo – amakhulu namancane. Kungaba kuhle ukuba uzame ukuba khona kuNAMPO kulo nyaka: mhla-ka-12 - 14 kaMeyi ngo-2014. Ngeshwa-ke, ngeke kwaba khona izindawo zokulala lapha eBothaville. Uma ufuna ukulala, kumele uzenzele awakho amalungiselelo ezindaweni eziseduze neBothaville.

Uzothola ithuba lokuhlangana nabadayisi bama-input – izimbewu, umanyolo kanye namakhemikhali, abakhiqizi bama-implement kanye nabaningi nje abakhiqizi bamatraki. Kuhle ukubona okutholakala ezimakethe futhi wazi namanani akho. Kukhona amatraki amakhulu kakhulu, kepha uma udinga amancane wamukelekile. Ukuthi ungumfama omncane akusho ukuthi ungabi yingxenyalo mkhangiso weNAMPO. Abasebenzi bohlelo lokuthuthukiswa kwamafama nabo bazobe bekhona, kanti-ke ungeza uzoxisana nathi ngezinkinga obhekene nazo epulazini lakho.

Njengoba sekusondele isikhathi sokuvuna, uzobe usuzimisele ukuthola inzuzo yakho. Iningi lenu nizobe nitshaleke imali ukuze nitshale isilimo enihlose ukusivuna, Siyazi sonke ukuthi sinezidingo zezimali, kepha khumbula ukuthi ngaphambi kokuba uthathe imali ize kuwena, kumele ukhokhe zonke izikweletu onazo. Uma ungakhokheli izikweletu zakho ngeke waphinde uthole imalimboleko mhla uyidinga futhi ngomuso.

Sesobonana khona le eNAMPO! 🍷

## Isakhiwo esisha samaholo – awunakuzikhethela, kumele usiphathe!

ngingenzani na? Asidingade nakhu okumbalwa nokuthi ungaqala kuphi.

Ungaqala ngokufaka isicelo sama-*variations* eMnyango weZezisebenzi, kona okuthatha isikhathi kanti.

Okwesibili sikuthumela ku-athikhili ye-*Human Resource Management* evele ku-Pula/Imvula eyedlule. Qinisekisa ukuthi unayo imigomo nemithetho efanele yokuphathwa kwa-basebenzi, futhi wonke umuntu unesikhundla esicacile. Ngabe zonke lezo zikhundla ziyadingeka na? Nciphisa inani labasebenzi uma kunesidingo. Uvumelekile ukunciphisa inani labasebenzi bakho uma kunesidingo (izinginga zezimali) ngokuya kwe*Labour Relations Act and of the Basic Conditions of Employment Act*.

Lolushintsho esimweni samaholo solwenze kwaba nqala ukuba kukhokhelwe abasebenzi abawufanele umsebenzi nabanamakhono. Zonke izikhundla kumele zesekelwe yincazelo ephelele yomsebenzi okumele wenziwe, yona ezosetshenziswa uma kuqashwa abasebenzi abasha. Ungakhohlwa ukulolonga amakhono abo phambi kokuba ubaqashe.

Khumbula ukuthi abasebenzi bakho kumele lokusebenza ezingeni elifanelekile nangesivini esamukelekile. Uma bengenzi njalo, sebenzisa amakhodi okuqondisa izigwegwe. Akumele uhlupheke ngabasebenzi abangasebenzi.

Uzobona ukuthi le mithetho ebekiwe ngenhla itholakala emqulwini wemithetho yezabasebenzi – ezomithetho – isebenzise, yenzelwe wena.

Indawo ebalulekile okumele ubhekane nayo uma kuza kula maholo aphezulu ukuthi ubhekane nokusebenza kwabasebenzi bakho. Ngabe umsebenzi wabo uyahambisana na nezindleko kanye nesikhathi abasisebenzayo? Ukusebenza okuseqophelweni akuvamile lapha eNingizimu Afrika. Amastathistiki asezwini akhombisa ukuthi iNingizimu Afrika ibalelwa emazweni aphansi uma kuza ekukhiqizeni noma ekusebenzeni ngokuzikhandla. Lokungasebenzi kahle kwenza umsebenzi ubize kakhulu lapha eNingizimu Afrika. Uma ubheka ukusebenza kumele ubheke lokhu okubili okubandakanyekayo okungabantu (abasebenzi) kanye nempahla (amathuluzi, imishini, njll).

Bhekana nokuphathwa kwabasebenzi – ngabe abasebenzi bakho banamakhono kanye nolwazi olufanele umsebenzi?

Baqeqeshe kahle na ukuze bawenze umsebenzi ngokugculisayo? (Ngisho nesisebenzi esisebenza amasimu ommbila sisebenzisa ikhuba lesandla naso kumele siqeqesheke). Qeqesha abasebenzi bakho ngokufanele ukuze ukhuphule izinga lokukhiqiza ngaleyo ndlela wehlise izindleko zokusebenza. Qinisekisa ukuthi uyaxoxisana nabasebenzi bakho uthole imibono yabo ukuze umsebenzi wenziwe – bangakumangaza ngemibono emihle.

Bhekisisa amathuluzi kanye nempahla yakho. Ngabe ubheke ukuba isisebenzi, uma ngabe kuyisona esilungisa okuthile okuphukile, ukuthi sisebenzise i“*draadtang*” uma umsebenzi udinga isipaneli esingunombolo 13? Isisebenzi esihlakulayo – ngabe ikhuba lona libukhali ngokwanele noma ngabe ubheke ukuthi asebenzise ikhuba lakudala elingekho bukhali ngokufanele? Asisho ukuthi thenga ikhuba lesandla elisha, kepha sithi qinisekisa ukuthi amathuluzi akho agcinwa asesimeni esihle sokusebenza ukuze umsebenzi uzokwenziwa kahle futhi nangesikhathi.

Ngabe uke wacabanga ngokukhuphula izinga lokukhiqiza ngokuphucula impahla onayo noma ukuzama okunye okusha? Khumbula, “Ibhunu lenza icebo”. Amaphephabhuku ezolimo (iLandbou, iFarmers Weekly, kanye namanye) agcwele amasu ongawasebenzisa ukuphucula amathuluzi onawo ngaphandle kokuthenga amasha noma ukuthi ungawasebenzisa kanjani. Uma uza kuNAMPO uzothola amanye amasu amahle.

Enye into ongayenza ukuze unciphise izindleko zokusebenza ukuba usebenzise imishini noma ushintshela emsebenzini ongancikanga kakhulu ezandleni. Kepha-ke lawa masu awavamile njalo ukusebenza ngenxa yezimali ikakhulukazi uma kuza kumafama amancane. Adinga imali eningi phambi kokuba konke kwenzeke.

Sesigcina, yenza okumisiwe nje ngomthetho wokusebenza ukuze ukhuphule izinga lokusebenza. Qeqesha abasebenzi bakho, xoxisana nabasebenzi bakho ubuye usebenzise amathuluzi afanele umsebenzi ukuze ungazitholi usukhokha amaholo aphezulu akhuphuke manje ngomhla ka-1 Mashi 2014 ngo-6,4%. 🍷

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# Unganqamleli uma kuza ekuqongeleleni ummbila wakho

Izimakethe ezishintsha njalo zomkhiqizo wezinhlamvu seziphokelele amafama amaningi ukuthi agcine eselawula indlela kanye ne-sikhathi abadayisa ngaso ummbila wabo. Yingakho-ke kubhekwa izindlela ezintsha zokuqongelela. Sekuyiminyaka amafama athola izindlela ezintsha zokuqongelela ummbila, kusukela kobhaskedi botshani kufikela kumasilo akulezi zinsuku enziwe ngensimbi kanye nosamende.

Ukuqongelelwa kommbila kuba nomphumela omuhle kumfama lowo. Uma ummbila lowo oqongelelwayo ubekwe ngaphansi kwamazinga afanele omswakama, ungagcinwa isikhathi eside ungalahlekelwa yinzuzo, kuze kube yiminyaka emibili noma emithathu. Lokhu kunika:

1. **Isenzelelo ezimakethe** – ummbila unqongelelwa kepha unqadaye swa uma amanani ephansi, bese kuthi lapho amanani esethe ukuba ngcono udayiswa kutholakale inzuzo ethe xaxa.
2. **Ukutholakala kokudla kwemfuyo** – umbila ungaba ukudla okuhle kwemfuyo ebusika

kanye nangezikhathi zesomiso. Ukuqongelelela kwenza kube lula ukugcina izinhlamvu njengokudla kwemfuyo.

3. **Ukudla okudliwa ngabantu** – uma ummbila uqongelelwe enkampanini yangasekhaya yokugaya ummbila, kuvumela umthengi ukugwema amanani akhuphukayo okudla – njengoba kwenzeka manje. Lokhu kusebenzela ikakhulu amafama amancane avuna nje umkhiqizo ongamathani angatheni. Uma lowo mfama omncane eqongelela ummbila wakhe lapho kugaywa khona ngasendaweni yangakubo uyazi ukuthi uzothola inzuzo ngisho eseyikhokhele nendawo yokugcina ummbila wakhe kungakhathalekile ukuthi ngabe amanani ezimakethe athini.

Njengayo yonke into, kunobungozi obukhona uma uqongelela ummbila. Kubalulekile-ke ukuqinisekisa ngazo zonke izikhathi ukuthi kwenziwe konke okufanele ngaphambi kokuba kuqongelelwe ummbila ukuze kugwemeke 'ingozi enkulu'.

- Qinisekisa ukuthi ileveli yomswakama isezingeni elifanele (ngaphansi kuka-14%).

*Photo above: Isilo laseBodenstein, eduze nase-Coligny eSifundeni saseNyakatho neNtshona, nge-linye kwamaningi ongalisebenzisa ukuqongelela ummbila wakho uma uhlala ngakuleyo ndawo.*



*Amasilo ezinhlamvu emapulazini aseba yinto ethandwayo kakhulu lapha eNingizimu Afrika ngoba phela naku akwenza kube lula ukuthi amafama afinyelele ezimakethe ngesikhathi esifanele umfama ngamunye.*

- Qinisekisa ukuthi ugcinwe endaweni eyomile enganazimbobo ophahleni ezingangenisa amanzi, kanye nokumata okungenelela phansi.
- Thunqisela njalo ukuze kungandi izilokozane eziwuhlupho.

Kulezi zinsuku kuningi ongakhetha kuko uma ufuna ukuqongelela ummbila wakho. Kunemikhiqizo emisha ethuthuswayo eyenza kube lula futhi kuphephe ukuqongelela ummbila wakho kungenabungozi. Ngeshwa-ke lezi zindlela nazo zimba eqolo futhi zidinga imali. Ngakho-ke ngeziphu ezinye zalezi zindlela ezingasetshe-nziswa?

- **Izikhwama** – lena yindlela eshibhile kunazo zonke. Futhi ngeyona enhle kakhulu ngoba nakhu phela ummbila ungagcinwa endaweni noma ngeyiphu efanele epulazini lakho. Kungaba kuseshedi noma egumbini lokuqongelela. Okunye futhi okuhle ngokusebenzisa izikhwama ukuthi ivolumu yesisindo ingagcinwa endaweni encane njengoba ummbila usinda nje.



*Ibhobosa elikhulu elikwenza kube lula ukugcina isilinganiso esiphezulu sezinhlamvu ngesikhathi esisodwa.*

# Izilwane ezizingelayo – abangani noma izitha?



*Ukucekeleleka phansi okukhulu kubonakala emvakokuvela kwesikhwebu sommbila.*

**N**gabe siyini isilwane esizingelayo na? Siyisilwane esicothela umkhiqizo womfama. Iningi lamafama lilahlekelwa kakhulu ngamasizini ngenxa yezilwane ezicekela phansi izilimo kanye nemfuyo.

Impi phakathi komuntu kanye nesilwane esiphila ngokudla ezinye soloko iqhubeke njalo kusukela ngesikhathi sakudala saseBhayibhelini kanti isazoqhubeka njalo. Umbuzo-ke wona ukuthi ngabe sibhekana kanjani nokulahlekelwa, kanti futhi sigcina kanjani ubudlelwano phakathi komuntu nesilwane.

Ukuze sikwazi ukuphendula lo mbuzo kumele okukuqala sithole izigangi lapha ohlelweni. Lezi zingahluka esizindeni nesizinda. Kule-athikhili sizobheka izilwane ezidla isilimo.

Lapha eNingizimu Afrika sithola ukuthi izilwane okuyizona ezicekela phansi izitshalo yilezi:

- Izinyoni ezifana ne*Red billed Quella* zona ezibuthana zibe uswebezane bese zilimaza izinhlamvu ezincane njengobhekilanga, ukolweni kanye namabele.
- Amagwababa wona angadala umonakalo omkhulu emvakokumila kwezilimo, ikakhulukazi emhlabeni wommbila kanye nobhekilanga.
- Amagundane: Lezi zilwanyana ziphila emigodini engaphansi komhlaba kanti zibanga umonakalo ongenakulinganiswa nje emvakokutshala ngokuba zidle yonke imbewu ehlwanyeliwe.
- Izingwejeje zaseKapa: Lezi nazo yizilwanyana eziphila ngamaqoqwana ngaphansi komhlaba nazo ezidla imbewu uma isihlwanyeliwe.
- Ingungumbane: Lesi yisilwanyana esenza umonakalo omkhulu emmbileni emvakokumila kwamakhoba kuze kufinyelele ezingeni lapho ummbila usuwome khona.
- Ingulube yehlathi: Lezi zingulube nazo zidala umonakalo omkhulu, ikakhulukazi esifundeni saKwaZulu-Natali. Zicabaza indawo enkulu yesilimo, imvama ummbila, amazambane kanye nobhontshisi kanti futhi zingaba zobungozi kusukela lapho imbewu itshalwa emhlabathini kuze kufikele lapho isiyomile ilungele ukuvunwa.

Umzabalazo wokuzama ukulawula lezi zilwane ukuthi ezinye zazo zenza umonakalo endaweni evulekile, kepha ubuningi bazo benza kube nzima ukuzilawula. Ezinye zona zimalwa, kepha



*Umonakalo odalwa yizingulube zehlathi esizindeni saseLowlands, bude buduze ne-Mtshezi, KwaZulu-Natali.*



*Izingulube zehlathi zingaba yisicefe emvakokutshala.*

zifihlakele futhi zihlakaniphile okwenza kube nzima ukuzilawula nazo.

Manje impikiswano kuba wukuthi ngabe ngizilawula kanjani lezi zilwane na? Ngicalaphi? Ngabe mhlawumbe zinendima eziyidlalayo ku-ekhosistimu, noma kambe ukuzisusa kungenza inkinga ibhebhethetheke iye ingasalawuleki? Yonke lena yimibuzo emihle kakhulu. Ukuphendula le mibuzo kumele siqale sithole izilwane zendalo ezimele ukulawula lezi esinenkinga nazo.

- Izinyoni – Ojakalasho abaneqolo elimnyama, izikhova kanye nezinyoka.
- Amagundane – Ojakalasho abaneqolo elimnyama, izikhova kanye nezinyoka.
- Izingulube zehlathi kanye nezingungumbane – Ingwe nengonyama kanye nezinye izinhlobo zamakati amakhulu.

Ngabe zingaki lezi zilwane eziyizitha ezendalo ezisatholakala endle na? YEBO, usibonile, kepha kukhona lapho kungahlangani khona 'emjikelezweni wempilo' wethu. Ngoba nakhu ezinye zezilwane eziyingozi ezibalulekile sezineminyaka zisusiwe, sisesimani se *Trophic Cascade*. Lokhu kwenzeka nxa isilwane esiyingozi esisodwa sisuswa ku-ekhosistimu okudala ukungazimeleli ohlelweni lonke. Ngenxa yalokhu sizithola sisenkingeni yokuthi kumele njalo silungise izinto. Umuntu uzithola njalo ezama ukuvala isikhala ngokuba adlale indima yalesi silwane esinobungozi. Ngeshwa-ke lesi akusiso isisombululo esisebenzayo futhi asanele ukuba singalawula lezi zilwane eziwuhlupho. Ngabe-ke singenze njani?

Indlela engasebenza kunazo zonke ukuba siphinde sibuyisele lezi zilwane ezinobungozi ezinkulu ohlelweni lwendalo. Kepha-ke ngenxa yezizathu ezaziwayo lokhu ngeke nje kwenzeka. Ngenxa yalokhu ngikholelwa ekutheni umuntu unendima ebalulekile okumele ayidlale ekulawuleni inani lezilwane lezi eziwuhlupho ezindaweni zolimo. Lokhu kumele kwenziwe ngaphansi kohlelo



*Quickphos yiphilisi lePhostoxine elisetshenziswa imvama uma kuqeda ukuthunqiselwa izinhlamvu ngenkathi ziqongelelwa.*

olwakhelwe lo msebenzi lubheka ukusebenzela wonke obandakanyekayo kule nkinga. Lona ngumsebenzi okumele wenziwe yiParks Boards kanye nezinye izikhungo kusetshenziswane namafama kanye nabaninimhlaba.

### Yini into esingayenza emapulazini ethu?

Ziningi izindlela esingagqugquzela ubukhona bezinyoni ezidla ezinye izilwanyana.

- Singagcina amakhaya azo.
- Singakha izindawo lapho zizocoshama khona ukuzelekelele uma zizingela.
- Singagwema ukusebenzisa ubuthi obunobungozi obugcina buzibulele kube kungasiyo inhloso.
- Singaqwashisa omakhelwane kanye nabangani bethu.

Izinyathelo ezimbalwa nje ezilula zingenza umehluko omkhulu.

Uma kuza ezilwaneni eziluhlupho ezinkulu, kumele nakanjani kubhekwe ekusetshenzisweni kwemishini - yebo loku kusho izibhamu kanye nonoxhaka. Uma singabhekani nokunciphisa inani lalezi zilwane singazithola sibhekene nenkinga yamanani angalawuleki kanti nenkinga yomonakalo eziwenzayo nayo ibe yanda. Ukwenza lokhu ungazami ukuzithathela umsebenzi ezandleni zakho! Kukhona ochwepheshe abaqeqeshiwe abangathintwa ngocingo ukuba beze epulazini lakho bazame ukunciphisa amanani alezi zilwane eziwuhlupho. Lokhu konke kwenziwa ngendlela efanelekile nephephile. Ikaningi la bochwepheshe basebenzisa izinja eziqeqeshiwe ukukhipha lezi zilwane lapho zizifihle khona, ngakho-ke kubalulekile ukuxwayisa omakhelwane ngoba kungenzeka kuzingelwe lo galatshane kuze kufikele nasengxenyeni yabo yamapulazi. Qinisekisa ukusebenzisa ochwepheshe abasebenza nezinja eziqeqeshile ukuba zikhuphe nje izingulube lezi kanye nezinye izilwane eziwuhlupho, hhayi nje zonke izilwane ezizihogelayo nezizibonayo.

Enye indlela esetshenziswayo noma ithatha isikhathi nje, ukuthiya. Kuthathwa impuphu emuncu ibekwe endaweni eyodwa nsuku zonke isikhathi eside kuze kufinyelele esikhathini lapho izingulube ziphuma ebusuku njalo. Lapho-ke seziza njalo, usungafuna indawo lapho ungacasha khona uzilinde ukuze ubhekane nazo. Qinisekisa ukukwenza lokhu konke usendaweni efihlekile lapho ungeke wabonakala noma wanukwa khona.

Zonke izindlela ezisetshenziswayo ukulawula lezi zilwanyana eziyinkinga kumele zenziwe ngokukhulu ukucophelela! Cabanga njalo ngemiphumela yemisebenzi yakho. Iningi lezilwane ezimsulwa ziyafa ngenxa yokutshenziswa konoxhaka ngendlela engafanele. Khumbula njalo ukuthi isidalwa nesidalwa sinendima yaso ebalulekile ku-ekhosistimu, uma nje esisodwa sisuswa ku-zolimala nalezi ezinye.

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## Unganqamleli uma kuza ekuqongeleleni ummbila wakho

- **Amasilo** – ungagcina ummbila wakho kumasilo ahlanganyelwe noma epulazini lakho uma unalo isilo. Le ndlela idla kakhulu ephaketheni kepha ubuhle bayo ukuthi umnini silo nguyena obhekana nezinkinga kanye nobungozi. Yibona abanesibophezelo sokunakekela izinhlamvu zakho bese bezibuyisa zisesimani esihle uma isikhathi sifika.
- **Izikhwama zamasilu** – lena yindlela eshibhile kunamasilo enjwayelo. Kepha noma kunjalo iyabaza ngoba lezi zikhwama zimele ukusetshenziswa kanye nje kuphela. Ngakho-ke isebenza nje kuphela uma kuzoqongelelwa amathani ayi-100 ngesikhathi.
- **Ngobuningi** – uma indawo ikhona phansi eshedi yakho, ungawugcina phansi ummbila ungaboshiwe. Le ndlela yona yinhle ngoba ilawuleka kalula, ikakhulukazi uma unebhobosa eliphathekayo. Lona lenza kube lula ukuhlolola izinto ezifana nezinambuzane ezinobungozi esibala kuzo imbovane yommbila yona enobungozi kakhulu emmbileni oqongeleliwe.

### Khumbula

Kunezinto ezimbalwa ezibalulekile okumele uzigcine engqondweni uma uqongelela ummbila epulazini lakho.

Okokuqala nje kumele nakanjani ubheke umswakama wezinhlamvu. Ummbila ungagcinwa ngokuphepha ngaphansi kuka-14%, noma ku-15% kepha ngaphezu lwalokho kuba nobungozi bokukhunta kanye nokusha ngaphakathi.

Ukuhlanzeka ngenye yezinto ezibaluleke kakhulu. Indawo leyo yokuqongelela kumele ihlale ihlanzekile, ithunqiselwe futhi ukuze kubulawe amaqanda ezimbovane angabe asalele ngesizini edlule. Ubuthi obujwayelekile futhi obuvamile yi *Quickphos* noma i *Phostoxine*. Iza ngesimo sephilisi okumele lilahlelwe phezu kwezikhwama ngaphambi kokuba zivalwe ngeseyili elingenazimbobo noma imihuzuko. I *Phostoxine* yona ikhipha igesi ethi uma ihlangane ne-oksijini, ngoba nakhu isinda ngaphezu komoya, bese iya phansi ingenelela emmbileni lowo. Qinisekisa ukuthi wenza konke okufanele ngaphambi kokuba usebenzise lobu buthi, okungukugqoka amagilavu kanye nemaski futhi ugeze nezandla zakho, uphinde uqinisekise nokuthi ivaleke ngqi ukuze kungabi nokuvuza kwegesi.

Ukuze uthole umvuzo omuhle ngokuqongelela kumele wenze konke ngendlela efanele unganqamuleli. Uma ungakwazi ukusebenzisa izindlela zokuqongelela kanti futhi ufinyelele nasezimakethe ngesikhathi esifanele wena, ibhizinisi lakho lizoba namandla okuthola inzuzo enhle.

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# I Grain SA i-inthavyuwa... u Patricia Ntombi Maphosa

**UNkk Maphosa kanye nendodana yakhe uPhillimon babambe induku abayisebenzisela ukukala ubude bommbila oluhlaza iSC701 le eBarberton esifundeni saseMpumalanga.**

**U** Patricia Ntombi Maphosa umfama osebenza ngokuzimisela nonesasasa. Uqhamuka endaweni yaseBarberton esifundeni saseMpumalanga. Akalimi nje kuphela ummbila kanye nemifino, kepha ubuye adale amathuba emisebenzi ngoba naku phela uqasha laba abangasebenzi, futhi ufisa ukuba ngokuzayo adayise imikhiziqo yakhe ezimakethe zangaphandle.

## Ulima kuphi kanti futhi mangaki amahektha owalimayo? Ulima ngani na?

Nginesizinda esincane eBarberton. Okwamanje ngilima emhlabeni ongamahektha ayi-10. Ngilima ummbila emhlabeni owomile kanye nalowo oniselwayo, Kuhektha elilodwa ngitshale ummbila oluhlaza bese kuthi kumahektha amanye ayisithupha ngitshale ummbila omila emhlabeni owomile. Kulamanye amahektha amabili omhlabane ngitshale imifino efana nebhithrudi, isipinashi kanye neklabishi. Ngijikelezisa ummbila ngobhontshisi owomile.

## Ngabe yini ekugqugquzelayo/ ekunika uqgozi?

Ngibe nomdlandla wokuba umfama ngoba ngikhule ngilima esivandeni sasekhaya. Besitshala imifino efana notamatisi, u-anyanisi, ibhithrudi, njll. Ngiye ngasebenza futhi iminyaka emine epulazini laseKaapmuiden eMpumalanga. Lapho besitshala umoba, amagilebhis, amawolintshi kanye nophopho. Ezinye zalezi zithelo bezidayiswa ezimaketheni zangaphandle bese kuthi ezinye zidayiselwe izimakethe zaseGoli.

Esinye futhi isizathu esingiqgquzele ukuba ngiqale ukulima ngokwami yingoba benginesifiso sokudala amathuba omsebenzi ngenzela labo abangenamisebenzi.

## Chaza amandla kanye nobuthakathaka bakho

**Amandla:** Umyeni wami ungumfama oneminyaka yolwazi kanti futhi sisebenza soba-

bili ngokubambisana. Sinemakethe esidayisa kuyona umkhiziqo wethu. Ummbila lona oluhlaza uthengwa khona lapha epulazini. Senza inzuzo enhle emkhiziqweni wale hektha elilodwa lommbila oluhlaza; imali engalinganiselwa ku-R30 000 ihektha ngalinye.

Sinetraki yeDuetz 65 kanye neyeFord 83. Nginebhaki futhi yakwaToyota ethengwe ngenalimisiyenze lapha epulazini. Konke osekungisize ukuba ngilime ngendlela efanele ngiqeqeshwe ngabakwaGrain SA.

**Ubuthakathaka:** Okwamanje ngentula ama-implement asetshenziselwa ukudiska. Ngisebenzisa amathaya amadala engiwadonsa ngetraki ukuze ngiqaqe umhlabathi. Anginaloke futhi neshedi lokugcina isivuno sami.

Ipulazi lethu lincane kanti sifuna ukulikhulisa ngokuba senze indawo kule sikhala esiseceleni nepulazi lethu engasetshenziswa muntu. Amanzi nawo awaneli okuholele ekutheni sidrile imigodi emibili yamanzi. Ngeshwa leyo migodi ayisasebenzi.

## Ngabe sasingakanani isivuno sakho ngenkathi uqala ukulima? Singakanani isivuno sakho manje?

Ngenkathi ngiqala ukulima ngangivuna ngaphansi nje kwethani eli-1 lommbila ihektha ngalinye. Manje sengivuna amathani ama-4 ihektha ngalinye emhlabeni owomile kanye nesilinganiso samathani ayi-7 ommbila oluhlaza ihektha ngalinye.

## Ucabanga ukuthi ngabe yini ebe nomthelela omkhulu kunqubekelaphambili yakho kanye nesasasa lakho?

Owona mthelela omkhulu enqubekeleniphambili kanye nesasasa lami ngumyeni wami. Siyasebenzisana kanti futhi ngoba nangu unolwazi lweminyaka ekulimeni kanye neziqo kwezolimo, nguyena umqeqeshi wami futhi uzimisele njalo nokungisiza.

Ngqeqesho nayo engiyithole kwaGrain SA inomthelela omkhulu enqubekeleniphambili kanye nakusasasa lami. Bengivame futhi-ke nokuba yingxenye yemihlangano yamaqembu okufunda. Izinsuku zamafama endaweni kanye nawekshophu kaGrain SA endaweni yangakithi nazo zisize kakhulu.



## Ngabe ngeyiphu ingqeqesho oyitholile kuze kube yimanje? Ungathanda ukuqhubeka uqeqeshelwe ini na?

Ngihambe amakhosi oMnyango weZolimo ngokukhiziqwa kwemifino. Ngihambe futhi amakhosi akwaGrain SA afana neSingeniso ekuKhiziqweni koMmbila, Ukulimela Inzuzo kanye nokuPhathwa Kwetraki.

## Uzibona ukuphi eminyakeni emihlanu ezayo? Yintoni na ongathanda ukuyifinyelela?

Eminyakeni emihlanu ezayo ngingathanda ukuba ngumnini wepulazi elikhulu noma ngokhulise leli enginalo. Ngingathanda ukuba ngumnini futhi wamatraki anama-implement awo asesimeni esihle sokusebenza. Yisifiso sami futhi ukuba ngiqashe izisebenzi ezilinganiselwa ku-±20 ngidale amathuba omsebenzi kulabo abangenawo. Ngingathanda futhi nokudayisa imikhiziqo yami emazweni angaphandle ukuze ngenze inzuzo ethe xaxa.

## Ngesiphi iseluleko ongasinika amafama amancane asafufusa?

Iseluleko sami kumafama amancane nasafufusa ukuthi uma befisa ukulima, kumele bawuthande ngeqiniso lo msebenzi. Uma ulima nje ungenalo uthando lalo msebenzi ngeke waphumelela nhlobo. Ungayekeli abantu bakwenzele umsebenzi, kepha kumele uzenzele. Kumele futhi bathole amakhono afanele ngokuhambela amakhosi, amawekshophu kanye nemicimbi yezinsuku zamafama. Akumele babheke ukuceba masinya kepha kumele babenzelele futhi balinde kuze kube ibhizinisi labo likhulile futhi liyakwazi noku-zimela.

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# Ngabe ngamaphi amathuba okumaketha ummbila wami na?

**P**hambilini ukudayisa ummbila kwakuyinto elula nje. Umfama ubekhiqiza isilimo sommbila bese esihambisa kuco-operative yangasendaweni. Usezokhokhelwa-ke inani elisemthethweni ngomkhiqizo wakhe. Ico-operative yona-ke isizosebenza ukudayisa lo mmbila kubathengi kuzo zonke izimboni.

Namuhla izinto sezishintshile, umncintiswano usumkhulu kakhulu. Amaco-operatives asenendima ayidlalayo, kanti futhi asalawula iphesenti elikhulu lezinhlamvu zembali lena. Umehluko-ke wona ukuthi namhlanje amafama nawo aseyakwazi ukufinyelela izimakethe ngenxa yobuchwepheshe banamuhla, ngakho-ke angazimakethela ummbila wawo kalula edayisela abathengi abahlukene ngenhloso yokuthola elona nani eligculisayo.

## Ngingawumaketha kuphi ummbila wami?

Uma sicabanga ngalo mbuzo kumele sibheke izinto ezifana nokusetshenziswa kommbila: usetshenziswa ngubani, usetshenziswa njani, usetshenziswa kuphi, njll? Ummbila ungamakethwa kumaco-operatives amaningi ezinhlamvu. Lapha eNingizimu Afrika amaco-operatives ahamba phambili yiNWK, SENWES, SUIDWES, TWK, AFGRI kanye neGWK. Kanti-ke baningi nabanye abathengi bangasese ongabadayisela umkhiqizo wakho. Kubo kungabalwa izinkampani ezigayayo, izinkampani ezikhiqiza ukudla kwemfuyo, izindawo ezifuye izingulube, amapulazi ezinkukhu kanye nabadayisi basemgwaqeni abancane. Lesi yisinqumo okumele senziwe kanti futhi sibaluleke kakhulu. Kanti futhi nazo zonke izimakethe kumele zibhekwe ngokukhulu ukucophelela.

Nakhu okumbalwa ongacabanga ngakho uma wenza isinqumo sokudayisa ummbila wakho.

1. **Ubuduze bendawo** – kumele kutholwe izimakethe eziseduze ngenxa yezindleko zokuthutha impahla.
2. **Inani** – kumele sithi ukuhlola izimakethe sibheke ukuthi ngubani okhokha kangcono. Noma ngabe inani lezimakethe limisiwe kulandela iSAFEX kusekhona abathengi abazimisele ukukhokha inani elithe xaxa bekhokhela ikhwalithi.
3. **Umkhiqizo** – ngaphambi kokutshala isilimo sommbila kumele sibheke ukuthi ngemiphi imikhiqizo efunwa kakhulu ngabathengi endaweni yangakini. Mhlawumbe



Umfama eshintshisana ngommbila ngenhloso yokuthola impuphu.



Ummbila uhanjiswa lapho ugaywa khona.

*Ithimba labahleli*

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## Ngabe ngamaphi amathuba okumaketha ummbila wami na?



*Umbila uhanjiswa lapho ugaywa khona.*



*La mafama athatha ithuba lokufunda iPula/Imvula ngenkathi besalinde impuphu.*

kukhona indawo ekhiqiza ukudla kwemfuyo engakuthokozela ukuthenga ummbila ophuzi kuwena. Noma-ke mhlawumbe kukhona indawo yokugaya ummbila endaweni yangakini yona engawuthokozela ummbila wakho omhlophe. Ziningi izinto ezibalulekile okumele uzicabange ngaphambi kokwenza isinqumo. Ithehnoloji isiyingxenywe enkulu ekudayisweni kombila namhlanje, kanti futhi isetshenziswa ngezindlela eziningi ezihlukene. Evamile yona ukudayiswa kanye nokuthengwa kwezinhlamvu kusetshenziswa iSouth African Futures exchange market (SAFEX). Ukwenza lokhu kumele uthole usizo lomdayisi owazi inkambiso yezimakethe, ongakweluleka ngokumele ukwenze. Iningi labadayisi lingatholakala

ngananoma ngeyiphi inkampani ehweba ngezinhlamvu.

Umfama angasebenzisa iSAFEX ukuze akwazi ukuhlola izimakethe bese evikela inani azodayisa ngalo ummbila wakhe ukuze azivikele ekwehleni kwamanani ngakusasa. Ukwenza lokhu umfama uzothenga amathuba ebuy noma iputt wona azowasebenzisa ukubeka inani eliphansi lommbila wakhe. Uma kwenzeka inani lommbila libe phansi kanti nomfama naye uthukile ukuthi lizokhuphuka, uzothenga ithuba lecall. Uma inani lona liphezulu kanti umfama yena unokwesaba ukuthi lingahle lehle, yena-ke uzothenga ithuba likaputt. Ukuhweba ngezinhlamvu usebenzisa iSAFEX kungakudida okuyikho okwenza kube ngukuhlakanipha ukusebenzisa izinsiza zomdayisi. Kepha-ke uma usunalo ikhono lokukwenza lokhu, kuzoba kuhle ngoba kuzokuvikela ezikhathini ezibucayi kakhulu.

Izinhlamvu ozikhizayo ziyimpilo yakho, ngakho-ke kubalulekile ukuba wenze izinzame zokuzimaketha ngendlela efanele. Sebenzisa zonke izinsiza ezikhona ukuze uthole umthengi ozokhokha inani elizokugculisa okusho inzuzo enhle emsebenzini wakho. Ungamane udayise umkhizayo wakho kumthengi omthola kuqala. Uma nje unestratheji esihle sokumaketha ungakwazi ukwandisa inzuzo yakho kanti futhi wakhe nobuhlobo obuhle obungase bukusebenzele kusasa.

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