

PULA IMVULA

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UFEBRUWARI
2018

Yenza UMKHUBA WOKUNAKEKELA ube phambili kulo nyaka

U-2018 ulapha. Aseze lo nyaka, ube ngomunye wokuphatha kahle nokunakekela kahle. Ngiyazi ukuthi lesi yisihloko esijwayelekile okuxoxwa ngaso kwiPula Imvula kodwa ngeke kugcizelelwwe ngokwanele njengoba ingezinye zezisekelo zomsebenzi omuhle wokulima.

Njengabalimi, sivamise ukugijima kakhulu ngoNyaka oMusha njengoba ujanuwari noFrbhuwari yisikhathi esimatasa kakhulu sonyaka kithi. Kodwa ngeke sivumele isizini emataswa ukuba isivimbele ekuba senze imikhuba emihle yokuphatha. Ikhephithali yezindleko zempahla yethu zinkulu kakhulu ukuba zingazibeka kule zibonakalo zebhizinisi lethu.

Imishini yethu yokulima nama-implement enziwe ngezingxene eziningi ezididayo, izingxe-

nye ezinyakazayo, ezipinayo, eziphendukayo, ezipothene nezizamazamayo. Konke lokhu kudala ukuguga nokudabuka futhi ngakho ke kudinga umkhuba wokunakekela ukuze uzigcine zisebenza ngaphandle kwezinkinga. Isikhathi sibaluleke kakhulu ukuthi kungaba khona izinto ezisivimbela njalo ukuba senze imisebenzi yethu ngezikhathi zonke. Kuyo le nyanga bengihihluwa ugandaga nda ohlala uba nezinkingana ezincane futhi bengihleli ngicabanga ukuthi ukube ngabe ngisibenzise isikhathi esithule ngokucophelela mhlampe ngabe angikho kulenkinga manje.

Imihlahlandlela ebalulekile

Nayi imihlahlandlela engikholwa ukuthi ibalulekile ukuze usebenze ngaphandle kwezinkinga • Qala ngokugxila emishinini eyisisekelo.



*Incwadi yeGrain SA
yabalimi abasakhulayo*

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UGOGO JANE UTHI...

siphindile futhi isizini enzima – izingxene zeze zaba manzi kakhulu kanti ezinye izingxene zi-somile kakhulu. Sitshelwa ukuthi lokhu kungaziwa ngokuthi yi- ‘weather amplification’, okusho ukuthi isimo sezulu esinamandla. Uma usendaweni eyomile, izokoma kakhulu, futhi uma usendaweni emanzi izoba manzi kakhulu. Kudingeka sikugcinele isikhathi esizayo lokhu ezingqondweni zethu uma sinquema ukuthi ngabe yini esingayitshala nokuthi singayitshala nini. Ukulima akubi lula.

Kuningi okukhulunywayo ngomhlaba nangokwabiwa kwavo kabusha. Uma ufunda le Pula Imvula kusho ukuthi ngempela ulima inhlabathi – kungaba umhlababola olinya ngokuhlanganyelwa, umhlababola oqashiwe, umhlababola ongowakho, i-commonage noma umhlababola owuthole ngokohlelo lokwabiwa kabusha komhlaba. Izibonakalo ezibalulekile zomhlaba njenge-asethi ukuthi lo mhlaba kufanele ukhiqize. Ukuba nomhlaba nje noma i-aksesi enhlabathini ngeke kuyiguqule impilo yakho – impilo yakho ingaguquka uma ukwazi ukwusebenzisa lo mhlaba onawo.

Ukuze usebenzise umhlababola, udinga ulwazi nekhone; udinga nemali yama-*input* okukhiqiza ngaphandle uma uzowenza ngezandla wonke lo msebenzi, uzinga i-eksesi yeminye imishini. Yilapho zivela khona ezinye izinselelo – uzoluthola kuphi ulwazi nesipiliyon, uzowathola kuphi ama-*input* (alungile ngesikhathi esifane), futhi yimiphi imishini ozoyisebenzisa?

Njenge-Grain SA, isisekelo okugxilwe kuso sephogremu yethu yentuthuko ukudlulisa ulwazi namakhono okukunikeza amandla okuthatha izinqumo ezifanele nokwenza into elungile. Ngokwethamela umhlangano we-study group nezifundo zokuqequesha, nangokufunda iPula Imvula, uzoluthola ulwazi.

Sinamaphogremu ahlukene okusiza abalimi ngama-*input* – I-Jobs Fund Project ingenye yalawo abalimi behkhoxha khona ngehektha ngalinye bese thina si-saplaya ngama-*input* siphinde sibaluleke abalimi. Futhi sinayo iphrojekthi ne-DRDLR nge-REID iphogremu yabo lapho sikkwazi khona ukusaplaya ama-*input* siphinde siqeqeshe abalimi. Kukhona isidingo esikhulu sokusekelwa ngezimali kwabalimi futhi njengamanje njenge-Grain SA asikwazi ukuhlangabeza ngezidindo zabalimi bonke. Siyaqhubeke nokuzama ukuthola ophathina abangeziwe abazosisiza ngalezi sinselelo.

Asiqhubekeni nokunakekela izilimo esikwazile ukutshala kulo nyaka – Khumbula uku-aplaya i-top-dressing embileni, futhi sigcine umhlababola uhlanzekile ungenalo ukhula – isilimo sakho sisaludinga uthando lwakho nokunakwa.

Yenza umkhuba wokunakekela ube phambili kulo nyaka



Ukulungisa i-planter uqinisekise ukuthi isebenza ngempela.

Lena yimishini yethu nama-implement esithembele kuwo. Lezi zizodinga ukuba uzinake kakhulu njengoba zivamise ukungenzi umusebenzi omningi.

- Emshinini ngamunye noma i-implement khetha izingxene ezithwala kanzima ezifana nama-bearing namabhande bese uwenza asebenze njengoba kufanele.
- Cophelela futhi ubhekisise njalo uma usuqedile ukuze uqinisekise ukuthi onke amanathi namabhawothi aboshwe aqina. Kulula ukungazinaki izinto.
- Ekugcineni, zisuse endaweni yokusebenzela uyozibeka lapho zingahhukwa khona kalula. Uma uthanda ungazitha uzivivinye endaweni eseduze ukuze uqinisekise ukuthi konke kusebenza kahle.

Ngenkathi usebenzisa impahla ensimini, ngeke sikkwazi ukuhlukumeza imishini yethu.

Kudingeka sizinike ukunakekeleka okufanele nokunakwa ezikudingayo ngezikathini zonke. Ngokujwayelekile indlela enhle kakhulu ukucizelela umkhuba ekusebenzeni kwakho abawenza nsukuzonke. Lo mkhuba kufanele wenziwe njalo ekuseni ngaphambi kokuba kuqale umsebenzi. Qinisekisa ukuba uhlole amaketango nama-bearing zonke izinsuku kanye namazinga kawoyela nophethiloli. Umkhuba omuhle ukuba nekhithi encane yokunakekela enamatuluzi nogrishi nezipile eduzane.

Lokhu kuhlola kungakuhlenga eku-meni okungadingekile, okungavama ukwenzeka njalo kunokuba kungenzeki

ngezikathini ezibucayi kakhulu. Ngakho ungadembeseli ngalokho, okungenani kuhambele phambili futhi wonge isikhathi nemali ngokuhamba kwestikhathi.

Umzamo wethu omuhle wokunakekela awukwazi ukuma lapho. Njengoba wazi kahle kamhlophe ukuthi yonke into esebezenza ensimini idinga ukunakekelwa okuqhukayi. Ngeke sinakekele kahle isizini yonke ize iyophela futhi bese siyekela uma isiphelele isizini yokutshala. Qinisekisa ukuthi uyibheka yonke imishini uma ukuba matasa komsebenzi sekuphele. Hlolisa kahle yonke into ngoba nakuba ibisasebenza kahle ngenkathi uqedelela umsebenzi, akusho ukuthi ayikho into engadiingi ukushintshwa.

Ngaphambi kokuba uwubeke umshini wakho

Nanka amathiphu malungana nokuthi unga-yinakekela kanjani imishini yakho ngaphambi kokuba uyibekwa okwesikhashana.

- Okokuqala yonke into kufanele ifakwe insipho enamandla ezosusa yonke inhlabathi nokungcola.
- Emva kokugeza kahle, onke amageja nama-diski kufanele egcotshwe kancane ngowoyela omdala ukuvikela ukuthomba.
- Ama-bearing kufanele agcotshwe ngogilisi kanti ama-hydraulic hose nozzle avalwe ukuze avikeleke kuma-elementi.
- Yonke imbewu esela emigqonyeni ye-planter kufanele ikhishwe.



Ukuzabalaza nempahla endala. Isithombe ngu-Johan Kriel



Ukugcina amaketango nama-bearing kubaluleke kakhulu. Isithombe ngu-Johan Kriel

- Ama-fertiliser hoppers akuma-planter ne-spreader nazo kufanele zihlanzwe ukuvikela ukuthomba, lokhu kubaluleke kakhulu ngoba umanyolo uyadla.
- Onke amaketango kufanele ahlolle futhi agcotshwe ngowoyela, iningi labalimi liyawusa-sa ngesikhathi isizini isathule futhi liwaggine ku-shedi ngenkathi engasasebenzi kwisizini.
- Kungenziwa njalo nakuma-planter plates nama-fingers.
- Izifafazi zamakhemikhali kufanele zihlanzwe ngamanzi afreshi, ama-zozzles kufanele ahlanzwe, akhishwe ayobekwa kwi-shedi. Uma sifuna ukuwuthokozela umsebenzi wethu nokuthi ube mnandi kunokuthi ube buhlungu ngakho ngingakweluleka ukuba wenze le zinyathelo zomkhuba wokunakekela zibe phambili ngo-2018. Ukulima kungaba ulwazi olumnandi uma izinto zihamba kahle, ngakho kudingeka senze konke esingakwenza ukuzigcina zihamba kahle. Umkhulu wami wayevamise ukuthi: 'Uku-thi awuyiboni inkinga, akusho ukuthi ayikho inki-nega...ngakho bheka uphinde ubheke futhi ukuze uyigweme leyo nkinga.'

I-athikhili ibhalwe ngu-Gavin Mathews, i-Bachelor in Environmental Management. Uma ufuna iminingwane egcwele, thumela i-imeyili ku-gavmat@gmail.com.



NJALO KUKHONA OKUSHA ONGAKUFUNDA

Kunolwazi olukhulu lomnotho wolwazi olungavunwa abalimi abasathuthuka abethamela imihlangano ye *Grain SA's Farmer Development study group njalo.*

Ukulima kubandakanya ukusebenza kanzima njalo futhi eqinisweni kungashiwo ukuthi abalimi abakwesabi ukusebenza kanzima bephokophelele ezinhlosweni zabo. Kodwa, kulezi zinsuku kudingeka okungapezulu kokusebenza kanzima. Ithimba le-*Grain SA Farmer Development likhombe amafektha athile avamile kubalimi abasebasha ezweni lonke ukunciphisa intuthuko njengokweswela ulwazi, amakhono kanye nesipiliyoni ikakhulukazi mayelana nobuchwepheshe besimanje kanye nemikhuba eyaziwayo yezolimo emkhakheni wesimanje.*

Ukulima umkhakha obanzi kakhulu futhi abalimi namuhla kudingeka baqondisise izindaba eziqeda amandla ezahlukene. Ulwazi lwethiyoli lulodwa alwanele. Abalimi bafunda emnyakeni ngeminyaka yesipiliyoni. Ngokwesimo saseNingizimu Afrika, abalimi abasafufu-

sa kaningi basebasha ukungena kulo mkhakha kanti imithetho yalo mkhakha ibucayi. Ukusebenza okuhle kudinga ukuqina okukhulu.

Njengoba i-profit margin ingaphansi kwenekulu ingcindezi, ayikho i-margin yokwenza iputha. Usithola kanjani isipiliyoni, futhi ubani uzokubamba uma uwa?

Silibangise kwezokuthuthukiswa kwabalimi ngamasu amanangi anikeza amaphrojekthi ahlukene namaphrogremu. I-study group yilapho siqala khona sihlangane nabalimi futhi siqale ukuhamba indlela ngokulinganisana nabo. Ngakho ke, mhlambe kufanele ukusho ukuthi **i-study group yinhliziyo yokuthuthukiswa kwabalimi** esifundeni esithile. AmaMeneja ethu eziFunda ayisishiyagalolunye azinze ezindaweni ezbialulekile zokulima okusanhlamvu ezweni:

- **U-Jerie Mthombothi** uzinze eNelspruit futhi uqequesha abalimi abangaphezulu kwabayi-1 200 abethamela ama-study group ayi-17.
- **U-Du Toit van der Westhuizen** uzinze eLichtenburg futhi uvakashela ama-study

Ngokubamba iqhaza kuma-study group abalimi bafunda kochwepheshe nakozaqwabo.

group ayi-15 anamalungu angaphezulu kwa-ma-630.

- **U-Jurie Mentz** umeneja ama-study group ayishumi nanye ukusuka e-Louwsburg ubonana namalungu angaphezulu kwama-650.
- **I-Graeme Engelbrecht** uzinze e-Dundee futhi umeneja ama-study group ayi-15 enamalungu alinganiselwa kwayi-900 abalimi.
- **U-Johan Kriel** umeneja ukusuka eLadybrand kanti usiza ama-study group ayi-15 anamalungu abalimi abangama-520 e-new era commercial farmers, ama-advance farmers, i-smallholder nama-subsistence.
- **USinelizwi Fakade** umeneja iphogremu eMthatha futhi uqhuba ama-study group angama-33 enamalungu abalimi ayi-2 572.



Isithombe: Ama-Study groups ayinhliziyo yokuthuthukiswa kwabalimi.



AMA-STUDY GROUPS

“ *Ukulima uhambo lwempilo yonke alusoze luphele!*

- Ihhovisi laseKokstad beliphethwe ngulan **Househam** futhi kamuva nje u-Luke Collier. Le lihhovisi liphethe ama-study group ayi-15 nenesamba samalungu ayi-1 185 abalimi.
- Lona futhi leli thimba eliphethe libhekelela ihhovisi i-Maclear ebelisebenza kuma-study group ayi-15 futhi anamalungu angaphezulu kwe- 1 000.
- U-Liana Stroebel** uYimeneja yesiFunda yeprojekthi entshonalanga naseningizimu neKapa. Ihhovisi lizinze ePaarl futhi lisebenza ngama-study group ayisishiyagalolunye anabalimi abalinganiselwa kwabangama-88. Kunesimemo esivulelekile kubalimi abanentshi-sekelo ukuba basayne kuma-study group ase-duze nabo ngemali encane ewu-R40,00 ngonyaka (ireyhi ka-2017). Into edingekayo ukuba abalimi kufanele bafune ukulima, babe nentshisekelo futhi bathande ukufunda, kanye nokwenza izinguquko uma belulekwa, futhi babe nakho ukuba ne-esksei-si yenhlabathini.

Indlela yethu yokuxoxisana nabalimi abavamise ukwethamela imihlangano ama-study group abo kwenza ukuba amaMeneja eziFunda nabeLuleki bakwazi ukubazi, bazi ngezinselelo zabo futhi bengathola umqondo omuhle ngokuthi bangayiqala kanjani inqubo yokweluleka nokuqequesha. Ubudlelwano nokwethembana yizimpawu ebalulekile zendlela yentuthuko esiyilandelayo.

IThimba leGrain SA Farmer Development likholwa ukuthi intuthuko yesikhathi eside yenzeka kuphela uma umlimi ngamunye eseohlome kangcono ukuze azibophezele ngokugcwle ebhizinisisi lakhe lokulima. Ngeke usithole sixhosa umlimi ngamunye ngqo noma futhi sinqume nganoma yini futhi asisoze sikwephuce ukquhutshwa kwemisebenzi yabalimi yokulima noma inqubo yokuphatha ibhizinisi – kodwa **SIZOKHULUMA**, sifundise, futhi seluleke – futhi **SIZOKHUTHAZA**, sibagqugquzele ukube benze nalokho abangafuni ukukwenza, sibakhuthaze – futhi yebo **SIZOSIZA** kakhulu futhi **SIZOKHOMBISA** ukuthi kungani ubuchwephese besimanje buletha imiphumela engcono.

Sihlale sibheka umqondo omusha njalo esizokwabelana ngawo nezinye izindlela ezinamandla. Sihlala siwavulile amehlo ethu njengoba sihamba sizungeza izwe sibheka amathuluzi afanele nempahla yokusebenza yabalimi abancane noma abasathuthuka. **SIYOLHLALA** senza konke okusemandleni njengompetha wabalimi abasathuthuka ngoba sifuna ukuthi wonke umlimi afaake isandla eku-vikeleni ukudla komndeni nokwezwwe ngokusebenzia umhlaba nokuba nezinsizakusebenza abanazo nokuthi bazibophezele kakhu! Isilinganiso sethu sempumelelo akukhona uku-



thi untshale amahektha amangakhi, akusona isamba samathani avuniwe kodwa kuya ngo-kuthi anakekelwe isikhathi eside, ukukhiquza okusezingeni eliphezulu lezilimo ezinenzuzzo kuHEKTHA ELIODWA VO elitshaliwe!

Amalungu ethimba lakwa-Grain SA Farmer Development azikhombisile ukuthi athembe-kile futhi ‘belilokhu livela’ ukuzosekela abalimi eminyakeni engaphezulu kwey-18 manje. Sihlangana ekhaya lomlimi nakuma-shed, ezindaweni zomphakathi njengasemahholweni nasemaklasini kanye nangaphansi kwezihlahla ezinkulu...futhi sihambe siye emasimini futhi siyobona siphinde sifunde okuhle nokubi esi-kuthola lapho.

Imihlangano we-study group inamndla futhi ishinhashintsha ngendlela yokuhava izihloko ezifanele neziwusizo kakhulu. Izihloko zivamise ukukhethwa ngokwe-rhythm yesizini ukuze zinikeze usizo oluningi ngesikhathi esifanele. Sibheka amaslaydi neziqeshana zama-video futhi anikeza izibonakaliso ezi-

phathekayo lapho usizo lukhona. Asingabazi ukungena ensimini sizibambele mathupha futhi singcole kanti asesabi nokungcolisa izandla zethu sibheke umsindo ongajwayele-kile enjinini – kodwa siyathanda ukukhombisa abanye ukuthi kwenziwa kanjani!

Njalo kuhlala kukhona okusha ozokufunda. Ngokubamba iqhaza kuma-study group abalimi bafunda kochwepheshe nakozakwabo. Bayafunda (futhi bafunde) masinyane kunoku-ba bazizabalazele bebodwa. Bathola umqondo omusha futhi bafunda amakhono amasha ngokwabelana ezingoxweni zamaqembu. Ukulima uhambo lwempilo yonke alusoze luphele!

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AMALEVELI OBULUNGU BE-GRAIN SA – asebenza kanjani...

-Grain SA yinhlangano ye-khomodithi eqapha umkhakha futhi yenze okuthandwa kakhulu abakhqizi bokusanhlamvu eNingizimu Afrika. Lokhu kusho ukuthi inhlangoano isebenza njengomqaphi, oqapha izindleko ze-input nekhwathithi ye-input.

Ithimba nalo liroxisana futhi lihlanganise egameni labo BONKE abalimi bokusanhlamvu eNingizimu Afrika. Le nhlangano ilwela ukumela izwi eliodwa egameni labalimi bonke uma kukhulunyuwa izindaba nohulumeni nabanye ababame iqhaza.

Noma ubani okhiqiza okusanhlamvu angaba yilungu lenhlangano yokukhiqiza i-Grain SA. Imali ekhokhelwa ubulungu ibhadalwa njalo ngonyaka isikhathi esiqala ukusukela ngomhla ka-1 Mashi kuye ekupheleni kuka-Febhuwari. MABILI amaleveli ahlukene ngokuphelele obulungu.

1. Amalungu e-Commercial

Ubulungu obugcwele buyatholakala kubakhqizi bokusanhlamvu abakhqiza okungenani amathani ayi-100 okusanhlamvu ngonyaka wokumaketha; futhi bakhokhe imali yobulungu enqunyiwe kanye ne-levy yekhomodithi kwa-Grain SA ngethani ngalinye alikhqizile lokusanhlamvu. I-minimum ka-R1 000 kanye ne-VAT inqunyelwe ubulungu obugcwele. Umkhiqizi futhi kudingeka avumelana nenhloso ye-Grain SA.

Amalungu angabakhqizi kudingeka asayine ifomu eligunyaza i-ejenti eqoqa imali yokujoyina

Ithebula 1: I-levy yamanje ngethani eliodwa lokusanhlamvu.

Isilimo	I-Levy ithani eliodwa
Ummbilu	u-R2,70
Ubhontshisi iSoya	u-R5,40
Ujikanelanga	u-R5,40
Amabele	u-R2,70
Amantongomane	u-R10,70
Ukolo	u-R3,20
Ikhanola	u-R4,30
Ubhali/i-Gars	u-R3,20
Konke okunye okusanhlamvu	u-R3,20

* Kuwo wonke amalevi ayifakiwe i-VAT

lapho ediliva khona okusanhlamvu kwakhe, uku-thatha i-levy lapho kudiwa khona umkhiqizo. I-levy yamanje ngethani ngalinye yokusanhlamvu ikhonjiswa **kuThebula 1**.

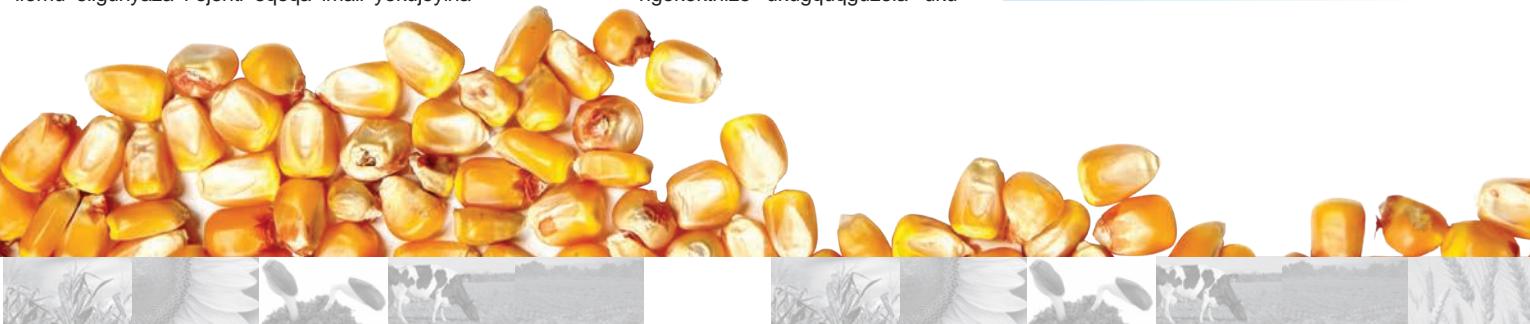
2. Amalungu e-Study group

Inhlangoano yamukela abalimi abasathuthuka futhi ibanikeze neleveli yobulungu bokungena ku-study group ka-R40,00 ngonyaka. Amalungu e-study group akhiqiza okusanhlamvu ku-small scale futhi bakhqiza okungaphansi kwamathani ayi-100 okusanhlamvu. Amalungu ephrogremu i-Grain SA's Farmer Development asekelwa ngezindlela eziningi ezahlukene ezikhethwe ngokokthize ukugquqguzela uku-

khula nokuthuthuka komlimi ngamunye ukuze usheshe ukungena endleleni ezinzile usebenzisa izindlela zokulima zesimanje nobuchwephesheshe.

Onke amalungu e-study group azoxhunyaniswa nesinye i-study group esisebenzayo izoba nelungu elikhona elizinikele ukuqe-sha, i-mentor nokweluleka ngemikhuba emihle yokusanhlamvu esigodini ngasinye.

*I-athikhili ibhalwe ngu-Jenny Mathews,
umballi wePula Imvula. Uma ufuna
imininingwane egcwele, thumela i-imeyili
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Pula Imvula's Quote of the Month

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

~ Mark Twain





UKULIMALA ENDAWENI YOKUSEBENZA

- okufanele abalimi bakwazi

Ku-athikhili edlule siligcizelele iphuzu lokuthi abalimi njengabaqashi kufanele benze futhi banakekele, ngendlela abangenza ngayo, indawo okusetshenzelwa kuyo iphephile nengenabo ubungozi empi-lweni yabasebenzi.

Umhetho (Na. 85 ka-1993) wezoKuphepha nezeMpilo kubasebenzi phecelezi i-Occupational Health and Safety ukuhlela ezempilo nokuphepha endaweni yokusebenza, okuyipulazi lakho.

Kuyo le athikhili efanayo, sixoxa ngomsebenzi womqashi kuyo futhi le athikhili sizogxila emsebenzini wabasebenzi nasekutheni uma kwenzeka izingozi (ukulimala).

Abasebenzi kufanele:

- Anakekele impilo yakhe futhi iphephe, kanye neyabanye abantu abangaphazamiseka ngezenzo zakhe.
- Qhuba noma imuphi umyalelo osemthethweni nozwakalayo mayelana nodaba lwezempiro nokuphepha obekwe umqashi.
- Vumelana nenqubo yomqashi endaweni yokusebenza.
- Sebenzisa izingubo zokuzivikela ohlinzekwe ngazo nempahla yokusebenza uma kudingeka.
- Bikela umqashi masinyane uma ubona izinto ezingaba nobungozi.
- Bika ngezelhakalo ezingaba nomthelela empilweni yakhe noma zidale ukulimala kumqashi ngokushesha, kodwa hhayi emva kwesikhathi sokuphela kweshifu.

Kodwa, kuzohlala kungumsebenzi womqashi ukuqinisekisa ukuthi bonke abasebenzi bayazi

“Yikhava yomshwalense ophoqelekile uma kwenzeka kushona omunye wabasebenzi, uthola ukulimala noma ethola isifo emsebenzini ngesikhathi besaqashiwe.”

ngesibophezelo esishiwo ngenhla. Uma kwenzeka kuba khona ukulimala, bese kutholakala ukuthi umqashi ube nobudedengu, kungambuyisela emuva kakhulu kumqashi. Ungahlawuliswa imali enku lu ne/noma ubhekane nokuvalelwa ejele futhi uphoqwe ukuba ululungise lolu daba. Ukuhlehlala emuva ngokungafanelekile kungaba ukuthi ukukhiqiza nengqondo yomsebenzi ingaphazamiseka okubi ngokuvama kwezehlo zokulimala.

Ukuze kuzuze umsebenzi nomqashi kubalulekile, uma kwenzeka ingozi ukuba balandele imigudu efanele babike noma okunjani ukulimala okukhulu (ikakhulukazi lapho kudingeka khona unyango lwezempiro) noma ukufa ku-Compensation Commissioner ezi-nuskwi eziyisikhombisa. Zonke izisebenzi zinalo ilungelo lokufuna noma iziphi izindleko kuNkomishani. Uma kungalandelwanga inqubo efanele umsebenzi uzoba nelungelo lokufuna isinxephezelo kumqashi.

Isikhwama sesiXnephezelo, lesi esibizwa nge-Compensation Fund sasungulwa ngokusemthethweni, Umhetho na.130 ka-1993, i-Compensation for Occupational Injuries

and Diseases Act (i-COIDA) eyokwenza isinxephezelo sokukhubazeka ngenxa yokulimala nezifo azikhungathe noma ezitholwe izisebenzi ngesikhathi besaqashiwe njengomphumela ngqo yomsebenzi wabo. Iphinde inxephezelo ekufeni ngenxa yokulimala nezifo ngendlela efanayo. Abaqashi babhadala imali njalo ngonyaka (kuphoqelekile) esikhwameni lapho le mihlomulo ibhadalwa khona.

Yikhava yomshwalense ophoqelekile uma kwenzeka kushona omunye wabasebenzi, uthola ukulimala noma ethola isifo emsebenzini ngesikhathi besaqashiwe.

Isikhwama silawulwa yi-Compensation Commissioner nabaphathi bokubika, amaphenathi, amakholekshini njl. iphethwe nguMnyango weZabasebenzi.

Uyacelwa, kucelwa ukuba uqaphele, uma unomsebenzi oyedwa kuphoqelekile ukuba ubhalise noMnyango wezaBasebenzi ukuzobamba iqhaza kule sikhwama.

Inqubo uma kwenzeka kwehla ingozi
Inqubo efanele uma kwenzeka kwehla ingozi ihamba ngalendlela elandelayo:

Isehlo esincane noma ingozi lapho kungadingezi khona ukunyangwa kwezempiro

“Ukuvumelana nezidingo zale mithetho emibili okubalulwe ngenhla kudinga ukuphatha okuhle.”

Ithimba labahleli

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IsiZulu,
IsiBhunu, isiNgisi, IsiTswana, IsiSuthu,
IsiSuthu saseNyakatho, nesiXhosa.

Uhlelo IweGrain SA LokuThuthukisa amaFama

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Ukulimala endaweni yokusebenza – okufanele abalimi bakwazi



Indawo ephephile yokusebenzela kufanele ibe khona ukuze kuvikelwe ukulimala emsebenzini.

okuphreshinali akudingekile ukuba kubikwe. Kodwa, kuzoba kuhle ukugcina umukhuba omuhle wezokuphatha ugcine amarekhodi adingekayo, ungakwazi ukunquma ngendawo okukhulunywa ngayo noma leso sisebenzi esithile saba nobudedengu obukhulu. Ngenxa yokuthi unolwazi, usuzokwazi ukulawula le nkinga.

Uma kwenzeke ingozi ebucayi kakhulu (unyang iwezempiro oliphreshinali luyadingeka), leso sehlo kudingekile sibikelwe i-Compensation Commissioner (uMnyango wezaBasebenzi) Ngokugcwala u-Part A we-Employers Report we-Accident Form WC12. U-Part B -i-khabhoni khophi ka-part A – kufanele ihanjiswe kumqashi ukuze ayinikeze udokotela noma isibhledela lapho elashewa.

Ubufakazi bezempilo budlala indima ebalulekile ukubhadala izikweleti zezinxepehezelo kanye nezindleko zezempiro kufanele bubhewe. Kunemibiko emithathu okufanele igcwaliwe ngudokotela/isibhledela:

- Umbiko wokuqala wezempiro – i-WCI 4;
- Inqubekela phambil yombiko wenyanga wezempiro, uma kudingekile – WCI 5;
- Umbiko wokugcina wezempiro – nawo uku-WCI 5;
- Futhi ekugcineni umqashi kufanele aqale phansi agcwaliise umbiko wosemsebenzini – ku-WCI 6.

Uma kwenzeka kwehla ingozi ebucayi umqashi kufanele abiyele leyo ndawo yesigameko ngeribhini, aqoqe ubufakazi obuningi, athathe izithombe, athathe izitativende ezi-sayiniwe kofakazi abazibonele ngamehlo, anqume ngokulandelana kwezehlakalo kanye nembangela futhi u-aplaye ubungcono. Uma kukhona oshonile, leyo ndawo kufanele ingathintwa kuze kufike emaphoyisa.

Onke amafomu nolwazi kuyatholakala eMnyangweni wezaBasebenzi. Qinisekisa ukuthi onke amafomu akhona – lokho ukume-neja okuqondile.

Ukuvumelana nezidingo zale mithetho emibili okubalulwe ngenhla kudinga ukuphatha okuhle. Kodwa lokhu kwedlulwa kakhulu inzuzo yokusungula indawo yokusebenza ephephile kanye nesinxephezelo sezindleko zezempiro nosiqinisekiso sokuhiqiza.

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