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## Yenza isicwangciso sokuthengisa umbona



**A**balimi abaninzi ngamachule amakhulu okupuhlisa izicwangciso zexesha elizayo lokulima izityalo zabo. Benza izicwangciso-cebo zokukhetha imbewu, ezokutshabalala ukhula, iinkqubo zokufaka izichumiso kwaye bazi kakuhle ukuba baza kukhetha ukuhlakula okanye ukulima ngaphandle kokuhlakula. Ngalo lonke ixesha lokukhulisa izityalo abalimi bazibek'esweni izityalo zabo ngokunjalo balungelelanise izicwangciso zabo ngokweemeko ezifana nohlaselo olungalindelekanga Iwezinambuzane okanye iimvula ezina emva kwexesha. Ngokunjalo, njengenxene yokwenza izicwangciso-cebo zefama zonyaka, abalimi mabasoloko bezikhumbula iintengiso – zakweli lizwe nezakwamanye amazwe.

Isixwangciso esifanelekileyo sokuthengisa iinkozo sifuna ukuba umlimi makabale ixabiso agqalisele kulo – ixabiso eliyifanileyo inkxamleko eyenziwayo nemingcipheko ekuquityiswana nayo. Oku kuthetha ukuhlangabezana neendleko nokufumana iinzuso kungenjalo kuya kuba kudlalwa ngexesha. Makufunyaniswe izicwangciso-cebo zokuthengisa ezahluka-hlkileyo ukuze kufikelelwé kumaxabiso ekujoliswe kuwo. Oku kunokwenziwa ngeendlela ezininzi ezahluka-hlkileyo okanye kugqaliselwe kumthengi omnye, kodwa maybe ziindlela ezinokuguqu-guqulwa nezimane ziphengululwa. Ngelishwa, okuhelelekileyo kukuba umlimi anyanzeleke ukuba athengise nangeliphi ixabiso anokulifumana kuba efuna ukuhlawula amatyala akhe; kanti indlela ephucukileyo kukuba umlimi aziqhelanise neemeko

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## Yenza isicwangciso sokuthengisa umbona

### UNKONO UJANE UTHI...

**K**ubonakala ngathi aphinde akhona amathontsana emvula akhoyo apha naphaya – kwaye kukho abantu abawelwe ngumqa esandleni kanti akubanga njalo kwabanye. Kuba nzima ukuyinyamezela le meko xa umntu engekho kwicala lethamsanqa! Kodwa ke akukho nto ingagqithyo, thina masikholelw ekuben'i 'isiqhelo' sokuna kweemvula siza kubuya kungekudala.

Kutshanje, ndikhe ndaqubisana nombuzo othile malunga nendlela yokuziphatha – kubonakala ngathi xa abantu becinga ukuba 'abazi kubanjwa' abathembeki. Le meko ayithandeki kwaphela. Thina sonke akufuneki siphulukane nengqiqo enesidima nakanye – ilizwi lam liliizwi lam kwaye ayikho enye indlela elinokuguquka ngayo. Mhlawumbi le ngxoxo iyanimangalisa.

Abalimi abanirni basebenzisa imali ebolekiwego ukuze bakwazi ukulima – bayiboleka kumashishini axhobisa ezolimo okanye kwibhanki yorhwebo nokuba kuseLand Bank. Isityalo esisemhlabeni sinjengesibambo semali-mboleko, kanti kaninzi iinkampani ze-inshorensi ziyabandakanyeka ukuze kuqinisekiswe ukuba ingeniso iya kufumaneka nokuba iimeko zemozulu zingabangela ukusilela kwesityalo. Umlimi ulindeleke ukuba alihlawule ityala lakha xa evuna isityalo sakhe. Kuxa selesihlawule isixa-mali asiboleki-leyo, aphi anokusala nenzozo kwisityalo asivunileyo.

Iziko elibolekisayo, abacebisi ngokunjalo nabalimi bayathanda ukusazi isivuno abanokusilindela kwisityalo esilinyiweyo ngoko ke basoloko besenza iingqikelelo zabo rhoqq. Ezi ngqikelelo zichaneke nciam – kanti iinkampami zee-inshorensi zezityalo ziziincutse zokwenza ezi ngqikelelo kwaye azifane ziphazame.

Ukuba isityalo esisentsimini siqikelewa kwiiton ezi-4 ngehektare nganye, aze umlimi anikele ngeeton ezi-3 ngehektare nganye, kucaca kuye wonke umntu obandakanyekayo ukuba ezinye iinkozo zisiwe kwenye indawo. Ndilusizi ukutsho ukuba lo mkhwa sowuxhaphakile – abalimi basa inxenyee yeenkozo kwiziko elibboleke imali, ukuze ezinye bazise kwezinye iindawo aphi bathengisa khona ezo nkozo ngenjongo yokufumana imali esesandleni. Ngolwimi oluvakalayo – BUBUQHETSEBA OBO. Oku kwenzia ngeendlela ezinanzi – abanye basa ukutya kwabo kwesinye isisele okanye kwelinye ilitye, naxa abanye bekusa ukutya kwisisele sesiqhelo bajika baphosise ngelithi eso sityalo sesomnye umntu.

Ngelishwa, ezi nkukcacha zikhola ukuvela nge-lyne iexsha, ngoko ke abantu bagqibela ngokwazi ukuba abalimi abananyani. Lo mkhwa unesiphumo esibi kumathuba abo okuphinda bafumane ezinye iimali-mboleko nakweliphi iziko. Ndiyakucela ukuba xa wena mlimi ufunu imali kangangoko – thetha neziko elibolekisayo phambi kokulingeka ukuba ude wenze ubuqhetseba – khumbula ukuba igama lakho lixabiske ngaphezu kwayo yonke enye intlo!



zeentengiso ngokunjalo alinde ixabiso alinqwenelayo.

#### Imibandela enefuthe kwisicwangciso sokuthengisa

Mine imibandela ephambili enefuthe kwisicwangciso sokuthengisa:

#### Izimvo zabantu ngabanye ngokuthengisa

Ngaba uziva udandatheka emphefumlweni xa ubukele ukuguqu-guquka kwamaxabiso imihla

ngemihla ube wena uzama ukufumana elona xabiso liphezulu lonyaka? Ngaba uye ukhathazwe yingcinga yokungalfumani ixabiso elilelona liphezulu lexesa lonyaka? Ngaba ufaka igalelo elikhulu kulawulo Iwemingcipheko kwaye ujolisa kugqaliselo Iwethuba elide olufaka inzozo? Ngaba unalo ulwazi lokuba leliphi kanye-kanye ixabiso elinokufikelela kwiindleko?

#### Izidingo zemali zeshishini

Chonga iindleko zokulima uze uquke iindleko zakho zokuziphilisa wandule ukufumanisa imali ofanele ukuyifumana xa uthelekisa neendleko zokulima. Fumanisa imingcipheko kwaye wazi nokuba lungakanani uxenzelelo Iwemali olunokuthwalwa lishishini lakho kodwa lingatshoni.

#### Imifuziselo yamaxabiso ngokwamaxhesa onyaka

Qonda ukuba ngawaphi amaxabiso afumana ifuthe – kweli lizwe nakwihlabathi umzekelo, ixesha lokuna kwemvula eMelika liyichaphazela njani imimandla yentengiso yaseMzantsi Afrika?

#### Inkangeleko yamaxabiso angoku

Umandla wentengiso usoloko utsala umda njengoko usalatha inkangeleko yamaxabiso kodwa oko akunakuthenja nciam. Xa amaxabiso eqikelelwa lisekude ixesha elizayo, asenokuphinda ajika-jikwe. Yenza isicwangciso sokuthengisa isahlulo sesityalo sonyaka ngamnye ngokokubonakala kwemali yeshishini nokuba injani inkangeleko yamaxabiso angoku.

Iziphumo zakuba 'neziCwangciso zo-kuThengisa', kukuba:

- Unomkhomba-ndlela ophuhliseweo ocha-za iinjongo zakho ezingqalileyo kunye ne-zinto onqwenela ukuziphumeza;

- Uxhotiyiswe ngamandla okwenza isigqibo esibalaseleyo sokuthengisa nokuba kwenzeza ntoni kumaxabiso ethubeni; kananjalo
- Ukufumanise ngokucacileyo okunokwenzenka (imincipheko) nonako ukukuthwala.

### **Yintoni enefuthe kwimifuziseloyokuthengiswa kombona?**

Iliqela imibandela enefuthe kwintengiso yombona:

#### **Ixesha lonyaka**

Umbona ufumaneka lula eMzantsi Afrika – nokuba asibangasihle isivuno – oko kuthetha ukuba abathengisi abade baye kude ukuya kufuna umbona abawudingayo. Abalimi ke ngoko banyanzeleka ukuba bakhuphisane ngamaxabiso amahle kanti abo bahlala kwiindawo ezikude baba neengxaki zokuthengisa izityalo zabo.

#### **Lindawo zezibonelelo zothutho**

Amathuba okuthengisa umbona kubalimi abahlala kwiindawo ezikufutshane kumaziko amakhulu okanye ngasezindleleni ezinkulu akabi nazingxaki zingako kunabo bahlala kwimimandla ekude efana nasethambekeni leeNtaba zaseDrakensberg. UVictor Mahlinza ufama ngase-Estcourt KwaZulu-Natal kwaye uthi naxa abalimi besiya ngokomelela ngeendlela ezininzi basajongene nemingeni ngexesha lokuvuna kuba azikho izisele zokugcina isityalo sabo ngoko ke iinkozo zabo bazilayisha ezinqweleni ezhamba kwiindlela ezimbi ukuya kwimimandla yentengiso. Umjelo wabo wokuthengisa unemingeni eminanzi eyenza kuge nzima ukuba bafumane amaxabiso amahle kwimimandla yentengiso.

#### **Ubukho beendawo zokuthengisela**

Ummandla wentengiso yeenkozo zethu wonganayelwe liqela elisentloko elaziwa ngokuba yi-SAFEX (South African Futures Exchange) efana

neqonga lokuthenga nokuthengisa. Kukho ubuchwepheshe obufunekayo bokuhuba ezi ntengiselwano ngempumelelo, ngoko ke isiphumo siba kukuba abalimi abaninzi baxhomekeka kwiirhente ezbabhokelayo okanye ezbenzela intengiso. Abalimi bacetyiswa ukuba bazame ukuyiqonda indlela esebeanza ngayo iSAFEX. Umlimi ngamnye makaqiniseke ukuba iarhente ayisebenzisayo izimisele ukumncedisa kwaye iya zama ukufumana elona xabiso lihle linokufumaneka ngoko ke kufuneka ukuba asoloko ethetha nearhente yakhe.

#### **Iindleko zothutho**

Kubalulekile ukuba abalimi abathengisa umbona wabo kwakweli lizwe bazazi iindleko zothutho.

Iindleko zothutho zifumaneka ngokuthutha iinkozo zakho ukusuka kwifama yakho ukuya kwindawo esesizikithini sokuthengiswa kweenkozo eRandfontein eGauteng ngoko ke iSAFEX ixhuzula ezo ndleko. Ukuba lishishini leli lizwe elithenge iinkozo eRandfontein eGauteng nalo liya kuzihlawula ezo ndleko zothutho. Abathengisi mabayiqonde into yokuba luvumelekile uthetha-thethwano malunga nomba weendleko zothutho kwaye kungabewiana ngeendleko. Ulwazi sisixhobo esinamandla kwinkqubo yothetha-thethwano.

#### **Ubukhulu besivuno**

Xa kukho isithonga sesivuno, abathengi bakhetha ngaphandle kokuxhalaba ngoko ke amaxabiso ehla lula kuze oko kuchaphazele amazinga enzuso yomsebenzi wefama. Imveliso eninzi ngokuthe chatha iyawathoba amaxabiso kakade ize igqibele ngokungabi nanzuso inkqubo yokulinywa kombona. Yiloo nto abalimi kufuneka becingele phambili kwaye baziungiselele iikhontrakthi zexesha elizayo malunga neSAFEX okanye namashishini eli lizwe. Akuncedi ukulima umbona ongaphezu



**“** *Into exhosa ithamsanya ngumkhwa wokugada amathuba nokudibaniisa uthando lwengombolo nengqondo ebona izinto ezizayo.”*

kunalowo unokuwusebenzisa xa ungekayazi indawo onokuwuthengisa kuyo.

Banini ababelana ngegunya abakuthanda-buzayo ukufuna ukuthengisela amazwe angaphandle. Minyaka le, uMzantsi Afrika ulima umbona othe chatha kunalowo siwusebenzisa kweli lizwe, nkqu nakwiminyaka yembalela, ngoko ke sidinga ukuthengisela amanye amazwe okunokuqinisekiswa. Le ntengiso yangaphandle iya kulungelelanisa loo minyaka yemveliso ebigqithisele nebangele ukuthotywa kwamaxabiso ombona wethu. Amaxabiso azinzileyo axhobisa abalimi ngezicwangciso eziphucukileyo nangezigqibo ezinokuthenja malunga nesixa sombona abanokusilima ngexesha ngalinye lokulima. 

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# Ukutshatyalaliswa kweentlobo zokhula lweDatura emboneni kuthintelo lokungcoliseka kwembewu

Intlobo zeziyalo ezinetyhefu zeDatura zikhona kulo lonke ihlabathi kodwa zimbini iintlobo zeDatura eziphambili ezikhoyo eMzantsi Afrika. Zona zaziwa ngamagama azo esiLatini athi Datura ferox yeliva elikhulu, iapile okanye igqabi elikhulu elihlabayo kanti uhlolo oluqhelekileyo lweDatura stramonium lona laziwa njengeapile lameva okanye igqabi elihlabayo. Umahluko phakathi kwezi ntlobo "bubukhulu" okanye "bubuncinane", ngamanye amazwi, zahluka ngobukhulu bameva okanye beencam ezihlabayo kumalungu aphuhla iziqhamo nakhangeleka njengeebhola ezincinanee okanye "njengama-apile".

Ezi zityalo zaziwa njengemigqatswa ekhuphisana ngokuxhalabisayo nezityalo ezilinyiyeo ngokunjalo zikwanayo nengozi yokutyhefa izilwanyana nabantu. Phambi kokuba izisele zorhwebo nezisemthethweni zamkele nayiphi imbewu yesityalo kufuneka kuvavanywe isampulu

yembewu leyo. Nayiphi isampulu enembewu yohlobo lweDatura olunye okanye nangaphezulu kwiikhilogram eziyi-10 zembewu yombona, loo mbewu iya kukhatywa ngumlawuli wesisele kwaye ayinakusetyenziselwa na-yiphi intengiso eyiyenye.

Isityalo esinye nije kuphela esiphuhle ngokuphele-leyo sedatura kwihekture enye, esivunwe kune ne-mbewu yombona ngomatshini wokuvuna nokubhula, siyakwazi ukonakalisa wonke umthwalo.

## Inkcazelو

Ngokubanzi ezi zityalo zikhula zide zifikelele kubude obuphakathi kwe-1 m ne-1,5 m kwaye zipuhla iingcambu ezomelele kakhulu ezidzulela ezantsi nezikuphisana nezi-tyalo ngokufuma. Amaggabi angenaboya anemilo efana neyeqanda okanye aba made abe neekona kumabanga okuqala okukhula kwaye anebala eliqaqambleyo eliluhla-zza kumacala omabini. Amaggabi aphuhle ngokupheleleyo



Ilungu leziqhamo elikhule ngokuggibeleyo leent-lobo zombini libonisa ameva amancinane abukhali eDatura stramonium (iapile lameva eliqhelekileyo) kuneve nameva amakhulu eDatura ferox yeapile lameva amakhulu. Imbewu yazo zombini iyabonakala. Amalungu eziqhamo akholisa ukuqhekeka aze akhuphe imbewu esanamathele ezikhondweni. Amalungu eziqhamo aselekhule ngokuggibeleyo aboniswayo asusive ezikhondweni ukwenzela ukubonisa imeko.



IziThole zeDatura eziselula kwibanga lesine lamaggabi.



Isityalo esisakhulayo seApile lameva amakhulu (iintlobo zeDatura) phambi kokubumbeka kwamalungu athwala iziqhamo.





akhula ade afikelele kwi-20 cm ubude nakwi-20 cm ububanzi kwizikhondo ezinoboya.

Xa amaggabi ekrwelwe ziinyawo, zizandla, okanye zizixhobo zokulima kuphuma ivumba elitsarhayo nelibi kakhulu. Olu khula mhlawumbi lolona luchongeka lula kakhulu kolufumaneka emasimini ethu kanti igama lalo lesiqhelo lisichaza ngokucacileyo esi sityalo.

lintyatyambo ezikumila ngathi lixolongo nezinebala elibonakala ngokucacileyo elimhlophe okanye elisabumhlophe nezibude bungange 6 cm zikhula kwindawo ezininzi kwizikhondo zesityalo. llungu eliphawuleka ngokukhula kwezihamo lipuhula emva komvumvuzelo kanti linokukhula lide libe nobubanzi be-4 cm kwaye ligqunywe ngameva awomeleleyo andlaleke kubo bonke ubukhulu bomphezulu walo. llungu elintsundu ngebala elipuhula iziqhamo liyaqhekeka lakuvuthwa ukuze livumele imbewu ekumila kufana nokwentso emcaba enobude obumalunga ne-3,5 mm ukuya kwi-4 mm nelinaba phantsi kwesityalo esimileyo.

#### **Ukubaluleka kolimo**

Esi sityalo singumgqatswa owomelele kakhulu okhuphisana nazo zonke izityalo eziyiniweyo kuqukwa nombona. Ukuba olu khula alutshataliswa kwangoko xa lubonwa okokuqala luze luyekwe lukhule ngokupheleleyo, lunganako ukutshatshela entsimini kumaxesha ambalwa onyaka.

Sonke siwabonile amasimi apho izilwanyana zixakwa kukuhamba-hamba zisitya iintsalela zombona. Kumaxesha embalela xa izilwanyana zitye ezo zithole ziselula ziyatyhefeka. Kaloku isityalo siphela, ngakumbi imbewu, sinetyhefу.

Imbewu yolu khula iholisa ukubeka nesampulu yembewu yombona kumqomo wesixhobo sokuvuna xa kuvunwa isityalo ngomatshini. Akululanga ukwahlukanisa le mbewu kwiinkozo zombona kwisixokelelwano sokuhluza sikamatshini. Xa lulubi uhlaselo lwembewu kufuneka isihlizi esihamba sodwa esiggojowze imingxuma engange-2,5 mm ne-5 mm ukuze kuhluze imbewu yedatura phambi kokuba isiwe kwizisele ezisetyenziselwa urhwebo. Kanti imbewu inokuhluza ngaphezu kwakanye ukuze kutshataliswe yonke imbewu yedatura kwisampulu.

#### **Imiqondiso yokutyhefeka**

Izilwanyana kunye nabantu bayatyhefeka ngokushiya-shiyana xa betye nayipi indawo yesi sityalo okanye imbewu yaso. Kodwa inkoliso yoku kutyhefeka ayibulali.

I-1 mg enye kuphela yale tyhefу emntwi ni omdala inako ukwenza ukuphazamiseka kwengqondo njengoko umchiza okuyo ukwazi ukunqanda ukusebenza kwemithambo yoluvo ebuchotsheni naleyo ilawula izihlunu.

Xa abantu bencothula izityalo ezincinane endaweni yesipinatshi okanye "imifino" mabaqiniseke ukuba abadibani nokhula lwedatura oluselula. Le mbewu isenokutyiwa nangabantwana abancinane ekunokwenzeka ukuba baphulu kane nobomi babo. Kungakuhle xa abantwana

bakho benokukwazi ukuyichonga le mbewu nezityalo zayo besebancinanе.

Imiqondiso yokutyhefeka ezilwanyaneni ikuqungangcazela kwezihlunu, ubundlongondongo nodlamko olugqithiseleyo. Izilwanyana ezitye ezi zityalo nokuba yimbewo yazo ziyaphazamiseka kumjelo wazo wokucolwa kokutya kwaye ziba neentlungu eziqheleke emahashini kumazantis esisu. Xa ungaqinisekanga zidibanise nogqirha wezilwanyana kwangoko xa izilwanyana zakho zisenza izinto ezingaqhelekanga.

#### **Ukutshataliswa kokhula lwedatura**

Kufuneka olu khula lutshataliswe kwangoko lakubonwa okokuqala emasimini alinyiweyo nasemhlabeni ongaselwandle okanye kwiifama mhlawumbi ngokwemba, ngokuncothula okanye ngokuhlakula ngamagaba. Izithole nezityalo ezingekabi nembewu kuzo zinokongezwa kwinifumba yekhomposi apho ityhefу yazo inokucunyawa khona.

Nangona kunjalo, kubaluleke kakhulu ukuba izityalo eseziqebewu zingcwatywe nzulu kuneesentimtha eziyi-60 kanti into ebhetele kukuzitshisa. Izandla ebezichukumise izityalo eziqheleke nembewu kuzo zinokongezwa kwinifumba yekhomposi apho ityhefу yazo inokucunyawa khona.

Emasimini alinyiweyo ukhula olubanzi lunokutshataliswe ngemichiza eziqheleke nembewu kuzo zinokongezwa kwinifumba yekhomposi apho ityhefу yazo inokucunyawa khona. Izityalo eziqheleke nembewu kuzo zinokongezwa kwinifumba yekhomposi apho ityhefу yazo inokucunyawa khona.

Ukuba kubonakala naziphi izityalo eziqheleke nembewu kuzo zinokongezwa kwinifumba yekhomposi apho ityhefу yazo inokucunyawa khona.

Ukutshataliswa kokhula lwedatura emboneni phambi nasemva kokuhluma kweziqheleke nembewu kuzo zinokongezwa kwinifumba yekhomposi apho ityhefу yazo inokucunyawa khona.

Izityalo ezsakhulayo zinokutshataliswe ngempumelelo ngokutshiza ngeGlyphosate ejiyisiweyo ye-350 grams ngelitha nganye okanye phakathi kweelitha ezi-2 nezi-3 ngehektare nganye. Khumbula ukuba iGlyphosate asingomchiza okhethayo ngoko ke kungenzeka ukuba ubulale nezityalo ebekungajoliswanga kuzo.

#### **Elokuggibela**

Qiniseka ukuba uyakwazi ukuchonga idatura emasimini akho ukuze ukhawuleze ulunqande kwangoko naluphi uhlaselo olunokubakho.

*Inqaku linikelwe ngumlimi othathe umhlalaphantsi.*



# Isifo seSCLEROTINIA sobutyheli nokubuna koojongilanga nakwiimbotyi zesoya



Usulelo IweSclerotinia lufikelela kwintloko esaphuhlayo kajongilanga. (Photo: André Nel, ARC-GCI)

Izifo ezibangelwa ziintlobo zomngundo ze-Sclerotinia zichaphazela uluhlu olubanzi. Iwezityalo ezbabaluleke kurhwebo ezifana noojongilanga kunye neembotyi zesoya kulo lonke ihlabathi naseMzantsi Afrika. Izityalo ezingabamkeli abasentloko bezi ntsholongwane ziquka imidumba, oojongilanga, icanova inkoliso yemifuno, icuba, izityalo ezininzi ezidubula iiintyatyambo kunye nezo zamagaqa eziqhamo.

Isiphumo sisifo ekuthiwa "ngumngundo omhlophe" kodwa sinako ukusulela iindawo ezahluka-hlukileyo zezityalo apho sibonakala ngeendlela ezahluka-hluka kancinane kuhlobo ngalunye Iwesityalo. Esi-sifo sinokubangela umonakalo omkhulu nelahlekengeniso koojongilanga nakwiimbotyi zesoya.

Lo mngundo otshabalalisayo, novelisa izigidi zembewu yezipora, uyathanda ukukhula

nokwanda kwiimeko ezipholileyo nezifumileyo kodwa ukhona nakwiimeko zokuphilisana kwendalo ezahluka-hluge ngokubanzi.

## Imiqondiso neempawu kumjikelo wobomi

Intlobo zentsholongwane yomngundo zikhula ngokwamabanga nezimo eziliqela eziqaphelekeyo.

Uphawu lokuqala lomngundo omhlophe okanye umngundo we-sclerotinia lukholisa ukupapheleka kwiindawo ezingaphezelu zezityalo ezbethwa ngumoya. Le ntsholongwane ikhupha isikhondwana esimhlophe esinoboya esifana ne-seenkowane, ezi zikhondwana zeentsholongwane zomngundo ziba zide, kwaye iintsholongwane zomngundo zinwenwela kuwo onke amalungu esityalo ukuze zifumane izondlo.

Emva kwexesha xa sezidlulile kwibanga lokuqokelela izondlo izikhondwana ziyadibana

ukuze zenze izityalo ezincinane ekuthiwa zi-sclerotia ezivumela iintlobo zeeSclerotinia ukuba zikwazi ukuziphilela zodwa emhlabeni ngaphandle kwsesityalo esingumamkeli.

Intlobo zale ntsholongwane zithiywa amagama emva kokubumbeka komzimba. Intsholongwane ze-sclerotia zinexolo eliluhuni elimnyama kodwa elimhlophe sabumthubi ngaphakathi. Kunzima kakhulu ukuzahlukanisa nokuzichonga emhlabeni. Zikholisa ukuba nemilo engaggibekiyo kwaye zinobukhulu be-2 mm ukuya kwi-5 mm ngokobukhulu bobungqukuva ukufikelela kwi-25 mm kodwa ziakkwazi nokuba ncinane kangange-0,5 mm ukuya kwi-3 mm ngobude. Ezi ntsholongwane xa zinokuba ngaphantsi komaleko olinyiweyo womhlaba zinako ukuphila kwaye ziqhube ngokubangela usulelo zide zifikelele kwiminyaka emi-5.

Ngenxa yesi sizathu kubaluleke kakhulu ukuba nolwazi ngesi sifo ukuze kunqandwe nakuphi



*Ubunzima bomngundo weSclerotinia osulela intloko kajongilanga, buyiviselā phantsi emhlabeni.* (Photo: André Nel, ARC-GCI)



*Imiqondiso yokubola kwesikhondo sikajongilanga ibonisa isclerotia, ephuhla kwindawo ethambileyo yesikhondwana.* (Photo: André Nel, ARC-GCI)



*Umngundo ophuhla kwisclerotia kumphezelu womhlaba.* (Photo: FJ Kloppers Pannar Seed)

ukusasazeka kweentlobo zokusuleleka emasi-mini xa uzibhaqe phakathi kwezityalo ozilimleyo. Inkoliso yeentlobo zokusuleleka yenzeka ukusuka emhlabeni ukuya kwisityalo ayenzeki ukusuka kwisityalo ukuya kwesinye.

Intsholongwane ze-sclerotia zintshula ngeendlela eziliqela. Enye yeendlela zokuntshula kukumbuba ilungu elisabusiqhamo oku kwenkowane elibizwa ngokuba yi-apothecium. Aba singaziqhamo abangamaceba atsumtsum nabanebala banwenwa ukusuka kwi-sclerotina ukuya kumphezelu womhlaba apho bafika bande ngokuvelisa iispora ezibalelwā kumashumi ezigidi kwithuba leentsuku ezimbalwa. Ngethamsanqa iispora ezicacileyo nezingenabala ziphila kwiintsuku ezimbala emva kokuphumela ngaphandle xa zingafumenanga sityalo sifanelekileyo esinokuba ngumamkeli.

Ukuntshula okanye ukunwenwa kwentsholongwane kukholisa ukwenzenka ngokuhluma okungqalileyo kwemicu eyenza izikhondwana nesuka intshule ngenxa yokufuma okumfimfa kwisityalo ezingabamkeli. Le micu inwenwisa usule-leko Iwayo kwiindawo ezahluka-hlukileyo zesityalo ezifikelela emhlabeni.

Indlela yesithathu eyanda ngayo le ntsholongwane kukwandisa izikhondwana zayo okubangela isifo esisesona sixhalabisayo koojongilanga esibizwa ngokuba kukubuna kukajongilanga okanye kukubola kwesikhondo kwisiseko saso.

### Oojongilanga

Ezona ntlobo ziphambili zokusuleleka ezinokuchongwa koojongilanga zaziwa njengokubola okusesikhondweni nokubuna okubonakala kwisityalo kanye kwindawo esivela kuyo isikhondo ngaphezu komhlaba, kuggibe ngokubonakala ukubola okusentloko okukhokelela ekuboleni kwentloko kajongilanga okanye ukubola kukajongilanga ephelele nokuba lusuleleko olunzulu kwizikhondo. Izityalo ezisulelekileyo ziyabuna okanye ziphephethekiswe yimimoya emikhulu.

### limbotyi zesoya

Ukubola kwesikhondo okanye ukungunda okumhlophe okukwiimbotyi zesoya kwenziwa ziintlobo zentsholongwane yomngundo ze-sclerotinia sclerotiorum. Imiqondiso ikholisa ukungabonakali de izigqumathelo zezityalo zivale imiqolo ukuze oko

kubangele ukusibekela okufumileyo. Oku kucaca kakuhle ngexesha lokuna kweemvula ezinkulu kwiindawo ezilinywa libalele nakwezo kunkcenke-shwa kuzo iimboty zesoya.

Ukubuna kwamaggabi okulandelwa kukufa kwezityalo kukholisa ukuba ziimpawu zokusuleleka. Imicu yentsholongwane yomngundo iyakwazi ukubonakala ngaphantsi kwasigqumathelo kwimiqolo yesityalo kwizikhondo, emaggabini nakwimidumba. Izikhondo ezingundoqo ziba nemisikeko ngokunjalo namasebe asemacaleni kanti izikhondo zibonakala zimbatsile kwaye zikozekele xa se-luhambele phambili usuleleko. Intsholongwane ezinkulu ezimnyama ze-sclerotia ezahluka-hluka ngeemilo nangobukhulu ziba kwingxam yesikhondo ze imidumba ishwabane, kodwa ihlale isulelekile okanye endaweni yayo kubekho i-sclerotia esimnyama.

Ngelishwa xa kuvunwa isityalo kweli banga sukuba imbewu ingcoliswe ziintsholongwane.

### Ulawulo nokulwa utshaba

Awona manyathelo abalulekileyo okulwa utshaba kuthintelo lweentsholongwane koojongilanga nakwiimbotyi zesoya kukukhetha iintlobo ezi-kwaziyo ukumelana nokusuleleka, ukusetye-nziswa kweendlela ezithile zokulima (ezifana nokujikelezisa izityalo neenkozo ezincinane kune namadleo ukuze kunciphe ubuzaza bohlaselo lwentsholongwane) kune nokuthintela ukulima entsimini esulelekileyo. Kuphephe ukulima imbewu eyiheyakho ekunokwenzeka ukuba ivela emasi-mini asulelekileyo ngokunjalo qiniseka ngokuso-loko utshabalalisa nganonophelo naluphi ukhula lwanagqabi abanzi asuka abe ngabamkeli bezi ntsholongwane.

### Elokugqibela

Zifundise ukuzichonga iintlobo zosuleleko lwe-sclerotia kwizityalo zakho zoojongilanga neze-mbotyi zesoya ukuze uphumeze amanyathelo okulwa utshaba afanelekileyo ethuba elide. ☐



*Umzekelo wesifo seSclerotinia esikhondweni.*

*Inqaku linikelwe ngumlimi othathe umhlala-phantsi.*



# Ingxaki yobukho boqweqw lomhlaba ongaphezulu

## Oojongilanga bafuna ukukhathalelw a kakhulu ukususela kwixesha lokufakwa kwembewu emhlabeni!

M alunga noojongilanga, kungenzeka ukuba umlimi wenze konke okufanelekileyo ngononophelo ukususela kumalungiselelo omandlalo wembewu ukuya kubunzulu bokufakwa kwsityalo na-kumanani ezityalo kodwa kubaluleke kakhulu ukusoloko kuhkunjulwa ukuba izithole zikajongilanga zaziwa ngokuba buthathaka kakhulu ngexesha lokuhluma.

Ukuhluma kwezithole ngomnye wemibandela ebaluele kakhulu ekufumaniseni okona kuyondelela kwezityalo kuphezulu ukuze kufumaneke esona sivuno sininzi. Oyena nobangela uxaphakileyo wokuhluma okusilelayo bubukho boqweqwe lomhlaba ongaphezulu.

Umphezulu womhlaba ekutyalwe kuwo imbewu kajongilanga unako ukuba luqweqwe olungqingqwa nolungagqobhozekiyo nobangela ukuhluma okungalungelelananga kunye nezikhewu kwindawo elinyiweyo. Njengoko oojongilanga bekhola ukulinywa phakathi ehlyeni, sukuba kushushu kwaye inqabile imvula ngaphandle kwezichotho ezimana ukuthi gqolo. Amanzi axinga phakathi kweengqakumbana zomhlaba. Ukuba imvula egaleleke ngamandla

ilandelwe ziintsuku ezishushu ngakumbi isiphumo siba ngumhlaba ongathi ubhakwe eontini waza waba luqweqwe olungqingqwa olungaphezulu. Oojongilanga zizityalo ezikhula zomelele kodwa naxa kunjalo ziyoyiswa kukuggobhoza olu qweqwe ngokukhawuleza – ukuba zikwazile. Isiphumo siba kukuhluma okubambezelekayo okanye izikhewu ezsimeqolweni ezsabulunganana ngobukhulu.

Ngenxa yokwahluka kweentlobo zemihlaba, imihlaba iyashiya-shiyana ngokugangatheka kwayo nangokuba noqweqwe. Imihlaba ekrumkrum eludongwe ayibi nalo lula uqweqwe njengomhlaba oyisanti ukuya koluvunduvundu olunesanti. Omnye umbandela onefuthe kubukho boqweqwe sisixa esisemhlabeni seentsalela zezinto ebeziphila, xa ziziimfumba ezi ntsalela, akufane kwenzeke qweqwe lungako, kanti xa zimbalwa lunokuba ngqingqwa kakhulu olu qweqwe, kodwa kuphinde oko kube luncedo kubalimi abalima ngokungahlakuli.

Intsimi ekunokulindeleka ukuba ibe nomhlaba oluqweqwe olungaphezulu yintsimi eseyisetenzwe kabini nakathathu kulungiselelwa ukutyalwa imbewu ngokunjalo ube ngumhlaba othande ukucoleka.

Ndithe xa ndimbuza lo mlimi waseMntla Ntshona oselelime oojongilanga kwiminyaka eyi-20 kwimihlaba eyisanti ukuba uyisombulula njani yena ingxaki yokwenzeka koqweqw, wapendula engathandabuzi ngokuthi: “*ngeDuisendpoot, ngeduisendpoot, ngeduisendpoot!*”

Igama elithi ‘duisendpoot’ lisetyenziswa kakhulu kuwo wonke uMzantsi Afrika kodwa elona gama lichanekileyo *ngumatshini wokuhlakula ngokujikeleza*. Kubaluleke kakhulu ukuba esi senzo senziwe NGEXESHA ELICHANEKILEYO njengoko izithole ezincinane ezsahlumayo zikajongilanga zibuthathaka kakhulu kwaye ziseno-kwaphuka lula xa kusenziwa ‘iduisendpooting’ zisahluma.

### Ukubamba ixesha Iuloyiso

Njengoko kunjalo kwimisebenzi emininzi yokufama, ukubamba ixesha Iuloyiso! Umlimi kajongilanga unethutyanza elincinane lokuhlakula intsimi ngokujikeleza kuba kukho umngcipheko wokonakalisa izithole.

Umlimi kajongilanga ngamnye ufanele ukuhlola izityalo nokuba kukanye kusuku lwasithathu emva kokutyalala. Ngeli xesha oojongilanga bengkahlumi ukuze kunokuqinisekiswa ukuba

## UKULINYWA KUKAJONGILANGA

umhlaba ongaphezulu uyakhululeka kwaye kukwatshataliswa izithole zokhula eziya kuba zintshula kufutshane kumphezulu womhlaba xa kuthelekiswa nalapho iza kuba ikhona imbewu kajongilanga.

Izenzo ezilandelayo ziya kuba zezinemingci-phiko ngenene. Ukuba kwakhona ayini imvula, umjelo omnye usenokwanelu ukuze kubekho ukuntshula okufanelekileyo KODWA ukuba iyan-a kwakhona phambi kokuba intsimi yembewu ihlume ngokupheleleyo, ngoko ke kuya kufuneka ukuba ucinge ngomnye umjelo ukuze ukuqinise-kise ukuba zonke izithole zakho zihluma kakuhle.

Kukho umngcipheko kwisenzo sesibini kuba kubakho izithole ezintshulileyo kodwa ezinye zibe zingantshulanga ngokunjalo kubakho noqweqw-e ekufuneka luqhekezi! Nangona xa kuthethwa ngokubanzi emakhulu amandla kamatshini wo-kuhlakula ngokujikeleza xa ehamba ngamendu, isenzo esifanelekileyo ngeli thuba kukuqhube ngokucothisisa ukuqinisekisa ukuba isantya somqukuqelo womjelo asizembi izithole ezsenci-nane kwaye singazaphuli ezo sezihlumile.

Elinye icebiso kukuqhube nayiphi imisebenzi efanelekileyo kamatshini wokuhlakula ngoku-jikeleza emva kokuhluma kumaxesha asema kwemini afudumeleyo nanelanga – kwaye ngelo xesha umphezulu womhlaba womile. Oko kuya kwenza ukuba izityalo zoojongilanga zigobe lula okanye zibune kancinane ukuze isityalo singen-zakali kakhulu. Kungenzeka ube khona umonakalo kodwa unako ukucutheka xa inkqubo ibekw'esweni kakuhle. Enyanisweni, abanye abalimi badla ngokuyicingela ingekenzeki ilahle-ko enokubakho baze bawandise kangako amanani ezityalo abazilimayo. Umkhwa oqhelekileyo yilahleko engange 5% ngokuhlakula ngakunye okwenziweyo.

Umlimi makangasuki athumele umqhubi entsimini yakhe ukuba enze umsebenzi – la ngamanye amathuba abaluleke kakhulu apho umlimi afanele ukuyiqwalasela ngeliso elibukhali yonke inkqubo eyenziwayo!

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# Udliwano-ndlebe IwaseGrain SA... noTO Mdluli



Nkqubo yaseGrain SA yoPhuhliso ibinetheko lonyaka lokunikwa kwamabhaso ngo-mhla we-17 kuOkthobha ngo-2013, apho bekubalulwa khona imisebenzi ebalaseleyo – ngakumbi okaNsk uTO Mdluli, leyo yaba yimini angasayikuze ayilibale! Asikukho nokuba wabhengezwa njengoMlimi wonyaka womgangatho wokulimela ukuziphilisa waseGrain SA kuphela ngale mini inku, kodwa yayikwalusuku lokujika kobomi bakhe nenkqubo yakhe yokulima unaphakade.

UNsk TO Mdluli ufama kwilali yaseMhlozeni malunga neekhilomitha eziyi-40 ukusuka eWinterton KwaZulu-Natal. Zange ayifume inyhweba yokuya esikolweni; kodwa oko akumthintelanga kwimpumezo yephupha lobomi bakhe bonke lokufama. Ufikelela kwihektare ezi-2 zomhlaba olimekayo nakwiihektare eziyi-50 zamadlelo ekwabelwana ngawo, kanti kwezi hektare e-1 ebeyisbenzisa ukulima umbona okwaziyo ukufumana umvuvuzelo kwiminyaka eliqela. Ngo-2009 ungene kwiqela lofundu-nzulu laseGrain SA, Iwaza Iwatshintsha ulovo Iwakhe malunga nohloba lomhlanganisela awusebenzisayo waqalisa ngomhlanganisela wohlobo Iwanamhla 'Iwe-roundup ready'. Uqinise ngamandla ekugcineni amasimi engenalukhula ngokufaka imichiza ngesitshizi seknapack, nokuba amanzi aetyenziswayo kufuneka ethuthwe kumgama omde weekhilomitha ezi-2!

Kwixesha elidlulileyo iihektare zakhe zomhlaba olimekayo bezilinywa ngezandla, kodwa mayibilelw i-TR 430 Rotavator awayifumana ngethamsanqa ku-Husqvarna kumsitho ondilisekileyo ngoOkthobha, iindlela zakhe zokulima zaguquka kanobom. Kwithuba langaphambili, oonyana abathathu bakaMaMdluli bebevnce-disa ngokulungisa intsimi, ngokufaka imbewu nesichumiso, konke oko bekwenza ngezandla. Ukulima ihektare enye kuphela bekuthatha iiveki ezintathu. Njengoko ngoku besebenzisa esi sixhobo sitsha, ukulungisa nokutyalu kuyo loo hectare kuthatha iintsku ezintathu kuphela. Oku kwenze ukuba akwazi ukunika ingqalelo nezinto ezietyenziswayo kwihektare yesibini apho alime khona iimboti ezomileyo, iitapile, amabhatata kunye nombona. Njengoko yena nosapho Iwakhe bebeatsala nzima ngokufumana ukuya okwaneleyo kuwo wonke unyaka opheli-leyo, ngoku unako ukuphumeza izidingo zokuya kwaye kude kubekho nokuya abakuthengisayo, bengakhange baxhamleke kangako.

Emva kwentshonalanga yomsitho apho uHusqvarna wamnika ibhaso ngokwakhe, uMaMdluli watyelelwa nguHusqvarna ukuze ambonise indlela yokusebenzisa iTR 430 ngokunjalo wambonisa nendlela yokuyisebenzisa ngandlela zonke. UMnumzana uClayton Basson wesebe leHusqvarna eliseWinterton wachitha intsasa yonke noMaMdluli ukuze afumane uqequesho olufanelekileyo lokusebenzisa nokulondoloza i-TR 430 Rotavator.

Imfihlo yempumelelo kaMaMdluli luthakezelelo Iwakhe lokufunda kwabanye abantu nokuluzama ulwazi alufumeneyo kwifama yakhe. Ekuqaleni wayengakwazi ukuthenga imbewu eduru 'ye-roundup ready' kwafuneka ukuba agcine imali kwiinyanga ezinanzi ukuze athenge iqela lokuqala lembewu. Ngenxa yokungabi noomatshini waqala wasebenzisa ngekhontrakthi umlimi wendawo yakhe ukuba amlimele amasimi akhe, kodwa ngenxa yeendleko eziphezulu, ujike wasebenzisa inkqubo 'yokungahlakuli' ukuze akwazi ukufumana isivuno ngeendleko eziphantsi kanganoko, kodwa aphinde asebenzise neendlela ezithe kratya ngolondolozo.

Uthando nokukhuthala alima ngako uMaMdluli kucace gca kwaye kunefuthe kwabanye yiloo nto umntu engenakungakhu-thazeki xa eyibonile ifama yakhe. UMaMdluli utyhile umba wokuba akukho mfuneko yokuba umntu ade abe namakhulu eehektare zentsimi kunganyanzelekanga nokuba abe noomatshini banamhla ukuze awenze ngempumelelo umsebenzi wokufama. Kukuzimisa nokukhuthala komlimi okwalatha ukuba uyaphi. ☺

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# Iofisi yefama

## - sisidingo okanye luxanduva na?

**U**lawulo lwemisebenzi yeofisi olufanele-kileyo okanye ekuthiwa ngumsebenzi wephepha, awusosiphwo somntu wonke, kodwa ngokuqinisekileyo uyimfuneko kwimpumelelo yeshishini lokufama kwanamhla.

Xa sibona igama elithi iofisi sikhawuleza sicinge ngomsebenzi wephepha okanye ngebinzana lamagama eliphucukileyo 'uLawulo IweMisebenzi yeOfisi'. Impendulo yethu ithi – "Hayi torho, mna ndingumlimi, andisebenzi ngosiba, ndikhetha ukusebenza ngesipanele senombolo ye-13 kunosiba". Ngelishwa, imisebenzi yeofisi yinxenyen ebaluleke kakhulu kulawulo lweshishini lokufama lwanamhla, akukhathaliseki ukuba elo shishini lingakanani na.

Ukuba uyahanda unako ukuzenzela ngo-kwakho lo msebenzi njengomlimi/umphathi okanye ungaquesha omnye umtu ukuba akwenzele – okubalekileyo kukuba kufuneka kubekho umtu othwala uxanduva lwavo, nangona ekuggibeleni ingumnini/umphathi oya kuhendula ngalo msebenzi.

Yonke imiba yolawulo luphelele lweshishini lakho iya kufuna uhlubo oluthile 'lomsebenzi wephepha'. Ukuba akuyenzi yonke imisebenzi eyimfuneko yeofisi kungenzeka ubeve impumelelo yeshishini lakho esichengeni. Xa unge-nziwa kakuhle umsebenzi wephepha akusayi kukwazi, umzekelo ukhlanganisela iinkcazo zemali ezifunekayo – Inkazo ngeNgeniso, uXwebhu IoLungelewaniso nenkazo ngeMali enguMqukuqelo eseSandleni – ukuze ufumanise isiphumo semali yakho, imeko yakho yemali ne-yemali enguMqukuqelo eseSandleni. Ngaphandle kwezi nkukacha uya kusebenza ungena-lwazi ngempumelelo yemali yeshishini lakho.

Kwimo yanamhla engqongwe lushishino kubaluleke kakhulu ukuba umnini/umphathi walo naliphi ishishini lezolimo **abe neofisi efanelekileyo** aphi kwensiwa khona umsebenzi wephepha nganonophelo. Kuba bhetele xa iofisi **isendaweni yayo yodwa ukuze ibe sesizikithini seendibano, sokuqhubela phambili nokugcina iinkcukacha zolawulo.**

Kodwa ngokokuxhomekeka kubukhulu beshishini, iofisi inokuba naphi aphi ifaneleke khona, nasekoneni yegumbi lokutyela okanye eyegumbi lokulala.

Ukuze uqalise 'ngeofisi' yakho kufuneka obo-na buncinane, ubo netafile/idesika, isitulo/izitulo, isithuba seefayili. Ifowuni/iselfowuni nefeksi kune nezibonelelo zokushiya umyalezo welizwi, imephu epheleleyo yefama, iimephu zomhlaba nezinye iimephu ezifunekayo, ibhodi yezaziso, ikhalenda kune nezinto zokubhala eziyimfuneko. Ethubeni unako ukufakela izinto zomgangatho ophezelu ezifana nekhompyutha, umatshini wokufotokopa, iikhabhathi zeefayili njalo njalo. Ungabokuthenga impahla yexabiso eliphezulu usaqala – ibhokisi yekhadibodi yama-apile iyakwazi ukuba yikhabhathi engummangaliso yeefayili, ifayili zobukhulu besiqhelo zingena kakuhle ebbokisisi yama-apile, kanti ungayipenta ukuze ibukeke kakuhle.

Nangona kunjalo, izixhobo ezikhankanywe ngasentla azinancedo lungako xa zingasetyne-nziswa ngokuchanekileyo. Kufuneka kusetyen-zwe ngocwangco nangokwesiqhelo seofisi. Ungazikhethela ngokwakho uwangco ofuna wenziwe ngalo umsebenzi wedisi – umthetho-siseko ngowokuba le mibandela inikwe ingqale-lo rhoqq.

Nika ingqalelo kwimbalelwano oyifumanayo, kubhetele ukwenze oko rhoqq ngokuqala uyifake kwiifayili ngokokufika kwayo kwenye yeefayili zembalelwano ezilandelayo:

*"Ukuba ilawulwa kakuhle iofisi  
iya kuba ngumalathindlela  
weshishini lakho ngokuphathelele  
kucwangcisel, ulungiselelo,  
impumezo kune  
nonxulumaniso lweshishini."*

# PULA IMVULA

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## ULAWULO LWEMISEBENZI YEOFISI

### Iofisi yefama – sisidingo okanye luxanduva na?



- "Ifayili yokungenileyo" yokufayila okwethutyana okuza kuhinda kuqwalaselwe;
- "Efanele ukuqwalaselwa" ifayili yembalelwano ekufuneka iqwalaselwe kwangoko; ukuze
- "Eyembalelwano egciniweyo" ifayili ibe yeyokugcina imbalelwano isigxina emva kokuqwalaselwa.

Ngoko ke kufuneka uqwala sele leyo ekufune ka ijongiwe. Khumbula ukuba kubaluleke kakhulu kangangoko ukugcina iikopi zayo yonke imbalelwano nezamaxwebhu aphumayo ngokunjalo nokuzifayila.

Ukuqhutylewa phambili kwavo onke amaxwebhu ayintsusa yeentengiselwano ngemali ngokweendlela ezenziwe ngazo, ngezandla okanye ngekhompyutha, makwenziwe rhoqo kuze kugcinwe ezifayilini konke oko ngendlela ecwangciselweyo ngokweentlobo ezahluka-hlukileyo zamaxwebhu ayintsusa. Ngokwemithetho nemimiselo yemithetho yerafhu la maxwebhu mawagcinwe kwithuba elilelona lifutshane leminyaka emihlanu, kanti amanyi agcinwa unaphakade.

Qwalasela ukugcinwa kweengxelo neminye imisebenzi yephepha yemibandela enxulmene nabasebenzi bakho (i-UIF neminye), iingxelo ngoomatshini, iingxelo ngeemveliso, ezolawulo ngempahla yexabiso nangaleyi igciniweyo, njalo njalo.

Kuphinda kubekho nomsebenzi wokufayila waseburhulumenteni – "Andiwuthandi umsebenzi wephepha kodwa ngoku kukho nomnye umsebenzi wokufayila osafanele ukwenziwa". Khumbula ukuba nokuba usebenzisa ikhompyutha uya kusoloko unyanzele-kile ukufayila nangesandla ngenxa yobukho bamaphepha, iikopi ezisephenehi.

Ngaphandle kokusebenzisa inkubo yoku-fayila efanelekileyo liba lininzi ixesa elichithwa ngokukhangela amaxwebhu. Ngoko ke ukufayila makwenziwe ngendlela eyenza ukuba:

- Kungabi nabugocigoci kwaye kusebenziseke lula;
- Kulondoloze kwaye konge isithuba;
- Kube lula ukulandela umkhondo wamaxwebhu; kananjalo
- Kube lula ukuyitshintsha inkubo.

Yimfuneko inkubo yesalathisi sokuhlelwa kweefayili. Kukwabalulekile ukufaka iinombolo

kumaxwebhu afayilwayo ngendlela eyenza ukuba afumaneke lula ngokunjalo aphiende afayilwe lula nangokuchanekileyo.

Kwakhona qwalasela ucwangcisel ugcine neziganeko ezibalulekileyo rhoqo. Iluncedo kakhulu ikhalenda esedongeni nebhodi yezazi-so ukuze kubhalwe kwaye kukhunjulwe imihla, amanyathelo kunye namadinga abalulekileyo.

Ngoko ke, ukuze uphucule ulawulo Iwakho Iwemisebenzi yeofisi kufuneka umisele 'iofisi' kwindawo ethile ukuze uwenze kakuhle umsebenzi weofisi. Wenze rhoqo yonke imihla umsebenzi wolawulo 'weofisi' nokuba uwenza ebusuku. Ukuba akukwazi ukuwenza emini, zama ukuuuqwalasela qho ngeveki/ngenyanga oko kuxhomekeka kubungakanani bawo. Ukuba uku-tsala nshima umsebenzi weofisi ngaba kutheni ungayi kwizifundo zokufumana izakhono zobuchule bokuuqhuba kakuhle umsebenzi weofisi?

Xa uwulawula ngobuchule umsebenzi weofisi, iofisi iya kuba sentloko kwishishini lakho malunga nocwangcisel, ulungisel, impumezo nonxulumaniso Iweshishini. Ulawulo olufanele-kileyo Iwemisebenzi yeofisi luya kukwenza 'uzithembe' ngeshishini lakho kanti xa kukho imibuzo kuya kuba lula ukufumana amaxwebhu anika inkxaso. Ulawulo olufanele-kileyo Iwemisebenzi yeofisi luya kubonisa ukuba lisezandleni zakho ngokupheleleyo ishishini lakho kananjalo libe nako nokuthenjwa.

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