

PULA IMVULA

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EYOMDUMBA
2018

Beka ULONDOLOZO LWESIQHELO phambili kulo nyaka

Ufikile unyaka wama-2018. Masiwenze lo nyaka ube ngowolawulo olulungileyo nolondolozo olulungileyo. Ndiyazi ukuba esi sihloko sixhaphakile ezingxoxweni zePula Imvula kodwa asinakuze sisigxininise neokwaneleyo njengoko siziziseko zomsebenzi ofanelekileyo wokufama.

Njengabalimi, kaninzi siwagawula siwarhuqa ngoNyaka oMtsha njengoko inyanga kaJanyuwari nekaFebruwari zilixesha elixakeke kakhulu kuthi. Kodwa asinakho ukuvumela ixesha lokulima elixakekileyo lisithintele kwizenzo zolawulo olufanelekileyo. Amalungiselelo oshishino nezihobo zethu zineendleko eziphezulu kakhulu ngoko ke sifanele ukuwukhathalela lo mba weshishini lethu.

Oomatshini bethu bokufama nezihobo zokusebenza zenziwe ngeendawo ezininzi ezinobuxhakaxhaka, iindawo ezishukumayo, eziisontayo, ezijika-jikayo, ezijiekayo nezihlu-kuhlekayo. Konke oku kubangela ukukhuthuka nokudleka ngoko ke kudingeka ulondolozo olwenziwa ngokwesiqhelo ukuze zigcinwe zikwimeko yokusebenza ngaphandle kwamagingxi-ginngxi. Ixesha lixabiseke kakhulu akunakulunga xa siqubisana nokuphazamiseka okungapheliyo okusithintela ekwenzeni imisebenzi yethu ngexesha. Kule nyanga nje kuphela nditsaliswe nzima yitrektara emana 'ukugingxiza' ndade ndamana ukucinga ukuba xa bendilucoselele kakuhle ulondolozo ngexesha elingenangxakeko, ngendingekho engxakinini ngoku.



Imazini yakwaGrain SA
yophuhliso Iwabavelisi

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UMAKHULU UJANE UTHI...

Sekuphinde kwakho ixesa elinzima lokulima – ezinye iindawo zelizwa bezimanzi kakhulu kanti zikhona ezbalele kakhulu. Sixelelwe ukuba oku kungachazwa ngokuba ‘lulwandiso lwemozulu’, okuthetha ukuba imozulu iyaqatsela. Ukuba ukwindawo ebaleleyo, liza kubalela nangakumbi, kanti xa ukwindawo emanzi, kuza kuna kakhulu. Kufuneka sikukhumbule oku ukwenzela ixesa elizayo xa sisenza isigqibo ngokuba siza kulima ntoni nokuthi siza kuyilima nini. Umsebenzi wokulima awuyi ngokuba lula.

Kuninzi okuthethwa ngomhlaba nangokwabiwa komhlaba ngokutsha. Ukuba ufunda olu hlelo IwePula Imvula ngokuqinisekileyo wenza umsebenzi wokufama emhlabeni – kungaba ngumhlaba odityanelweyo, umhlaba oqeshiweyo, umhlaba ongowakho, umhlaba weqela okanye umhlaba owufumene ngokwabiwa komhlaba ngokutsha. Owona mba womhlaba ubalulekileyo njengempahla yexabiso kukuba umhlaba ufanele ukukhupa imveliso. Ukuba unomhlaba okanye ufilelelo emhlabeni oko akunatshintsha ubomi bakho – ubomi bakho bunokutshintsha xa ukwazi ukusebenzia umhlaba onawo.

Ukuze uwusebenzise umhlaba, udinga ulwazi nezakhono zobuchule; ngokunjalo udinga imali yokuthenga iimveliso zamalungiselelo, kanti ngaphandle kokuba uza kuwenza ngezandla umsebenzi, uya kudinga ufilelelo koomatshini abathile. Imingeni ilapho kanye – uza kulufumana phi ulwazi namava, uza kuzifumana phi iimveliso zamalungiselelo (ezilungileyo futhi kwangexesa), ngokunjalo uza kusebenzisa abaphi oomatshini?

NjengeGrain SA, ugqaliselo oluphambili Iwenkqubo yophuhliso yethu kukudlulisela phambili ulwazi nezakhono zethu zobuchule ukuze sikuhobise ukuba wenze iziqqibo ezilungileyo. Ngokuya kwiintlanganiso zamaqela ofundonzu lu nezifundo zoqequesho, kwaye ngokufunda iPula Imvula, uya kuzuza ulwazi.

Sineenkubo ezahluka-hlukeneyo zokunceda abalimi ngeemveliso zamalungiselelo – iProjekthi yeJobs Fund yenye yezo apho abalimi bahlalwula khona umrhumo ngehektare nganye size sinikele ngeemveliso zamalungiselelo nokucetyiswa kwabalimi. Sinayo neprojekthi neDRDLR ese-benza ngenqubo yabo yeREID apho sikwaziyo ukunikela ngemveliso yamalungiselelo nokucetyiswa kwabalimi. Kukho isidindo esikhulu senkxaso yemali kubalimi kanti ngoku thina njengeGrain SA asikwazi kuzihlangabeza izidindo zabo bonke abalimi. Siyaqhuba ngokuzama ukufumanisa abahluelane abongezelelwego ukuze basincrede ngale mingeni.

Masiqhube ngokukhathalela isityalo esikwazileyo ukusilima kulo nyaka – khumbula ukugalela umaleko wangaphe-zulu emboneni, ngokunjalo gcina amasimi engenakhula – izityalo zakho zisadinga uthando nengqalelo yakho.

Beka ulondolozo lwesiqhelo phambili kulo nyaka



Ukukhandwa kwesixhobo sokutyalu ukuqinisekisa ukusebenza kwaso kakuhle.

Izikhokelo ezibalulekileyo

Nazi ezinye izikhokelo endikholelwu ukuba zibalulekile emsebenzini oqhuba kakuhle:

- Qala ngokugqalisela koomatshini abaphambili. Aba ngoomatshini nezixhobo zethu zokusebenza esixhomekeke kuzo. Zona zidinga eyona ngqalelo yakho inzulu njengoko ubukhulu becalalisa ukusebenza owona msebenzi mkhulu.
- Kumatshini okanye kwisixhobo ngasinye chonga iindawo ezixhamleka kakhulu ezifana neebheringi kunye neebhanti uzenze zisebenze ngendlela ezifanele ukusebenza ngayo.
- Coselela futhi ulwenze kabini uqwälase-lo Iwakho wakuba ugqibile ukuqinisekisa ukuba zonke iinathi neebholiti ziqinile. Kaloku kulula ukungajongisisi kunokujongisisa.
- Okokuggibela, khawusikhuphe isixhobo kwindawo yokusebenza usise apha sinokugcinwa khona. Ukuba uyathanda ungakhe uvavanye ukusebenza kwaso ngokufutshane ukuze uqiniseke ukuba konke kusebenza kakuhle.

Xa sisasebenzisa izixhobo entsimini, akunakulunga ukuba sibaxhaphaze oomatshini bethu. Kufuneka sibanike ukhathalelo oluchanekileyo nengqalelo abayidingayo ngawo onke amaxesha. Umgaoqo oqhelekileyo kukuba uqhelanise abasebenzi bakho ne-siqhelo abasenza yonke imihla. Esi siqhelo masensiwe ngazo zonke iintsasa phambi kokuba kuqaliswe umsebenzi. Qiniseka ukuba uqwalasela izinto ezifana namatsheyini kunye neebheringi yonke imihla kananjalo namaqondo eeoyile namafutha okubasela.

Licebo elihle ukuba nesingxobo esiphatheka lula sezinto ezisetyenziswa kulondolozo kodwa sibe nezixhobo zokusebenza, igrisi nezipanere ezelungele ukusetyenziswa.

Ezi ngqwalaselozingakunceda kakhulu ekuthinteleni ukunqumama ongakuthandiyo emsebenzini, nokukholisa ukwenzeka ngawona maxesha onxunguphalo. Ngoko ke sukulutyafela ulondolozo, kubhetelie uluthitele ukuze ethubenii uqiniseke ngokonga ixesa nemali.

Imizamo yethu elungileyo yolondolozo ayipheleli aphi, njengoko usazi, nayipi na into ese-benza entsimini idinga ukusoloko ibekw' esweni. Asikwazi kulukhathalela ulondolozo Iwethu kuphela ngexesa lokulima size silulabile lakuba lidlulile ixesa lokutyalu. Qiniseka ukuba ubaqwalasela bonke oomatshini emva kosuku obeluxakekile. Hlola konke kakuhle kuba kungenzeka ukuba naxa bekusasebenza kakuhle xa ubugqibezela umsebenzi othile, kuhona okufuna ukutshintshwa.

Phambi kokuwubekela ecaleni umatshini wakho

Nanga amanye amacebiso ngendlela onokubalondoloza ngayo oomatshini bakho phambi kokubabekela ecaleni okwethutuya. Okokuqala, konke makuhlanje ngocoselelo ukuze kususwe wonke umhlaba nokungcola.

- Emva kokuhlanja kakuhle, onke amahuba nawezikotile mawabashwe ngeoyile edluliswa kancinane ukuze kuthintelwe ukurusa.
- libheringi mazigriswe ngokunjalo kugqunywe imilomo yemibhobho yamanzi ukuze ithinteleke kwizinto ezithile.



Ukutsaliswa nzima zizixhobo ezidala. Ifoto: nguJohan Kriel



Ulondolozo lwamatsheyini neebheringi kubaluleke kakhulu. Ifoto: nguJohan Kriel

- Mayisuswe yonke imbewu eshiyekwimigqomo yeziqhobo zokutyalala.
- Izitho zokufaka isichumiso kwizixhobo zokutyalala nezisasazi mazicocwe nazo ukuthintela irusi, oku kubalulekile njengoko isichumiso sizikhuthula kakhulu izixhobo.
- Onke amatsheyini mawaqwalaselwe kwaye agalewe ioyle, abalimi abaninzi bayawakhupha ekupheleni kwexesha lokulima baze bawagcine eshedini.
- Kungenziwa njalo nangeepleyiti neminwe yeziqhobo zokutyalala.
- Izitshizi zeekhemikhali nazo mazicocwe ngamanzi ahlaziykileyo, imilomo icocwe, isuswe ngokunjalo igcinwe eshedini.

Ukuba ufunu umsebenzi wethu ube lulonwabo no-yolo ungabi yintlungu ndicebisa ukuba kuthathwela manyathelo aphambili kulondolozo lwestiqhelo ngo-2018. Ukfama kungaba ngamava olonwabo olukhulu xa izinto zisenze kaakuhle, ngoko ke sidiqna ukwenza konke okusemandleni ethu ukuze sigcine izixhobo zethu zisebenza kakuhle. Utatomkhulu wam wayeqhele ukuthi: ‘Ukungayiboni kwakho ingxaki, akuthethi ukuba akukho ngxaki... ngoko ke qwalasela uphinde uqwalasele kwakhona ukuze uthintele ingxaki.’

Inqaku linikelwe nguGavin Mathews, oneMfundu yesiDanga kuLawulo loBume obusiNgqongqileyo. Ngolwazi olithe vetshe thumela i-imeyili apha: gavmat@gmail.com.



SISOLOKO SIFUNDA OKUTSHA

Bunzi ubutyebi bolwazi obufanele ukwembiba ngabalimi abasaphuhlayo abaya rhoqo kwiintlanganiso zamaqela ofundonzulu zaseGrain SA zoPhuhliso IwabaLimi.

Ukufama kusoloko kubandakanya ukusebenza nzima kwaye yinene okunokuthethwa ngabalimi ukuthi abakoyiki ukusebenza nzima kwinzondelelo yeenjongo zabo. Nangona kujalo, kule mihih ukufama kudinga ngaphezu kokusebenza nzima nje kuphela. Iqela elisebenza kunye laseGrain SA kuPhuhliso IwabaLimi lichonge imibandela ethile exphahake kubo bonke abalimi abatsha kweli lizwe nedobalalisa uphuhliso njengonqongophalo lwazi, izakhono zobuchule namava ngakumbi malunga nobuchwepeshe banamhla nezenzo ezizezona zibonwa zilungile kulimo kwihiabathi lanamhla.

Ukufama yinkalo ebanzi kakhu kwaye abalimi namhla kufuneka bayiqonde imiba emangalisayo yokwahluka-hluka. Ulwazi olufundwa ezincwadini oluhamba lodwa alwanelanga. Abalimi bafunda kwiminyaka ngeminyaka yamava. Kwimeko yaseMzantsi Afrika, abalimi abasaphuhlayo ubukhulu becalala basebatsha kulo msebenzi kanti nemithetho yalo mdlalo ixananazile. Umse-

benzi osemgangathweni ufunu ubuchule obuphezulu kakhulu.

Ngenxa yomda wenzuso ophantsi koxinzelelo olunamandla kakhulu, akukho sithuba sivumela imposiso. Amava uza kuwafumana njani, ingubani oza kukuganga xa usiwa?

Sibhekana nophuhliso Iwabalimi ngesicwanganngciso-cebo esimbaxa esinikela ngeeprojekthi nangeenkubo ezahluku-hlukileyo. Iqela lofundonzulu yindawo ekuqaliswa kuyo apho sihlanga-na nabalimi size siqalise ukuhamba ecaleni kwabo endleleni. Ngoko ke, kufaneleke kangangoko ukuthi iqela lofundonzulu likukuphila kophuhliso Iwabalimi kwisithili esithile. Abaphathi besiThili abalithoba bethu bakwiindawo eziphambili zeli lizwe ekulinywa kuzo ukutya okuziinkozo:

- **UJerry Mthombothi** useNelspruit kwaye unika iingcebiso kubalimi abangaphezu kwe-1 200 abaya kumaqela ofundonzulu ali-17.
- **UDu Toit van der Westhuizen** useLichtenburg kwaye utelela amaqela ofundonzulu ali-15 anamalungu angaphezulu kuma-630.
- **UJurie Mentz** uphethe amaqela ofundonzulu alishumi elinanyi laseLouwsburg elinalungu angaphezu kwama-650.
- **UGraeme Engelbrecht** useDundee kwaye uphethe amaqela ali-15 anamalungu abalimi abamalunga nama-900.

“Ngokuzibandakanya kumaqela ofundonzulu abalimi bafunda kwii-ncaphephe nakwabanye.”

- **UJohan Kriel** uphethe eLadybrand kwaye uncedisa amaqela ofundonzulu ali-15 anabalimi abarhwebayo be-new era abangama-520, abalimi bodidi oluphezulu, abarhweba kancinane namalungu abalimi abalimela ukuziphilisa.
- **USinelizwi Fakade** uphethe inkqubo eMtha-tha kwaye uqhuba amaqela ofundonzulu angama-33 anamalungu abalimi abangama-2 572 ephelele.
- Iofisi yaseKokstad ibiphethwe **ngulan Househam** kanti kutshanje nguLuke Collier. Le ofisi iqhuba amaqela ofundonzulu ali-15 anamalungu abalimi ali-1 185 ephelele.
- Kwalona eli qela labaphathi likwalawula iofisi yaseMaclear ebisebenza namaqela ofundonzulu ali-15 kanti ebenamalungu angaphezu kwali-1 000.
- **ULiana Stroebel** nguMphathi wesiThili we-projekthi eseKoloni esentshona nesemzantsi. Le ofisi isePaarl kwaye isebeenza ngamaqela



lifoto: Amaqela ofundonzulu akukuphila kophuhliso Iwabalimi.

“ *Ukufama luhambo lobude bobomi olungenakuphela!*

ofundonzulu alithoba nabalimi abamalunga nama-88.

Kukho isimemo esivulelekileyo sokuba abalimi abanomdla basayne kwiqela ofundonzulu elilelona likufutshane ngomrhumo weqela ofundonzulu weR40,00 ngonyaka (imirhumo ka-2017). Imfuneko enye ekuphela kwayo kukuba abalimi kufuneka bakulangazelele ukufama, bazimisele kwaye bakuthakazelele ukufunda, kanti basenokwenza iinguquko xa becetyiswa ngolo hlobo, kananjalo babe nendlela yokufikelela emhlabeni.

Yimigudu yeentsebenziswano zethu nabalimi abaya rhoqo kwiintlanganiso zabo zamaqela ofundonzulu aphi abaLawuli beziThili zethu nabaCebisi bethu bazazisa kubo, bafunde nemiceli-mingeni ngokunjalo bafumane noluvo olubalaseleyo ngendlela yokuqlisa ngenkubo yokucetyiswa neyoqeqesho. Ubudlelwane nokuthembana zizitshixo zendlela yophuhliso esiyilandelayo.

Iqela laseGrain SA IoPhuhliso IwabaLimi likholelwa ekubeni uphuhliso olulondoloze-kayo Iwenzeka kuphela xa umlimi othile selexhobe phucukileyo ukuba angazithwalela ngokupheleleyo uxanduva Iweshishini lakhe lokufama. Akunakuze usibone sincedisa umlimi ngemali ngendlela engqalileyo ungekhe usibone simisela imigaqo nangantoni na kanti futhi ngokuqinisekileyo asisayi kuze siyithathele kuthi imisebenzi yokufama yabo nabaphi abalimi okanye iinkqubo zabo zolawulo Iweshishini – kodwa **SIZA** kuthetha, sifundise ngokunjalo sicebise – kwaye **SIZA** kukhuthaza, silandele, situndendeze – ngokunjalo **SIZA** kunceda kangangoko sinokwenza futhi **SIZA** kubonisa ukuba kutheni ubuchwepheshe banamhla busiphathele iziphumo ezizezona zihle.

Sisoloko sikhangela izimvo ezintsha esabelana ngazo ngeendlela ezintsha nezitshintsha-tshintshayo. Amehlo ethu siwagcina siwavulile njengoko sihlala sinohambo olujikeleza ilizwe sikhangela izixhobo ezizezona zifanelekileyo nezikulu zokusebenza ukwenzela abalimi abancinane okanye abaphuhlayo. **SIYA KUSOLOKO** sisenza konke esinokukwenza njengeentshatsheli zabalimi abasaphuhlayo kuba sikholelwa ekubeni sidinga umlimi ngamnye ukuze sibe negaleo kubukho bokuya okwaneleyo emakhaya nasesizweni ngokusebenzia umhlaba nezinto ezelucedo abanokuzifumana ngendlela esebebenzayo nenenkathalo kangangoko kunokwenzeka! Umlinganiseloo wethu wempumelelo asingomanani eehektae eziyiniweyo, ingengawo namanani apheleleyo eetoni eziyuniweyo kodwa zizityalo ezelondolozekayo, ukulinywa kweqondo eliphelezulu lezityalo ezinika inzuso **KWIHEKTARE NGANYE** elinyiweyo!



Amalungu eqela laseGrain SA IoPhuhliso IwabaLimi azibonakalise njengathembekileyo kwaye oko 'efumaneka' axhase abalimi kwiminyaka engaphezulu kweli-18 ngoku. Sidibana emakhayeni nasezishedini zabalimi, kwiindawo zeendibano zoluntu njengeeholo namagumbi okufundela kanti naphantsi kwemithi emikhulu...siyaya nasemasimini sibone futhi sifunde kwizinto ezelungileyo nezingalunganga esizifumana aphi.

Intlanganiso zamaqela ofundonzulu ziyatshintsha-tshintsha kwaye ziyahlukahluka njengelinge lokuquka izihloko ezininiz ezelulekileyo nezilucedo kangangoko kunokwenzeka. Izihloko zikhola ukukhethwa ngokwesinqisho samaxesha okulima ukuze kunikwe inkxaso kangangoko ngexesha eli-fanelekileyo. Sibukela izilayidi nezicatshulwa zevidiyo size sicacise ngemiboniso aphi kulincedo khona oko. Asikuthandabuzi ukuwu-

bamba ngezandla zethu umsebenzi singcole emasimini nokuba zimda ka izandla zethu kulungile oko, siphanda nengxolo engaqhele-kanga kwi-injini – siyakuthanda nokubonisa abanye iindlela zokwenza izinto!

Sisoloko sifunda okutsha. Ngokuzibanda-kanya kumaqela ofundonzulu abalimi bafunda kwiingcaphephe nakwabanye. Bafunda (futhi bazuza) ngokukhawuleza kunaxa beitsalela nzima bebodya. Bafumana izimvo ezintsha bafunde izakhono zobuchule eztsha ngokwabelana nolwazi kumaqela eengxoxo. Ukufama luhambo lobude bobomi olungenakuphela! 🌶

Inqaku linikelwe nguJenny Mathews, umbhalikiwiPula Imvula. Ngolwazi olithe vetshe, thumela i-imeyile apha jenjonmat@gmail.com.



AMANQANABA OBULUNGU BASEGRAIN SA – asebenza kanje...

-Grain SA ngumbutho wemveliso obek' iliso kwicandelo kanti usebenza ngokomdla ophambili wabalimi bokuya okuziinkozo eMzantsi Afrika. Oku kuthetha ukuba lo mbutho osebenza njengomlindi ubek' esweni iindleko zeemveliso zamalungiselelo kunye nomganganatho wezi mveliso.

Eli qela labalingane enkonzweni liphinda lithethathethane kananjalo libe neempembelelo egameni labo BONKE abalimi beenkozo eMzantsi Afrika. Lo mbutho uzabalazela ukumela ilizwi elinye elixaphakileyo kuphela egameni labo bonke abalimi xa kusonjululwa imibandela norhulumente kunye nabanye abadlali-zindima.

Nabani na olima iinkozo usenokuba lilungu lombutho wabalimi weGrain SA. Imirhumu yobulungu ihlawulwa kanye ngonyaka kwithuba eliphakathi komhla woku-1 kuMatshi ukuya ekupheleni kukaFebruwari. MABINI amanqanaba ahluke ngokupheleleyo okuba lilungu.

1. Amalungu arhwebayo

Ubulungu obupheleleyo bufumaneka kumlimi weenkozo olima iitonzeenkozo ezithengiswayo ezili-100 obona buncinane ngonyaka; aze ahlawule umrhumu wobulungu obekiweyo kunye nerhafu yemveliso yorhwebo emiselweyo kwiGrain SA ngetoni nganye yeenkozo ayivunayo. Obona buncinane be-R1 000 kunye neVAT bumiselwe ngobulungu ngabunye obumiselweyo. Umlimi ukwalindeleke ukuba aphakamise iinjongo zeGrain SA.

Itheyibhile 1: Irhafu yangoku yeenkozo ngetoni nganye.

Isityalo	Irhafu ngetoni
Umbona	R2,70
limbotyi zesoya	R5,40
Oojongilanga	R5,40
Amazimba	R2,70
Amandongomane	R10,70
Ingqolowa	R3,20
Icanola	R4,30
Ibhali/Gars	R3,20
Zonke ezinye iinkozo	R3,20

* Zonke iirhafu ngaphandle kweVAT

Amalungu abalimi afanele ukusayina ifomu eguyazisa iarhente eqokelelayo nezimanyileyo aphi iinkozo zavo zisiwa khona, ukutsala irhafu aphi kusiwa khona imveliso. Irhafu yangoku ngetoni malunga neenkozo iboniswa kwi**Theyibhile 1**.

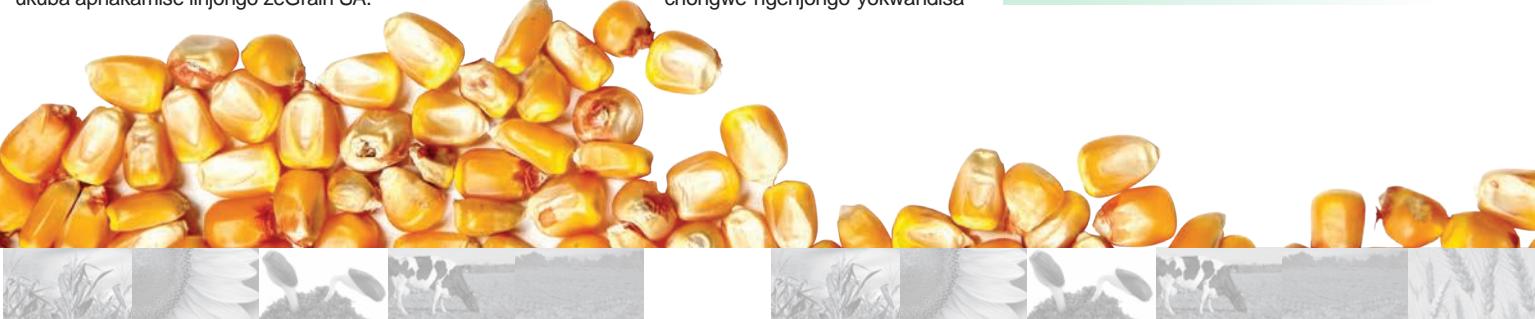
2. Amalungu eqela lofundonzulu

Umbutho uyabamkela abalimi abaphuhlays kananjalo unikela ngobulungu kwiqela lofundonzulu kwibanga lokungena ngomrhumo weR40,00 ngonyaka. Amalungu amaqela ofundonzulu alima iinkozo ngokwamandla amancinane awo ezinganeno kwiitonzezili-100 zeenkozo. Amalungu enkqubo yoPhuhliso IwabaLimi yeGrain SA anikwa inkxaso ngeendlela ezinini ezahluka-hlukileyo ezichongwe ngenjongo yokwandisa

ukukhula nokupuhla komlimi ngamnye ukuze ingulowo nalowo axheshelwe ukungena endleleni yolondolozo ngokusebenzia imigaqo neentlobo zobuchwepeshe zokufama kwanamhla.

Ilungu ngalinye leqela lofundonzulu liya kunxulunyaniswa namaqela ofundonzulu asebenzayo aya kuba nelungu elizinikeleyo leqela elikhoyo ukuze liqequeshe, lalath' iindlela futhi licebise malunga neendlela ezizezonza ziphambili zokulinywa kweenkozo kwisithili ngasinye.

Inqaku linikelwe nguJenny Mathews, umbhalikiwiPula Imvula. Ngolwazi oluthe vetshe, thumela i-imeyile apha jenjonmat@gmail.com.



Pula Imvula's Quote of the Month

Do the right thing. It will gratify some people and astonish the rest.

~ Mark Twain





IINGOZI EMSEBENZINI - abafanele ukukwazi abalimi

Kwinqaku elingaphambili sigxininise inyaniso yokuba abalimi njengabaqeshi bafanele ukunikela nokulondoloza ubume obungqonge indawo yomsebenzi obukhuselekileyo nobungenamngcipheko kwimpilo yabasebenzi kangangoko kunokwenzeka.

Umhetho oWisiweyo ngeMpilo yasemSebenzini noKhuseleko (weNombolo yama-85 wango-we-1993) ulawula impilo nokhuseleko emsebenzini, ndawo leyo eyifama yakho.

Kwakweli nqaku, sixoxe ngezinto ezeluxanduva lomqeshi kanti siza kugqalisela kwizinto ezeluxanduva Iwabasebenzi naxa kunokwenzeka iziganeko (iingozi).

Umsebenzi makenze oku:

- Makakhathalele impilo nokhuseleko Iwakhe, ngokunjalo neyabanye abantu abanokuchatshazelwa zizenzo zakhe.
- Unokwenza nawuphi umyalelo osemthethweni novakalayo okhutshwe ngumqeshi malunga nempilo kunte nokhuseleko.
- Makathobele iinkqubo zasemsebenzini zomqeshi.
- Makasebenzise impahla nezixhobo ezmiswelweyo zobuqu bakhe ezinokhuselo xa kufuneka enze njalo.
- Anike ingxelo ngayo nayiphi ingozi enokubakho kumqeshi msinyane kangangoko.
- Anike ingxelo ngaso nasiphi isiganeko esinokuchaphazela impilo yakhe okanye sibangele ingozi kumqeshi msinyane kangangoko kunokwenzeka, kodwa kungabi semva kwexesha elo lokusebenza.

Lubonelelo Iweinshorensi olusisinyanzelo Iwabaeqeshi xa kunokusweleka nabaphi abasebenzi, xa benokufumana ingozi okanye basuleleke ngesifo kwindawo yengqesho ngethuba labo lokuphangela.

Nangona kunjalo, kuseluxanduva lomqeshi ukujinisekisa ukuba bonke abasebenzi balwazi lonke uxanduva olukhankanywe ngasentla. Xa kunokwenzeka ingozi, aze umqeshi afunyaniswe engakhathali, iziphumo zokungakhathali komqeshi ziba nobuzaza. Usenokufumana isohlwayo sentlawulo enku kunte okanye uvalelw esiseleni kodwa uyalelw ukuba ulungise okungalunganga. Ezinye iziphumo zisenokuba malunga nemveliso kunte nezimvo zabaqeshwa ezichatshazelwa ngendlela engafuneiyo ziingozi ezsoloko zisenzeka.

Kubalulekile malunga nomsebenzi kunte nomqeshi ukuba xa kunokubakho isiganeko esenzekayo kulandelwe inkqubo echanekileyo yokunika kwengxelo ngako nakuphi ukwenzakala okukhulu (ngakumbi aphi kufuneka unyang khona) okanye xa kukho ukufa kuKhomishinala weMbuyekezo kwiintsuku ezi-sixhenxe. Umsebenzi unelungelo lokubanga naziphi iindleko kuKhomishinala. Xa kungalandelwanga inkqubo echanekileyo umsebenzi uya kuba nelungelo lokubanga imbuyekezo kumqeshi.

Ingxowa-mali, ebizwa ngokuthi yiNgxowa-mali yeMbuyekezo yamiselwa ngomthetho, uMthetho weNombolo 130 wowe-1993, weMbuyekezo ngeeNgozi zaseMsebenzini kune noMthetho ngeZifo (COIDA) – Act No.130 of 1993, *Compensation for Occupational Injuries and Diseases Act (COIDA)* ukuze kunikelwe imbuyekezo ngokukhubaze-ka okubangelwe ziingozi nezifo ezifunyenwe okanye abasuleleke ngazo abasebenzi ngethuba besaphangela njengesiphumo esinqa-lileyo somsebenzi abawenzayo. Ikwaniela ngembuyekezo ngexesa lokusweleka okwe-nzeke ngenxa yeengozi nezifo kwangolo hlo-bo. Abaqeshi bahlawula isixa-mali ngonyaka (esinyanzelekileyo) kwingshwa-mali ekuphuma kuyo ezi zibonelelo.

Lubonelelo Iweinshorensi olusisinyanzelo Iwabaeqeshi xa kunokusweleka nabaphi abasebenzi, xa benokufumana ingozi okanye basuleleke ngesifo kwindawo yengqesho ngethuba labo lokuphangela.

Le ngxowa-mali ilawulwa nguKhomishinala weMbuyekezo kanti ulawulo lokunkwa kwengxelo, izohlwayo, impahla edliwayo njalo njalo luphattha liSebe labaSebenzi.

Nceda, nceda uqaphele, ukuba unomsebenzi omnye, nalapho unyanzelekile ukuba

Ukuthotyelwa kweemfuneko zemithetho emibini ekhanayiweyo kudinga ulawulo olulunge kangangoko.

Iqela labahleli

GRAIN SA: BLOEMFONTEIN

46 Louw Wepener Street
1st Floor
Dan Pienaar
Bloemfontein
9301
► 08600 47246 ◀
► Fax: 051 430 7574 ◀ www.grainsa.co.za

UMHLELI OYINTLOKO

Jane McPherson
► 082 854 7171 ◀ jane@grainsa.co.za

UKUMISELWA

KWABAHLELI

Liana Stroebel
► 084 264 1422 ◀ liana@grainsa.co.za

UYILO, UBUME NOSHICILELO

Infoworks
► 018 468 2716 ◀ www.infoworks.biz



IPULA IMVULA IFUMANEKA NGEELWIMI EZILANDELAYO:

isiXhosa,
IsiNgesi, IsiBhulu, iSeTswana,
iSesotho, iSesotho sa Leboa nesi IsiZulu.

INkubo yeGrain SA yoPhuhliso IwabaLimis

ABAQUQUZELELI BOPHUHLISO

Johan Kriel
Free State (Ladybrand)
► 079 497 4294 ◀ johank@grainsa.co.za
► e-Ofisini: 051 924 1099 ◀ Dimakatso Nyamboso

Jerry Mithombothi

Mpumalanga (Nelspruit)
► 084 604 0549 ◀ jerry@grainsa.co.za
► e-Ofisini: 013 755 4575 ◀ Emelda Mogane

Jurie Mentz

Mpumalanga/KwaZulu-Natal (Louwsburg)
► 082 354 5749 ◀ jurie@grainsa.co.za
► e-Ofisini: 034 907 5040 ◀ Sydwell Nkosi

Graeme Engelbrecht

KwaZulu-Natal (Dundee)
► 082 650 9315 ◀ dundee@grainsa.co.za
► e-Ofisini: 012 816 8069 ◀ Nkosinathi Mazibuko

Luke Collier

EMpuma-Koloni (Kokstad)
► 083 730 9408 ◀ goshenfarming@gmail.com
► e-Ofisini: 039 727 5749 ◀ Luthando Diko

Liana Stroebel

ENTshona-Koloni (Paarl)
► 084 264 1422 ◀ liana@grainsa.co.za
► e-Ofisini: 012 816 8057 ◀ Hailey Ehrenreich

Du Toit van der Westhuizen

North West (Lichtenburg)
► 082 877 6749 ◀ dutoit@grainsa.co.za
► e-Ofisini: 012 816 8038 ◀ Lebo Mogatlanyane

Sinelizwi Fakade

Mihatha
► 071 519 4192 ◀ sinelizwifakade@grainsa.co.za
► e-Ofisini: 012 816 8077 ◀ Cwayita Mpotyi

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lingozi emsebenzini – abafanele ukukwazi abalimi



Kufuneka kubonelelwwe ngobume obukhuselekileyo obungqonge indawo yomsebenzi ukuthintela naziphi iingozi emsebenzini.

umbhalise kwiSebe labaSebenzi ukuze unikele kule ngxowa-mali.

Inkubo kwisiganeko esenzekileyo

Inkubo echanelekileyo xa kwenzeke isiganeko yile ilandelayo.

Isiganeko okanye ingozi engephi engadingi ngqalelo yobungcali bonyango akukho mfuneko yokusixela. Nangona kunjalo, kuya kwalatha umsebenzi olunglelo wolawulo ukugcina ingxelo yesiganeko esinjalo. Ngokugcina iingxelo eziyimfuneko, usenakho ukufumanisa umba obangela inkxalabo okanye xa umsebenzi othile esebenza ngokungakhathali kwaphela. Xa unazo iinkukaucha, uya kuqwazi ukuyilawula ingxaki.

Kwisiganeko sengozu enobuzaza obuthe kratya (kufuneka ingqalelo yobungcali bonyango), isiganeko eso masixelwe kuKhomishinala weMbuyekezo (kwiSebe labaSebenzi) ngokuthi kuzaliswa Icandelo A leNgxelo yabaQeshi yeFomu yeNgozi iWC12. Icandelo B – eliyikopi yecandelo A – malinikwe umsebenzi ukuze anike ugqirha okanye isibhedelele apho afumana khona unyango.

Ubungqina bonyango budlala indawo ebali-lekileyo xa kuqwalaselwa ityala elifanele ukuhlawulwa lembuyekezo neendleko zonyango. Zintathu iingxelo ezifanele ukuzaliswa nguggirha/sisibhedelele:

- Ingxelo yokuqala yonyango – WCI 4;
- Inkqubela yenyanga nganye ngokwengxelo yonyango, xa ifuneka – WCI 5;

- Ingxelo yokugqibela yonyango – ekwafumane ka nakwi-WCI 5;
- ukuze ekugqibeleni umqeshi azalise ingxelo yokubuyela emsebenzini – WCI 6.

Xa isiganeko sinobuzaza obunzulu kakhulu umqeshi makabiyele indawo yengozi ngeribhonni, aqokelele ubungqina obuninzi kangangoko kufuneka, athathe iifoto, afumane iinkcazo ezisayine-lweyo kabantu abazibonele ngokwabo, afumanise ulandelelwano lweziganeko nonobangela aze aphucule iimeko. Kwisiganeko sokusweleka, yonke indawo leyo mayiyekwe ingachukunyiswa kude kufike amapolisa.

Zonke iifomu neenkukacha zifumaneka kwiSebe labaSebenzi. Qiniseka ukuba usoloko uneefomu ezikhoyo – lulawulo olufanelekileyo olo.

Ukuthotyelwa kweemfuneko zemithetho emibini ekhankanyiweyo kudinga ulawulo olulunge kangangoko. Kodwa, oku kunganeno kwiinzuzzo zokudala ubume bemeko ekhusel-kileyo yokusebenza nayimbuyekezo yeendleko zonyango nokuqinisekiswa kwemveliso.

Athikele e kwadilwe ke Marius Greyling, mokwadi wa Pula Imvula. Fa o tlhoka kitso gape, o ka romela emeile go marius@mccacc.co.za.



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