

# PULA IMVULA

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## Abantu, ulwahlule- lwano nenkqubela



**K**ukho abantu abakholelwa ekubeni aba-limi baphila ubomi benzolo bokumana bejika-jika kwiifama zabo besebenza ngokwesantya sabo ngezizathu ezithile – kodwa mhlawumbi akukho nto yimbi engaphaya kwenyaniso!

Umsebenzi wokufama utshintshile. Namhlange ukufama yinkubo eqhutywa ngokwanamhla kangangoko nexhomekeke kwiindlela ezintsha zobuchwepheshe kude-kufikelelwe kwiinkcucha-cha zezinto ezincinane. Oku kudala uxenzelelo olukhulu kubume obungqonge umntu xa bunga-lawulwa kakuhe.

### Abalimi bafanele ukunxiba iminqwazi emininzi

Phantse yonke imihla umlimi unxiba iminqwazi eliqela njengoko eyingali yenzululwzi yomhlaba,

ugqirha wezilwanyana, umkhandi, ingcali yemozulu nomnini-shishini. Ukwayingcaphephe kwezempi-lo nokhuselo, umlawuli wobudlelwane babasebenzi nengcali kubalo-mali...Umlimi ngumlawuli oyCEO okwayiCFO yamashishini aliqela kubume obumngqongileyo obuguqu-guqukayo. Yonke imihla uqubisana nezinto ezintsha ezivelayo, iinkqubo ezintsha nemithetho emitsha. Yiloo nto kubalule-kile ukuba abalimi bahlale BEQHAGAMSHELENE nothungelwano lonke abanokuthembela kulo ngenkxaso abayidingayo, uphuhliso noqequesho Iwezakhono zobuchule. Oku yinyaniso ngomlimi NGAMNYE kungengabo abalimi abasaphuhlayo kuphela!

Ulwahlulelwano luya kuba soloko luyinxalene yeymfuneko lweshishini lakho lokufama. Nkqu noBill Gates uyakuncoma ukubaluleka kokwakha ishishini ngokufumana ulwahlulelwano olunoncedo. Ukholelwa ekubeni impumelelo yakhe ifumaneke

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yophuhliso Iwabavelisi

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# Makhe sijonge

## IINTSIKELELO ZETHU

### UMAKHULU UJANE UTHI...

**U**kuba ungumlimi kwiindawo ezifumana imvula ebusika (eNtshona Koloni) sinethemba ke ngoko lokuba uya kukwazi ukuvuna izityalo zakho ngaphandle komonakalo ogqithisileyo obange-lwa ngumoya okanye yimvula. Ukuba ukiwindawo ezifumana imvula ehlotyeni, sinethemba ke ngoko lokuba uye wakwazi ukutyala isityalo sakho esilandelayo ngempumelelo nokuthi kukho ithemba lokufumana isityalo esihle apho.

Omnye wemingeni emikhulu abajongene nawo abalimi sisakhono sokulinywa kweenkozo – iindleko zeemveliso zamalungiselelo ezithe rhoqo ukunyuka nangona ixabiso leenkozo esizivunayo linganyuki ngokwaneleyo ukuze sifumane umvuzo wemizamo yethu. Lo ngumgeni abaquibisana nawo bonke abalimi, abalimela ukuziphilisa, abalimi abarhweba kancinane, nabalmi abasaphuhla kurhwebo kune nabalmella ukurhweba. Ukuze sisinde, sifanele ukwandisa isakhono sethu kangangoko – kufuneka sigcine iindleko zethu ziphantsi kangangoko kunokwenzeka, ngelixa sifanele ukwandisa izivuno zethu ukuze siqinisekise ukuba sifumana ixabiso elihle ngezivuno zethu. Kodwa oko akululanga.

Thina njengabalimi sisikelelekile kuba nokuba kunge-nzeka ntoni ehlabathini, abantu bona badinga ukutya kune neempahla zokunxiba kanti ke abavelisi bezo zinto sithi – abanakukwazi ukuphila ngaphandle kwethu. Kuyimfuneko ukucinga ngendlela yokuyila okutsha – yintoni esinokuyilima enokuthengwa ngabantu ngexabiso elinokusigcina siqhuba ngomsebenzi wokufama? Ingaba zikhona mhlawumbi ezinye izityalo esinokuringa ngokuzilima ukuze sahluka-hlukanise umngcipheko wethu? Kumnandi ukuqhube ngokwesiqhelo sethu – kodwa ukuba senza njalo, siya kusoloko sifumana isipumo esifanayo.

Sifanele ukubheka-bheka sikhangele ukuba yintoni edi-nwa ngamalungu oluntu esihlala phakathi kwalo, okudingwa kwimimandla yesizwe yeentengiso, kanti, nkqu nokufunwa kwimimandla yehlabathi yeentengiso. Sakuba sikhazi esinokukuthengisa, emva koko sifanele ukuzikisa ingqiqo yethu kwindlela esinokukulima ngayo oko ukuze sifumane inzuso. Ugqaliso lwethu kwinzujo lubalulekile kuba ngaphandle kweenzujo, asisayi kukwazi ukuqhube ngokufama.

EMzantsi Afrika, iiholide zethu zeKrisimesi zihlangana nelona xesha lengxakeko enyakeni kubalimi bezityalo zase-hlotyeni (umbona, oojongilanga, amandongomane, iimbotty zesoya) – asikwazi kushiya umsebenzi kuba sifuna ukon-wabela ixesa leeholide. Eli xesha lonyaka, lidinga ingqalelo yethu epheleleyo – ukuhlola ukhula nezitshabalali seziyitalo, ukufaka umaleko wangaphezelu, ukutyalwa kwezityalo ngo-kutsha (ukuba kuyafuneka). Ukuba eli xesha asilisebenzisi kakuhle, asisayi kulifumana elinye ithuba lonyaka opheleleyo.

Kwabo benu bakwazileyo ukulenza kakuhle ucwangci-selo lwemisebenzi yenu, mhlawumbi ningakwazi ukuzinika ithutyana lokuphumla nonwabele ithuba lokupholha neentsapho zenu. Thina Qela laseGrain SA loPhuhliso IwabaLimi – sininqwenelela ithuba leKrisimesi elisikelele-leyo kune neMinqweno eMihle konyaka ka-2019. Nanga ningasikeleka.

**K**ubomi bale mihla izinto zenzeka ngokukhawuleza kangangokuba side sishiyekemva. Nathi singabali sinamava ngale meko ngakumbi ngexesha lokutyala nelokuvuna.

Umsebenzi wokulawula ngomnye wezinto ezibalulekileyo, ngokunjalo ukusebenza iju-re ezinde, nokusebenza nzima. Kukwanjalo nciam malunga neGrain SA, kanti kubonakala ngathi oku akwanzeki ngexesha elithile lokulima, kodwa kwenzeka konyaka wonke jikelele.

Ingxoxo iphelele malunga nokuhluthwa komhlaba ngaphandle kwembuyekezo ibisoloko inje. Sijikeleza ndawonye, ngelinge lokuzama ukuzifihla emva kweenyaniso nengqiqo. Nangona kunjalo, kuyo yonke le ngxoxo nathi singabanye babantu abacamngca ngalo mba phakathi kwa-baninzi, abantu ekunokucingisiswa nabo, abantu esabelana nabo ngombono malunga noMzantsi Afrika.

Nangona sivila kwimeko ezahluka-hlukileyo futhi sinembali eyahluka-hlukileyo, sonke sisigondile isidingo sokukhawuleziswa kwenguquko kwezomhlabo, sonke siyaziqonda iintsileo zangoku, kwaye sonke sikubona kubalulekile ukunika bonke abantu ithuba lokuba nempahla yabo, ngokunjalo bakhusele ilungelo labo lokwenza njalo.

Kutshanje Kwiingxoxo ngoMhlaba eBela-Bela uthakazelelo lwabalimi nezicwangciso zokusungula okutsha zindimangalisile mna nabanye ebebelapho. Indlela ebebezmisele ngayo abantu ukuncedisa abantu belizwe labo ibimangalisa. Kanti oko kwenze umahlu kumaqela oluntu.

Usinga ebekubanjiswene ngalo kuyo yonke inkomfa nangona kunjalo, ibiyindlela abakhokele ngayo uThixo ukuba bafikelele kwizigqibo zabo, indlela abancede ngayo uThixo ukuba bafumane abahlulelane abalungileyo, okanye indlela abalonise ngayo okudingekayo. Isandla sakhe besicacile kulo mba.

Xa kujongwa emva, yonke ingxoxo malunga nomhlaba nendlela izinto eziqale ukutshintsha ngayo ukususela esiphakathi ni senyanga kajuni, kukuba inkcazo inye kuphela. UThixo uyalawula. Kanti xa umuntu eqwalasela ngokuthe kratya, kucaca

Jaco Minnaar



mhlophe kuthi okwenzekayo nendlela ase-benzisa ngayo abantu namaziko ukuba akhokele ngokunjalo akhe ikamva liphelele loMzantsi Afrika.

Kwincwadi yoku-1 kwabaseTsalonika isahluko sesi-5 ivesi ye-16 ukuya kweye-18, iNkosi isixeleta ukuba masisoloko sikuvuyela ukuba kuYe, sithandaze singayeki, sibulele konke. Xa siphila ubomi bethu obuxakeki-leyo, siyalibala ukuvuyela ukuba kuYe. Siyalibala ukumbulela, kanti silibala nokuqwalasela yonke into asenzela yona, zonke iintsikelelo esizifumana ngesisa.

Eli xesha leKrisimesi, lixesha esinokulisebenzisela ukubonisa apha Asisikelele khona ebudenibonyaka ngeendlela ezzinzi, ngokuhle nangokubi, ngokunjalo sifanele ukuqhube umsebenzi Asinike wona ngoku-jonga kuPawulosil!

Wanga ungaba nexesa elisikeleleleyo nabahlobo nosapho, akwaba ubunokujonga emva kwaye uvuye, Akwenze Mtsha konyaka ozayo, ngokunjalo nokuhanya kwaKhe ku-kazimile phezu kwakho.

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## 01 Abantu, ulwahlulelwano nenqubela

ngqo ngenxa yenyaniso yokuba **ebezinqonge ngabantu abaluncedo** abenze kwaba yinto enokwenzeka ukuba azakhele isiseko esiluqilima ukuze akhawuleze anyuke. Xa unabanye abantu ababandakanyekayo uyawazi ukusinga ngobulumko. UGates uphinda athi wafuna **abantu ababenoku-xhasa imiba ebonisa ukomelela kwakhe baphinde bavale izikroba zobuthathaka bakhe**.

Asiyonto enokulindeleka ukuba ukwazi ukuba nazo ZONKE izakhono zobuchule ezifuneka ekwenzeni umsebenzi wokufama. Lukhethe ngobuchule uluntu Iwakho Iwenkxaso. Qokelela abantu abanokukungqonga abakuholnelayo nabakuthembayo. Kodwa mabakwazi ukuphendula ngezigqibo zabo.

### Uzakhela ntoni iintlubo zothungelwano?

Iintlubo zothungelwano ziyyindlela entle yokuba abalimi batshintshislane ngeenkukacha, badibanele ngokwentlalo, bafunde kwaye banxibelelane nabanye abalimi. Kanti uthungelwano luhinda lufikelele kubudlelwane nabathabathi-nxaxheba. Umlimi uthatha amathuba 'olwahlulelwano' namaziko emali afana neebhanki kune namashishini ezolimo, abathengisi beemveliso zamalungiselelo zezichumiso, imbewu, iikhemikhali ngokunjalo nabanye abalimi. Ngubani ojonga kuye malunga namacebiso? Ngubani omvumela ukuba akucebise? Ngubani ofuna ukuba ube nobudlelwane obulungileyo bokusebenza naye? Aba ngabantu onobudlelwane 'bolwahlulelwano' nabo.

### Ulwahlulelwano luthetha = intsebenziswano ejoliswe kwinjongo efanayo

Inkubo yaseGrain SA yoPhuhliso IwabaLimi nayo ikwangumahluelane kune nabalimi abaninzi abasahlumayo. Injongo ekudityenwe ngayo kukunce-disa abalimi ukuba benze umsebenzi wokufama onozinzo kwaye bavelise izivuno ezihiile kangangoko ngokusebenzisa eyona migao ibalaseleyo yokusebenza. Le nkubo icwangciselwe ngononophelo ngendlela edala ubume obungqonge abalimi bokufunda ngokuthe kratya nangokukhawuleza.

Sinika abalimi amathuba aliqela othungelwano kwaye sifunda okuthe kraty:

- Iqela loFundonzulu lisentloko kwinkqubo yo phuhliso Iwabalimi. Kukulo aphi sidibana khona nabalimi abatsha nalapho abalimi bafunda khona ukuba sinomdla wenene ekubancediseni kubume obungqongwe luxolo.
- Inkubo eseypHambili kwiNkxaso yabaLimi yenzelwe ukuba abalimi basingise kumsebenzi wokufana ngokurhweba. Abacebisi abazingcaphephe bahamba nabo bethe chukuze babanike iingcebiso.
- Imagazini yePula Imvula sisixhobo esibalulekileyo esijoliswe ekusasazeni uthungelwano olubanzi Iweenkukacha. Kudluliswa imiyalezo ebalulekileyo ukuze abalimi babe nolwazi oluphangaleleyo. Siyathemba ukuba imiyalezo ekwimagazini ifikelela kwiindlebe ezininzi kwaye



*Ukwabelana ngeenkukacha, ukudibanelana entialweni, ukufunda nokunxulumana nabanye abalimi.*

iya kuba yinkuthazo kubalimi bexesha elizayo.

- Izifundo zoqequesho ziyyilelwne ngqo ukuphucula izakhono zobuchule zabalimi njengoko kuchongwa izikroba zokulambatha kolwazi. Izifundo zinawo omabini amathuba ezifundo ezibhaliweyo nezokuziqhelanisa ukuze kuqinisekiwe ukuba izifundo zinentsingelo kwaye zilunedo.

Sinenjongo yokunika ilungu ngalinye ubume obungqongwe yinkxaso nethuba lokuzixhobia phucukileyo ngomsebenzi wabo wokufama.

### Umntu ulwakha njani uthungelwano Iowlahlulelwano olusebenzayo?

Ulwahlulelwano yinkqubo endlela-mbini. Kufanele kubekho ukuholnelana – nokuba anisoloko nivumelana ngayo yorke into. Asililo lorke ulwahlulelwano oluya kugcinwa unaphakade – ngamanye amaxesha Iwensiwa ngesizathu esithile. Kwakhona kukwabalulekile ukwazi ukuba asingawo onke amalinge olwahlulelwano asebenzayo. Kufuneka uzie ukhululekile ukuphuma kulwahlulelwano olungenancedo kuwe.

### Ziintoni iimpawu zolwahlulelwano olulungileyo?

- Ukuthembeka** – akunakubakho Iwahlulelwano luncomekayo xa kukho umntu ofihla intloko komnye. Sifanele ukubazisa abanye ukuba kutheni sinqwenela ukuba nolwahlulelwano nabo kwaye namanye amaqela afanele ukucacelwa sisizathu sokuba anqwenele ulwahlulelwano nave. Umlimi makaqiniseke ukuba ukhetha iingcaphephe ezineziqinisekiso zolwazi nezisebenza kudidi oluphezulu Iwengqiqo. Eyona ndlela ibalaseleyo yokwazi ukuba ingaba umntu angathenjwa na kukuthetha nabanye abantu abakhe basebenza naye.
- Ukuxhasana** – kufuneka kubekho ukuthembana oluluqilima ngenxa yenjongo efanayo. Ulwahlulelwano alunakuba yimpumelelo xa kukho umoya wokuxhaphazana, wokuqhatha okanye iikhonko elibuthathaka nangayiphi indlela. Ukuzinikela kwinjongo makube ngumba ophambili kubo bonke ababandakanyekayo kungajongwa bukhulu okanye amandla.

**• Amava** – kubalulekile ukuba kubekho umgangantho othile wobuncaphephe kumaqela olwahlulelwano. Le asiyondawo aphi imfama ikhokela iimfama. Khetha amaqela olwahlulelwano anombono, ulwazi okanye akunika inkxaso.

**• Unxibelelwano olucacileyo** – akunakubakho kubhideka ngento enifuna ukuyiphumeza. Wonke umntu makaluqonde uxanduva Iwakhe. Qiniseka ukuba uyakuqonda konke okuxoxiweyo nayo yonke into oyisayinelayo. Ngaloo ndlela ufumana inzuso kulgakhwi lonxibelelwano olufana nolwendlu yezigcawu kwicandelo lakho. Akusoloko kululuvo olulungileyo ukuxhomekeka kuphela emntwini omnye malunga nokhokelo.

**• Gcina iliso lakho kwinjongo** – kufuneka uqiniseke ngendawo ozikhokelela kuyo wena neshishini lakho. Zibuze ukuba unqwenela ukuzaza ntoni. Xa iphunyeziwe injongo nisenokuluphelisa olo Iwahlulelwano okanye nitshintshele ugqaliselo kwiinjongo ezintsha.

**• Inkonzo** – Amaqela olwahlulelwano aphumelayo asekwe kwinkonzo, kungekuko ukusilela ekubacingeleni abanye. Umntu omnye akawenzi wonke umsebenzi, ngokunjalo akufuneki kubekho ilungu elinye elifuna ukunconywa ngaphezu kwabanye. Akukho zincwangciso zifihlwayo.

Thetha ngeenkxalabo zakho, thetha ngezinto ezikuvuyisayo ngokunjalo yabelana nabanye ngezinto ezikunkira ithemba. Ungaluvumeli uthungelwano Iwakho ukuba lukulibale. Fumaneka kwaye uthembek. Xa umahulelane ofaneleki-leyo enobudlelwane obumonwabisayo nawe uya kukhuthala ukufuna izisombululo zemingi kwaye uya kuxuhasa. Khumbula: Ukuba ufuna ukuqhuba ngokukhawuleza, Sebenza weda kodwa...ukuba ufuna ukufikelela kude, hamba nabanye!

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# Yiba ngumlawuli WEFAMA OYINGCALI

KwiPula Imvula kaNovemba sixoxe ngeftuthe lobunkokeli njengomsebenzi obalulekileyo wolawulo lomlawuli kwishishini. Kweli nqaku ugqaliselo luza kuba kwezinye izakhono zobuchule ezibanzu ezifanele ukusetyenziswa ngumlawuli ukuze ishishini lakhe libe yimpumelelo.

Siza kuqwalasela ulawulo ngakwinkalo ebanzi kuba umsebenzi womlawuli ungaphezu kokwenza isicwangciso, ulungiselelo, impumezo nokubek' iliso. Ugqaliselo kweli nqaku lukwizakhono zobuchule ezithile alukho kwimisebenzi yolawulo.

Xa umntu eqala ishishini, elifana neshishini lokufama, ungena kwindima yoMphathi oyiNtloko wesiGqeba esiLawulayo (CEO) aze alawule ishishini ngokwenza isicwangciso, ulungiselelo, impumezo kunye nokubek' iliso – imisebenzi yolawulo. Ngelixa eqhuba ngemisebenzi yolawulo iCEO ifanele ukuqwalasela nemigqaliselo yolawulo ephatenele ekwenzeni iziqqibo, unxibelewano, inkuthazo, ulungelewaniso, ukuthuma, ukugcina ucwangco nokuhokela.

Xa eyedwa ummini/umlawuli okanye iCEO mhlawumbi akakwazi kuyinika ingqalelo yonke le misebenzi yolawulo. Nangona kunjalo, xa linokukhula ishishini, kude kuqeshwe abasebenzi, le misebenzi ifanele ukunikwa ingqalelo ethe chatha.

Xa lisiya ngokwanda inani labasebenzi abaqeshwayo, iya ngokwanda inqqalelo yeCEO yokutyumba abasebenzi njengabalawuli, ukuze ngokwenza njalo kubekho amabanga abalawuli.

Xa kuthethwa ngokubanzi kuya kubakho amabanga olawulo kwishishini. Ngokokukhula kweshishini, ibanga lokuqala labalawuli elityunyawo liya kubizwa ngokuba ngabalawuli bomgca wokuqala. Ngabona bakwibanga elielona liphantsi kanti kaninzi kuthiwa ngabaphathi okanye iinduna okanye iinkokeli zamaqela. Bakhethelwa ukuthwala uxandva lwemihla ngemihla lokuphunyewza

kwezicwangciso nokulawula abantu kunye ne-minye imithombo yoncedo yokuxhassa ishishini ukuze lisebenze ngendlela encomekayo.

Ekugqibeleni, xa likhula ishishini kuye kufuneke ukuba makutuunje ibanga lesibini labalawuli, abo babizwa ngokuba ngabalawuli abasesiphakathini abaya kongamela omnye okanye abangaphezu kwesinye kubalawuli bebanga lokuqala. Baya kugqalisela ubukhulu becalu kulungiselelo nolawulo lwemithombo yoncedo. Abalawuli abasesiphakathini bana-mawonga afana neleNtloko yeSebe, uMlawuli weFama, uMlawuli weFektri, njalo njalo.

Kanti kuya kubakho nabalawuli ababizwa ngokuthi ngabalawuli abaphezulu abanokutu-njwa nabananawonga afala nala, uMbhexeshi woLawulo okanye uMlawuli wamaCandelo. Bakuba betyunjiwe abalawuli beziKhundla eziPhe-zulu balawula neCEO ukuze babe noxanduva lokwenza izicwangciso, ukuchonga nokukhetha iinjongo nemigaqo yamanyathelo efanelekileyo.

Ngaphezu kwazo zonke ezinye izakhono zobuchule ezifunekayo, bonke abasebenzi abakwelinye lala mabanga olawulo badinga izakhono zobuchule ezithathu ezongezele-lweyo nezizodwa ukuze baphumelele njengabalawuli, nokuba kukweliphi ibanga. Ezinye zezakhono zobuchule zezemiba, ezimalunga nabantu kunye nezobuchule bokusebenza.

Izakhono zobuchule ngokwemiba zibonakaliswa kwisakhono sokuhlalutya nokuchonga ingxaki kunye nokusombulula ingxaki ngokwendlela eya kuba nefuthe leziphumo zethuba elide ezinika ithembu kwishishini. Abaphathi bezikhundla eziphezulu badinga ezona zakhono zobuchule zomgangatho ophezulu, kuba imisebenzi yabo ephambili kukwenza izicwangciso nolungi-selelo. Bekunye neCEO, abaphathi bezikhundla eziphezulu bafanele ukucinga ngekamva leshishi – apho bafuna lifikelele khona ishishini.

Kufuneka bacinge ngendlela yokuqhubela phambili ngeshishini ngokunjalo nangokwenza isicwangciso ngendlela efanelekileyo.

Izakhono zolawulo lwabantu ziQuka isakhono sokuqonda, sokutshintsha-tshintsha, sokukhokela nokulawula isimilo sabanye abantu kunye nemaqela. Ziphinda ziQuke isakhono sokunxibele-na, sokulungelelanisa, sokuthuma, ukukhuthaza abantu nokugcina ucwangco Izakhono zobuchule ezimalunga nabantu ziyadingeka kubalawuli bawo onke amabanga.

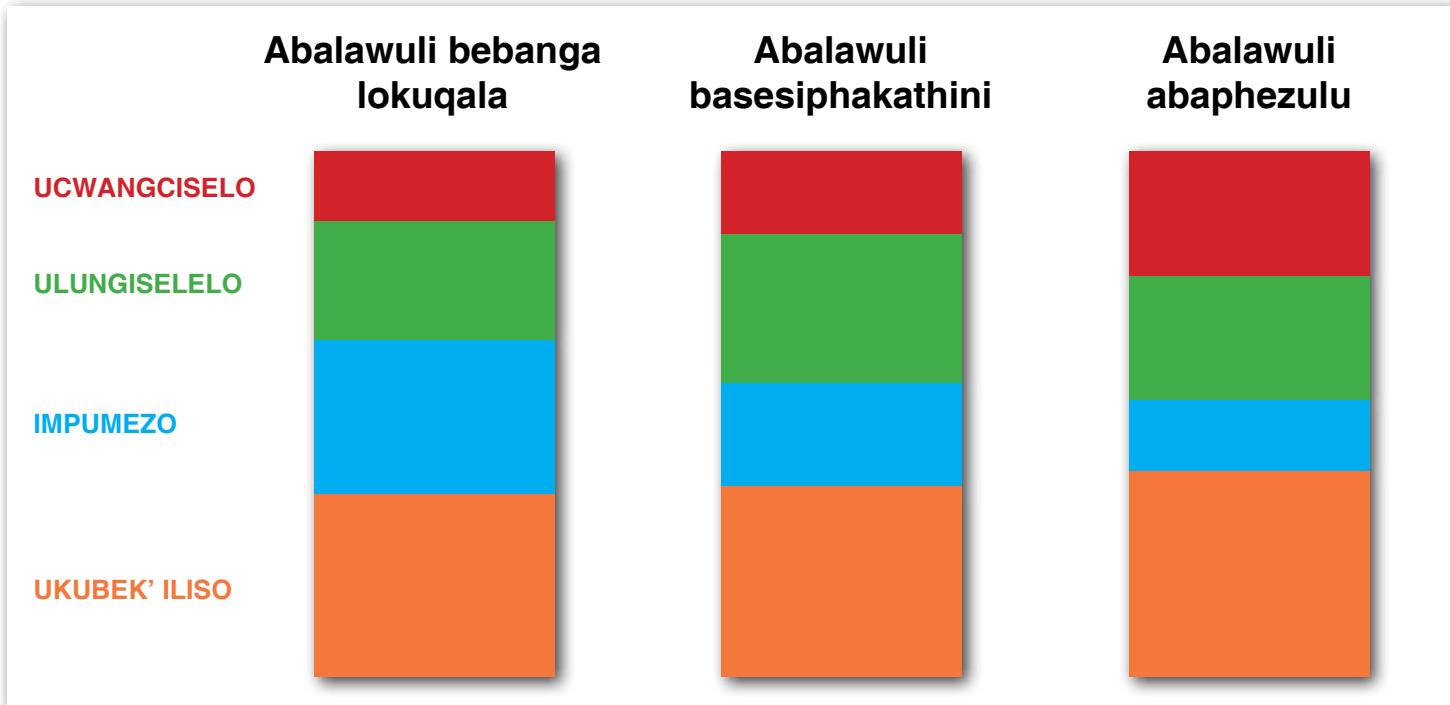
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ezithandwayo, uMzantsi Afrika  
uya kudinga abalawuli beeffa-  
ma abanobungcali ukuze  
banelise intengo eyandileyo.*

*Itheyibile 1: Izakhono zobuchule ezidingwa ngabalawuli.*

<b>Abalawuli bezikhundla eziphezulu</b>			
<b>Abalawuli bebanga elisesiphakathini</b>	<b>Izakhono ngokwemiba</b>	<b>Izakhono zabantu</b>	<b>Izakhono zomsebenzi</b>
<b>Abalawuli bebanga luquqala</b>			



*Itheyibhile 2: Ixesha elifanele ukuchithwa ngabalawuli kwimisebenzi yolawulo.*



Malunga nemisebenzi yolawulo emine abalawuli bezikhundla eziphezulu mabachithe elona xesha labo lininzi besenza ucwangciselokubek' iliso, abalawuli bebanga elisesiphakathini mabenze ulungiselelo nokubek' iliso ukuze abalawuli bebanga lokuqala benze impumezo nokubek' iliso (**iTheyibhile 2**).

Ukuba uzisebenzela wedwa ufanele ukuzisebenzisa ngokwakho izakhono zobuchule ngokwemiba, zolawulo lwabantu nezobuchule bokusebenza ukuze liphumelele ishishini lakho. Ngumsebenzi onzima kakhulu lowo. Ngokuya likhula ishishini lakho uze uqeshe abantu abathe chatha oku kuya kutshintsha

kuba uya kuggibela ngokusebenzisa abalawuli abaza kuncedisa wena.

Xa uhlalutya ulawulo, kucaca mhlophe ukuba imisebenzi yolawulo (ukwenza ucwangciselok, ulungiselelo, impumezo nokubek' iliso) imigqaliselo yolawulo ingafundwa ngokunjalo iphuhliswe ngoqequesho nangoku yisebenzisa ngoqhelaniso. Oku kungenziwa ngocoselelo lude ulawulo lube semgangathweni wobungcali.

Kanti ke kutheni sibamba ingxoxo ngolawulo? Kucace mhlophe ukuba ngenxa yokwanda kwabantu okunesiphumo sentengo yokutya eyandileyo ngokunjalo nokutshintsha kwezinto

ezithandwayo, uMzantsi Afrika uya kudinga abalawuli beefama abanobungcali ukuze banelise intengo eyandileyo. Oku kuphathelele ekubeni ingaba uyazenzela na umsebenzi wokufama, unguimli olimela ukuziphilisa okanye unguimli orhwebayo na. Ngoko ke, uzimele ukuze ube ngumlawuli wefama onobungcali?

*Athikele e kwadilwe ke Marius Greyling, mo-kwadi wa Pula Imvula. Fa o tlhoka kitso gape, o ka romela emeile go mariusg@mccacc.co.za.*



## Pula Imvula's Quote of the Month

*Great things in business are never done by one person; they're done by a team of people.*

~ Steve Jobs

# Izityalo zasebusika ezinkcenkceshwayo – khetha inkqubo ekufaneleyo

Nkcenkcesho olujikelezisa kwisizikithi ngumgaqo ophambili wonkcenkcesho ekulinyweni kwezityalo nezinye iimveliso zolimo kwiindawo ezininzi zaseMzantsi Afrika. Olu Iwahluka-hlukano lubanzi Iwezityalo, kuuka izityalo eziziisiriyeli zasebusika, lufumaneka kwiindawo zeziwangciso zolona nkcenkcesho lukhulu eMzantsi Afrika.

Zona ziphawulwa ngokwamanzi agcinwe emadami-ni amakhulu nangokugaleka kwamanzi alawulwa ngeenkubo zemijelo kwifama nganye engenelelayo. Umzekelo, iindawo ezinkcenkceshwayo kwisikhongozelo soMlambo weGqili kommandla wehektare ezingama-222 000 ngokusebeniza iikhuhbhikhi zeemitha ezizigidi ezingama-2,365 zamanzi ngonyaka.

Amanzi aziqengqeleyo agcinwe emadami-ni amancinane abucala namanzi avela emilajeni enza ulungelelwano ngokunjalo neenkubo zonkcenkcesho ezahluka-hlukileyo nezahluku ukususela kwimibhobho nezitshizi ezishenxiswayo, ezhamba phantsi komphezulu womhlaba, ngomga ekuhanjwa kuwo, ngevili elihambayo nangokusetyenziswa kweendawo ezijkelezisa esizikithini ezithande ukuba ncinane.

## Izityalo eziphantsi konkenccesho

Izityalo ezahluka-hlukaneyo ezifumaneka phantsi konkenccesho, phantsi kweziwangciso ezingasentla, ziureka umbona, umbona ‘ongamaqhashu’, ingqolowa, ibhali, iimboty ezomisiwego, iitapile, oojongilanga bembewu ehlanganiselweyo, oojongilanga abathengiswa ngezixa ezikhulu, iimboty zesoya, amandongomane, amadlelo ahluka-hlukaneyo, ilusini, amakhaphetshu, umdiliya wasetafileni, ama-apile, ezinye iziqhamo, umdiliya weerasentyisi, iziqhamo zetropiki nezinye.

Ingeniso yefama emva kwemali exhuzulwayo isisiphumo sombona, ingqolowa, ibhali, iimboty ezomisiwego nelusini zikwinqanaba elisezantsi kokupheleleyo xa kuthelekiswa namandongomane, amakhaphetshu, iitapile, nomdiliya. Umlimi ke ngoko, unokuninzi anokukhetha kuko okukhoyo xa esenza iziqgibo malunga nezityalo anokuzifaka kujikeleziso neesiriyeli zasebusika.

## Intloba zojikeleziso Iwezityalo

Imida ebanzi ngesityalo ngasinye kujikeleziso oluthile olucwangciselweyo mayithelekswe ukuze kujongwe ukuba ingaba iindleko zamalungiselelo kwimijikelo eliqela ilulungele na uqoqosh. Kwiindawo zesicwangciso sonkenccesho kwi-Free Sate eseMzantsi nakuMntla Koloni kulanwelwe ujikeleziso olunganqunyanyiswayo



Iimboty ezijkeleziso.



Iimboty ezisabuntso ezijkeleziso.

lombona, 'amaqhashu' umbonanengqolowaokanye ibhalo njengoko kusenziwa kwindawo yaseTaung ngenxa yezizathu eziliqela. Ukulinywa kwebhali njengesityalo sasebusika semali eyikheshi kuhomekeke ubukhulu becalo kumthamo weekhentrakthi eziqingiwewo ekulindeleko ukuba zinike inkaso kubadidiyeli botywala eMzantsi Afrika.

lintsalela zezityalo phakathi kwsityalo ngasinye, nokuba ngumbona okanye yingqolowa, zitshiswe kwangoko emva kokuvuna kwalandela ukulima, ukutshiza ngenxa yokhula nokutyal. Esi senzo sibangele kwi-potassium engaphezu kweekhilogram ezili-100 ngonyaka ekhutshwa emihlabeni.

limvavanyo zemihlabo zibonise ukuba isixa esandileyo se-potassium sesityalo esilandelayo besifuneka ukuze kwenzelelelw le lahleko eyezeke kubude bethuba. I-potassium eyandileyo, nangona iyirxaleny eduru kakhulu yezichumiso, ibangele ukuncipha kwesiqhelo 'samaqhashu' ombona sokwaphuka okanye sokuxinana phambi kokuvuna. Iziphumo zibangele ukwanda kweetoni ezi-1,5 ngehektare ukuya kwiitoni ezi-2 ngehektare ekwanden kwezivuno zombona okukhatshwa sisixa esichanekileyo nohlobo Iwenitrogen olusetyenzisiwyo.

Izivuno zombona zeetoni ezi-14,5 ngehektare kunye nezivuno zengqolowa zeetoni eisisi-8 ngehektare ukuya kwezili-10 iitoni ngehektare zifumaneke kunyaka omnye wokulima kwindawo enye yesijikelezisi.

Abalimi bezijkelezisi zonkenccesho ezise-sizikithini baqala ngokusebenza umgaqo wokona kuhlakula kuncinane kwiintloblo zojikeleziso ezahluka-hlukileyo kwiminyaka engaphezu kwengama-20. Abanye abalimi basandul' ukuyeka kutshanje kupheda ukutshisa izikhondwana zabo zengqolowa

kwindawo yoMlambro iGqli. Ujikeleziso lweembotyi zesoya nombona luxhaphakile KwaZulu-Natal kubume obungqongwe kokona kuhlakula kuncinane kulawulwa ngokufanelekileyo. Ulawulo tweentsalela zezityalo lwahluka ngokuxhomekeka kwimozulu nakabunzulu nodidi lwemeko yomhlaba kunye nesichumiso sezinto ebeziphila obekusenzeka kubude bethuba kwiihlabo elawulwa kakuhle.

Ukwakheka kweentsalela zezityalo kujikeleziso lweembotyi zesoya nengqolowa okanye kujikeleziso lombona nengqolowa kunokuba yingxaki yenene xa kufuneka ukuba kusebenze ezona zixhobo zokutyala zibalaseleyo okanye zomeleleyo aphi kukho khona izikhondwana ezomeleleyo ezingaqhekekanga phakathi kwezityalo ezinganqunyanyiswayo kujikeleziso lonyaka oluquka izityalo ezbini. Ulawulo lwale meko lubangele ukuba abalimi babuylele kwinkqubo yokutshisa enokuba noncedo olufumaneka kwangoko kodwa lungabi nazinzo kwithuba elide.

Isisombululo sengxaki yezikhondwana eziggitishileyo kukubotshwa kweebhali zeentsalela zombona, ezengqolowa okanye ezebhali phakathi kotshintsha-tshintsho Iwezityalo. Ngenxa yamakroba amafutshane okutyala kwinkqubo yokulima izityalo kabini enyakeni kufuneka kubekho Amathuba aneleyo okubotshwa kweebhali kuselithuba. Xa kusetyenziswa isijikelezi kwiihektare ezingama-60, oku kuthetha ukususwa kweetoni ezingama-300 ukuya kwezingama-480 zesitroyi sengqolowa okanye intsalela yombona ngehektare ngonyaka. Ethubeni oku kuya kubangela ilahleko enkuloyezondlo zesityalo ezinokubakho. Abalimi abenza ikhomposi ngale ntsalela ngoko ke, ababuysela oku emasimini ankencceshw ngezijikelezisi banokufumana umyinge wesivuno esinokudlula iitoni ezi-16,5 ngehektare ngombona ukuze kub ziton ezi-10 ngehektare ngemveliso yengqolowa.

Uninzi lweefama okanye imisebenzi yokufama inesijikelezisi esingaphezu kwesinye kuhela. Xa zanele izijikelezisi inkqubo yojikeleziso inakho ukuqalisa ngexesha lefusi mhlawumbi ebusika okanye ehlotyeni kungaluncedo kuxinzelelo olukhoyo lokuchuma olulungele ukulinywa kwermveliso nophuhliso nemeko yomhlaba ephuculiwyo. Kuphinda kuniike abaphathi ithuba lokuphucula ucwangciselokukuqela komsebenzi ngokunjalo kunciphise imfuno yotyalo-mali olusoloko lusanda kwiitrektara nezihobo zokusebenza ezikhulu.

### Eminye imiba yoqwalasel

Ucwangciselolufuneka kwimveliso yezityalo zasebusika lufanele ukuthathela ingqalelo isicwangciso sonkenccesho esifuneka ngesityalo ngasinye ngokusetyenziswa kweSAPWAT okanye ezinye iinkqubo ezinceda umlimi ukuba enze isicwangciso sonkenccesho olufuneka ngosuku ngalunye okanye umjikelo ukwenzela esona sakhono siphezulu semfezeko yamanzi okunxulumene nesantya sokutshintsha kwananzi abe ngumphunga esifumaneka kwindawo yakho olima kuyo.

Ucwangciselolufanele ukuphinda luquke ipateni eyiyona iphantsi yeendleko zokuse-tyenziswa kobonelelo Iwe-Eskom emini okanye ebusuku, ukuze kongiwe iindleko zombane. Inkqubo efanelekileyo yokutshabalalisa ukhula nenokwanda ngokwezityalo ezilinyiweyo kwinkqubo yojikeleziso nayo mayiqwalaselwe futhi isetyenziswe.

### Elokugqibela

Kucacile ukuba ucwangciselolwenkqubo yojikeleziso Iwezityalo kwisijikelezisi esinye ilula kunkuba kwensiwe ucwangciselolomlimi oqhuba izijikelezisi ezihielu kwiindawo ezahluka-hlukileyo nezilima iimveliso ezahluka-hlukileyo. Kule meko ukuqaliswa kokulinywa kuelusini namanye amadlelo, ngakumbi xa kuhaniganisela imfuyo encinane nenku kusenokuba luncedo olukhulu. Ilusini okanye amanye amadlelo ayinxale-nye yomjikelo oncedisa ekwakheni ukuchuma komhlaba nokwakheka kwawo ngokwenza njalo kuhunguleka uxinzalelo oluphezu kwabaphathi lolawulo lomjikelo wezityalo ongxaliwyo nosoloko uqhuba.

Zinini iimeko ekunokukhethwa kuzo ezhoyo, umntu ufanele ukukhetha inkqubo efanele abaphathi befama ethile kunye nendawo ekulinywa kuyo yohlobo olulodwa, imozulu kunye nobukho bermmandla yokuthengisela abaxumi, iintsebenzwano okanye iiimbumba zentsebenzwano ezixhasa nezithenga iimveliso onenjongo yokuzilima kufuphi nendawo yakho.



*Imida ebanzi yesityalo ngasinye kujikeleziso olucwangciselweyo oluthile mayithelekeswe ukuze kubonwe ukuba ingaba iindleko zamalungiselelo kwimijikelo eliqela zilulungele na uqoqosho.*

*Inqaku linikelwe ngumlimi othathe umhlala-phantsi.*

# UQUKANISELO: Ukufumanisa ulungelelwano kwinguqu-nguquko

**U**qukaniselo lunokuchazwa njengesicwanngciso-cebo esiguqu-guqulwayo ukuze kufakelwe nezinye iimveliso kwishishini eselikhona lokufama kananjalo kuncitshiswe umngcipheko wentsilelo kwezoqoqoshlo lweshishini elisahlumayo nokuba linye okanye ambalwa.

Kwinqanaba loqukaniselo lomlimi olima kancinane kakhulu, apha ubukho bokutya okwaneleyo kuyingqalelo ephambili, oko kungathetha ukulima imidibaniye yezityalo ezikukutya, izityalo zokungenisa imali eyikheshi kune neendidi ezahluka-hlukileyo zemfuyo okanye zeentlobo zeenkukhu. Loo mveliso inokuzisa uzinzo losapho apha lufumana khona izondlo ezininzi ngenxa yobukho obaneleyo bolungelelwano lweentlobo ngeentlobo zeekhabhohayidrethi neeprotheyini ezifumaneka ekutyeni okwahluka-hlukileyo okulinwe lulo. Naziphi iimveliso eziyintshiyeleka zinokuthengiselwa ukufumana imali eyikheshi ukuze kudalwe indlela yokungena kwinqanaba leshishini lokulimela ukurhweba.

EAfrika, njengelizwekazi, awona mathuba makhulu oqukaniselo akwimimandla yokufuma efumana ama-500 mm ukuya kwi-1 000 mm yemvula ngonyaka kuluhlu oluphakathi kwe 17% ukuya kwi 22% yokushiya-shiyana kwemvula.

Abalimi abasesiphakathini ukuya kwabakhulu abanempumelelo yemali ebonakele inozinzo bayo kuqubiana nemingeneyahluka-hlukileyo kwixeshi elizayo. Uqukaniselo lunokwandiswa ngakumbi ukuze mhlawumbi kulungelelaniswe imingcipheko yokulima neyemicimbi yemali enxulumene namashishini aselekhona nalawo amiselwego.

## Uhlo Iwemithombo yoncedo

Uqukaniselo malungafane lwensiwe kodwa makualiswe ngokwenza uhlalutyo oluqua ubucukubhede bemithombo yoncedo beefama zakho kune nesakhono sokulinywa kwezinye iimveliso. Enyanisweni, utyalomali olubanzi kwishishini elitsha lunakho ukubeka ishishini elimiselwego emngcipekweni.

Unkencenesho Iwemihlabo enesakhono esipezulu nekufuphi kwiindawo ezibanzi ezhilala abantu okanye kwizixeko lunamathuba amaninzi ukususela kushishino lweemveliso zobisi, ukwenziwa kwesonka samasi, ukulinywa kwezityilo ukuze kuthengiswe, imveliso yenyma yenromo ngenxa yamadlelo, izityalo ezahluka-hlukileyo kune neantaphane yamashishini angenakubalwa okufuma anokubakho.

Abalimi abanzinzo bayo kuba nakho ukufumanisa imidibaniye yamashishini efanele iindawo ezikuso iifama zabo, nemigama phakathi kwazo neemarike, ukuchuma komhlaba kune nesakhono sazo kwiimeko zemozulu zamathuba amade. Ukuba sekukho umdibaniye wezityalo zasehlo-teni nezasebusika, imfuyo kune namashishini

okongeza ixabiso oko kuthetha ukuba inkqubo yokwahluka-hlukanisa mhlawumbi seyiggibekile.

Ifama ezininzi ezigxininisa ekulinyweni kombona nezisasebenzisa indlela yokuhlakula ngokwesiqhelo sezingenile kuqukaniselo ngokwenza ujikeleziso lwezityalo zeembotyi zesoya, oojo-ninglanga, amazimba, itapile, amandongomane nengqolowa okanye ibhali kwiindawo ezifanelekiyelo ngokusebenzisa ukuhlakula ngokwesiqhelo. Amasimi anokuyekwa njengefusi kwakuyo le nkqubo ngokusebenzisa izityalo nemigaqo yokugqumathela eqinisekisa ukuba kukho indawo yentsimi yefama enokufuma okwaneleyo okugcinakeleyo ukuze la macandelo alinywe kuselithuba okanye kwangoko kwimijikelo ekhatshwa yimbalela. Umba wokufuywa kweenkomo ukholisa ukuhambelana neefama ezinkulu zombona.

Amaxabiso eemveliso alawulayo ezityalo ezahluka-hlukileyo ngavo aya kukhokela isiggibo malunga nezityalo ezinokulinywa.

Ukutshintsha-tshintsha imigaqo yokulima izityalo ezifanayo luhlobo lokwahluka-hlukanisa ukuze kuthotywemngcipheko wokonakaliswa okusisegxina kweshishini sisityalo esinye. Iminyaka ebimbi kakhulu yembalela ichane abalimi abebelima umbona omnini bengawuqukaniseli nesinye isityalo kwiminyaka elishumi edlulileyo. Nangona kunjalo, abalimi abakwiziphaluka ezilinywa eNtshona bakhola ukubuyela ekulimeni umbona kodwa basebenzise imigaqo yokuhlakula ngolondolozo kuba bebona ngathi kubhetele ukuggalisela ekulimeni isityalo esinye ngocoselelo. Imihlanganisela ephuculiyewo nayo ikuvumele ukulinywa kombona kwithuba lokulima elithande ukuba lide lokulima. Kulo nyaka umbona olinwyemva kwexesha kakhulu kwisiphalka sokufama saseKroonstad esinesakhono esiphezulu kuvunwe iitoni eziyi-7, 8 ngehektare nganye. Nako oku kukwaluhlobo loqukaniselo kwishishini elikhulu lokufama ngokulima umbona wodwa.

Amaxabiso eemveliso alawulayo ezityalo ezahluka-hlukileyo ngavo aya kukhokela isiggibo malunga nokuba zeziphi izityalo ezinokuba neimpumelelo ezinokufakelwa kwisicwangciso sakho sokujikelezwisa kwezityalo. Iintlobo zokujikelezwisa kwezityalo ngoku zibonwa njengomnye wemibandela eyiyona ibaluleke kakhulu kuzinzo ngokwasemalini nasekuphuculeni ukuchuma komhlaba, ukuze kwandiswe izixhobo zokulima ezinokusetyenziswa, kwaye zivumela inkqubo elungelelenyeyo yokutshatyalalisa kokhula ngeekhemikhali ngokutshintsha-tshintsha izityalo.

## Amaxabiso eemveliso ngavo alawulayo

Amaxabiso ombona exesa elizayo eSafex ango-Julayi ngo-2019 amalunga nama-R2 640 ngetoni malunga nombona omhlophe okanye otyheli. La maxabiso kune nawexesha elizayo oojingilanga e-R5 210 kune naweembotyi zesoya e-R4 880



*Nciphisa umngcipheko wentsilelo kwezoqoqoshlo ngokwahluka-hlukanisa.*

amalunga ne 10% ngaphezu kwamaxabiso ee-mveliso eminyaka elishumi edlulileyo.

Kucacile ukuba sisakhono esisesona siphezulu kuphela nemihlaba elawulwa kakuhle eya kuhupha umda ongowona mkhulu onika ithemba ngokunjalo nethemba lomda ongowona unika inzuzu malunga nazo zonke izityalo kumaxesha okulima ambalwa ezayo. Nakuphi ukutshintsha-tshintsha kuqukaniselo makubalwe iindleko zako ngokwemiqathango yamaxabiso eSafex. Malunga nabo balimi batyle imali yezixa ezikhulu kwitrektrata ezinkulu noomatshini ngokunjalo bayo kuzifumana betshixekele kwiipateni zabo zangoku zokulima kwiminyaka embalwa ezayo.

## Amashishini asahlumayo okongeza ixabiso

Umbona unokusetyenzisela ukongeza ixabiso ngokondla abalunyulwa, izilwanyana zenyama yenkomoyezithande ukubhitya kodwa esezikhulile, amashishini eegusha okanye eenkukhu okanye iinkukhu zenyama, ezo zizinto ezinokwenziwa. Ukongeza ixabiso lombona ngokuqukanisela kula mashishini asahlumayo kufanele ukwensiwa ngokuhlalutya imeko ngononophelo olukhulu njengoko iindleko eziphezulu zozinzo kushishino nokungena kwezi marike zorhwebo oluphezulu zidinisa. Izakhono zobuchule ezidingeke ekuwaqhubeni ngokufumana inzuzu zifanele ukufuyanwa kwiminyaka eminzi.

## Elokuggibela

Yiba nengqalelo ngoqukaniselo kodwa uqaphele kakhulu xa usenza isiggibo ngokuba leliphishi shishini otyala imali ngalo.

*Inqaku linikelwe ngumlumi othathe umhla-phantsi.*

# NGOKWENGQIQO NGEESIRIYELI ZASEBUSIKA...

**E**li nqaku linika isishwankathelo esifutshane ngenkangeleko yonyaka wentengiso ka-2018/2019 malunga nengqolowa kanye nebhali, ngokuphathelele kwimveliso, intengiso nentengo.

## Ukulinywa kwengqolowa kweli

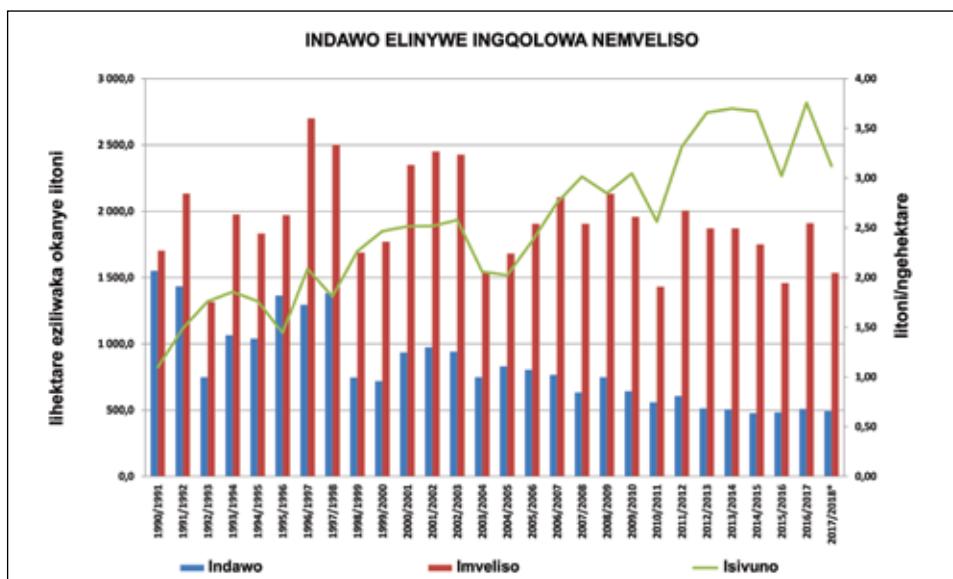
Kwiminyaka eliqela, indawo elinywe ingqolowa ibiqhuba ngokuncipha ngenxa yokucutheka kwe-sakhono sokufaka inzuko. Ngaphandle kwako konke oko, iingqikelelo zezityalo zibonisa ukuba indawo eza kulinywa ingqolowa iza kwanda ukususa kwihihktare ezingama-491 600 ngo-2017/2018, ukuya kuma-508 350 ngo-2018/2019 (**Igrafu 1**).

Imveliso yengqolowa yorhwebo elindelekleko imalunga neetoni zezigidi ezili-1,808 kwixesha lokulima elitsha, nesivuno seetoni ezi-3,363 ngehektare. Imveliso elindeleke eNtshona

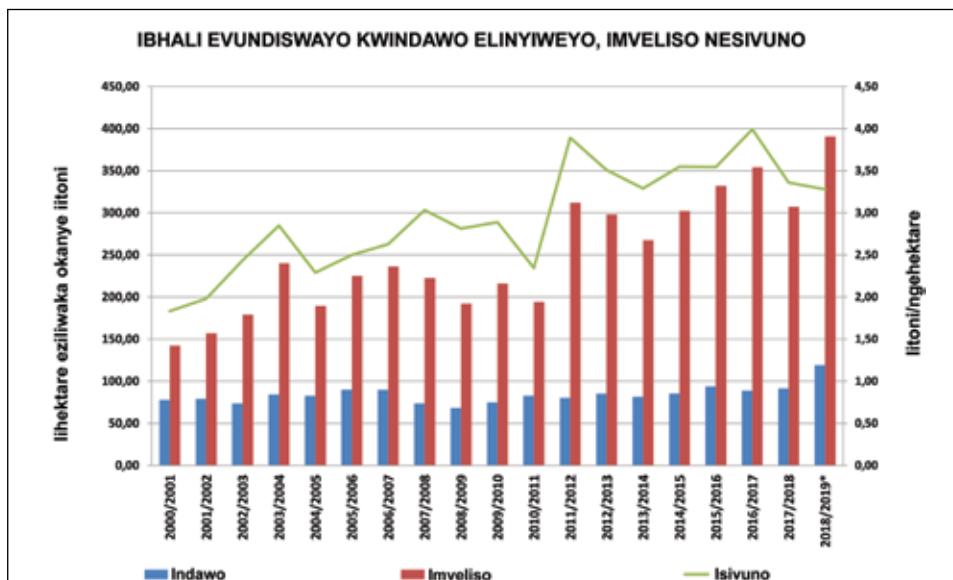
Koloni zitoni ezingama-890 400, oku sisandiso se 51,7% ukususa konyaka wentengiso ongaphambil, nangona kukho ukwetha okulawule-kayo kwindawo yemveliso ukususa kwihihktare ezingama-326 000 zeehktare ukuya kwihihktare ezingama-318 000. I-Free State ibonisa ukwanda nge 31% malunga neehktare ukususa kwihihktare ezi- 80 000 ukuya kwihihktare eziyi-105 000, apho imveliso elindelekleko izitoni eziyi-367 500.

Intengiso yengqolowa elindelekleko izitoni ezi-3 951 724 kwixesha lokuthengisa ngo-2018/2019, kuquka impahla ebiciniwe ekuvulwe ngayo yeeton ezingama-731 624 ngomhla woku-1 ku-Okthobha 2018, nemveliso enikelwa kurhwebo yeli lizwe yeeton ezigidi ezili-1,81, ingqolowa ethengwa ngaphandle yeenkozo ezipheleleyo iqikelelwa kwiitoni zezigidi ezi-1,4.

**Igrafu 1: Kulinywa kwengqolowa nendawo elinywe eMzantsi Afrika.**



**Igrafu yesi-2: Kulinywa kwebhali nendawo elinyiweyo eMzantsi Afrika.**



**Intengo** epheleleyo yengqolowa kulindeleke ukuba ingaguquki ibenjenjeyexesa elidlulileyo, eziitoni zezigidi ezi-3,3. Oku kuquka itoni zezigidi ezingama-3, 180 eziguqu-guqlwa ngenjongo yokuba zisetyenziswe ngabantu ukuze itoni ezingama-3000 ziguqu-guqlwe ngenjongo yokuba zisetyenzisewa izilwanyana. Isixa ekulindeleke ukuba sithunyelwe ngaphandle ziitoni ezingama-35 000 zeemveliso eziguquguqlwayo kanye neetoni ezingama-80 000 zengqolowa yeenkozo ezipheleleyo zexesha lokulima elitsha.

**Inqanaba lempahla egciniweyo yokuvala** elilindeleke ngomhla wama-30 kuSeptember 2019 kulindeleke ukuba libe zitoni ezingama-626 624; kanye nesixa esiguqu-guqlwayo esingumyinge weetoni ezingama-265 250 ngenyanga, wona umele amanqanaba empahla egcinwe kwiintsuku ezingama-72.

## Ukulinywa kwebhali kweli

Xa kuthelekswa nonyaka wentengiso odlulileyo, indawo evuniweyo iqikeleleka ukuba yandile ukususa kwihihktare ezingama-91 380 ngo-2017/2018 ukuya kwihihktare ezili-119 000 ngo-2018/2019 (**Igrafu 2**). Kulindeleke ukuba imveliso yande kakhlulu ukususa kwiitoni ezingama-307 000 ukuya kwitoni ezingama-390 840 kwixesha lokulima elitsha, nesivuno seetoni ezi-3,28 ngehektare.

Impahla egciniweyo yokuvala ngomhla woku-1 kuOkthobha ngo-2018 ibiitoni ezili-199 000, silindele ukuba ibe nganeno ngeetoni ezimalunga ne-19 000 ngomhla woku-1 kuOkthobha ngo-2019. Impahla ethengwe ngaphandle konyaka wentengiso ngo-2018/2019 kulindeleke ukuba inciphe ukufikelela kokungekhoyo xa kuthelekswa neetoni ezili-13 000 zexesha lokulima elidlulileyo.

Malunga **nentengo**, unirni lwebhali evundisweyo lusetyenzisewa ukuya eMzantsi Afrika apho isixa esincinane sisetyenzisewa isondlo sempahla. Ibhali esetyenzisewa ukuya kulindeleke ukuba yande konyaka wentengiso wango-2018/2019, ukususa kwitoni ezingama-300 000 ukuya kwitoni ezingama-333 000, apho ibhali yesondlo sempahla inyuke ukususa kwitoni ezingama-7 000 ukuya kwitoni ezingama-11 000.

Ibhali ethengiswa emazweni angaphandle ise-yinto engekhoyo kanti imveliso yebhali kulindeleke ukuba inyuke ukususa kwitoni ezingama-18 000 ukuya kwitoni ezingama-20 000. **Impahla egcinvwe kwasekugqibeleni** kulindeleke ukuba inciphe ukususa kwitoni ezingama-179 900 ukuya kwitoni ezili-128 200 ngomhla wama-30 kuSeptember ngo-2019, neya kuba ngapezulu nge 86% kwiimfuneko ezilindelekleko, kwiintsuku ezingama-42.

**Inqaku linikelwe ngulkageng Maluleke, iNgcali yezoQoqosho esaKhulayo, eGrain SA. Ngolwazi oluthe vetshe, thumela i-meiyili apha ikageng@grainsa.co.za.**



# Lususele kude UTSHABA OLULUKHULA

**A**balimi bezityalo banotshaba oluzibonakalisa ngalo lonke ithuba lokukhula kwezityalo. Olu tshaba luhhula. Kuyo yonke iminyaka besisoloko sisebenzisa imigaqo emibini ephambili yokuzama ukutshabalalisa olu tshaba, ukulususa ngezandla okanye ngoomashini nangeekhemikhali.

Kweli nqaku siza kuqwalasela ukutshabalalisa ukhula ngeekhemikhali ngakumbi ukusetyenziswa kweekhemikhali zokhula emva kokuhluma kwizityalo zethu.

Ikhemikhali zokutshabalalisa ukhula emva kokuhluma zibhekisele ekusetyenzisweni kweekhemikhali ezisebenza kakhula emva kokuhluma kwalo emhlaben. Kweli banga luya kuba selufunxa ukukhanya kwelanga ukuze luqhubele phambili la mandla alufunxileyo ekubeni isityalo sikhule ngokuziphinda-phinda okukhawulezayo. Oku kuya kuba nesiphumo esingafunekiyo kakhula lwethu njengoko olu khulu luya kuba lukhuphisana

nesityalo nezondlo ezifanayo; yiloo nto kubalulekile ukulutshisa ngokulutshiza ngeekhemikhali kungekabi nzima ukululawula.

Intsifanelele bhetele kukulutshiza kwangoko. Ikhemikhali zokhula emva kokuhluma ziba nefuthe ekhuleni xa zidibana nalo. Oku kuthetha ukuba sifuna ukhula ludibane kakuhle namaqabaza esitshizi sethu afikelela emaqqabini okhula. Ngamanye amazwi, sifuna ukuba ikhemikhali inamathele emaqqabini okhula ukuze ifunxwe luhhula kanganogo kunokwenzeka ize ilutshabalalise.

## Okufanele ukuqwalaselwa

Ilzinto ezibalulekileyo ezifanele ukuqwalaselwa xa kutshizwa ngeekhemikhali zasemva kokuhluma zezi zilandelayo:

## Umoya

Kubalululeke kakulu ukuba umoya ungabi namandla okanye ungabikho xa utshiza. Xa umnini umoya uya kuba nefuthe elingafunekiyo ekudibaneni

kwekhemikhali nokhula. Oku kubangelwa kuku-phazamiseka kozinzo.

Xa kunokuphazamiseka uzinzo oko kusenokuphindha kube nengxaki yokubangela umonakalo kwizityalo ezingqonge intsimi obungazitshizanga. Khumbula ukuba kukho ikhemikhali ezithile zasemva kokuhluma ezifanele ukusetyenziswa kwizityalo ezithile.

Malunga nomba wezempilo, kukwayingozi ngakumbi ukutshiza kwiimeko ezinomoya ovuthuzayo njengoko sisinzi isitshizi esiphetshethwa ngumoya, esiphefumlwayo nesinokubangela umngcipheko wempilo. Yiba soloko uqinisekile ukuba usebenzisa izivatho zokhuselo ezichanekileyo xa usebenza ngeekhemikhali, nokuba injani imeko yomoya. Oku kuquka imaskhi yokugquma umlomo, iiglavu kunye nezivatho zokukhusela amehlo.

## Imozulu

Udinga usuku oluzolileyo olungenamvula xa utshiza ngeekhemikhali zasemva kokuhluma.

**CONTROLLED**

Ukhula lutshatyalaliswe ngempumelelo kule ntsimi nengumzekelo wolawulo olufanelekileyo.



## NOT CONTROLLED

*Ukhula olungatshatyaliswayo luyeba kwizondlo zesityalo esitsha.*



Oku kubalulekile ukuba ukukhumbule kuba akufani nokweekhemikhali zaphambi kokuhluma xa kuyinto ebalulekileyo ukuba nentwana yemvula ukuze iikhemikhali zitsalelwem emhlabeni. Ngemini yelanga ukhula luyakwazi nalapho ukufunxa ukuxhanya kwelanga nezondlo, ngoko ke xa ikhemikhali idibana namaggabi iyakufunxeka kakuhle.

### *Ulwalamano Iwamanzi nobukhulu bamaqabaza*

Oku kuya kuxhomekeka kuhlolo lwekhemikhali olusebenzisayo yiloo nto kubaluleke kangako ukuzidibanisa nomthengisi weekhemikhali ukuze ubuze icebiso labo ngolwalamano Iwamanzi. Ngokubanzi, ungathanda ukufaka malunga neelitha ezili-150 zamanzi ngehektare ngesitshizi esisabunkungu. Ngokwenza ngale ndlela uya kuba nakho ukufumana amaqqabaza amancinane ukuze kwande indawo efikelela kuyo ikhemikhali kwisityalo.

### *Isantya setrekta*

Umntu uye athande ukugcina isantya esifanayo. Xa usenza imilinganiselo yesitshizi ufanele ukuseka imilinganiselo yakho kwisantya esithile esiya kwalathwa bubume bomuka kwentsimi yakho. Zama ukungasishiya-shiyanisi esi santya njengoko sinokutshintsha isantya sokutshiza sakho jikelele. likhilomitha ezili-10 ngeyure sisantya esilula esingakhawulezi kakhulu futhi esingacothi kakhulu kwaye sinceda ngezibalo ezithande ukuba lula.

### *Okongezwayo*

Kucetyiswa ukwenziwa kwesitikha xa kufakwa imichiza yokutshabalalisa ukhula emva kokuhluma.

Iqela labahleli

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## Lususele kude utshaba olulukhula



*Udinga imini ezolileyo engenamvula xa utshiza izityalo ngeekhemikhali zasemva kokuhluma.*



*Ulwalamano lwamanzi nobukhulu bamaqabaza bufanele ukulungelelaniswa ngokweengcebiso zabathengisi bakho beekhemikhali.*



*Kubaluleke kakhulu ukuba umoya ungabi namandia okanye ungabikho ngosuku otshiza ngalo.*

Esi sisongezezo osidibanisa kumxube wekhemikhali yakho. Esi songezezo sinceda ngokuba ikhemikhali 'inamathele' emaggabini okhula ukuze kufumanike isiphumo esiphucukileyo. Kwa-khona umntu ufanele ukuzidibanisa nomthengisi weekhemikhali ukuze afumanise esona sitikha sifanelekileyo esihambelana neekhemikhali oza kuzifaka. Esi sitikha siphinda sincede ngokuthi ikhemikhali ibambelele ngakumbi emaggabini nokuba kungakho intwana yemvula ena emva kokutshiza.

### Zeziphi iikhemikhali ezifanele ukusetyenziswa

Njengoko bekukhe kwaxelwa ngokufutshane, yiba soloko uqinisekile ukusebenzisa iikhemikhali ezichanekileyo kwisityalo esichanekileyo. Ezinye iikhemikhali azisebenzi kwisityalo ezithile kanti kwezinye iziganeko zingazitshabalala zonke izityalo zakho. Qiniseka njalo ukuzidibanisa nomthengisi wakho weekhemikhali ukuqinisekisa ukuba ufaka iikhemikhali ezichanekileyo ukuze uzuze isiphumo esinqwenelekayo.

### Isiphetho

Yiba soloko ukwazi okwenzeka entsimini yakho. Ukhula luyakwazi ukukhula ngokukhawuleza okukhulu kwaye lungaba nesiphumo sokutshabalala izivuno onokuzifumana xa lungatshataliswa. Hlala uqinisekile ngokwenza uhlolo rhoqo ngalo lonke ithuba lokulima ukuze uqiniseke ngokulusu-sela kude utshaba.

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