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GRAIN SA
GRAAN SA

CANZIBE
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(Ifoto ithathwe nguJohan Kriel)

Ukujonga emva kwixesha elidlulileyo

Njengabalimi kufuneka sisoloko sizabalazela ukuziphucula. Ngonyaka ngamnye sifanele ukuzama ukuphucula indlela ebesisenza ngayo izinto kunyaka odlulileyo. Lo nyaka ibingunyaka onzima kubalimi abaninzi baseMzantsi Afrika. Imbalela ibingowona mbandela unesona sithintelo sikhulu. Abalimi abaninzi khange bakwazi nokuvuna nasiphi isityalo. Yimeko embi kakhulu le, kodwa into enye enokwenziwa kukuvuthulula uthuli siphinde siqalise kwakhona.

Abalimi bayanyamezela kakhulu, kwaye abaninzi baya kwenza amanye amalinge okuqalisa kwakhona bazakhe ngokutsha. Isitshixo sokubuyela ekulimeni asikokucinezeleka uthule wedwa. Khumbula ukuba abalimi abaninzi baya kuba

kwimeko efana neyakho. Thetha nabanye abalimi, thetha nabameli bakho bezolimo uphinde uthethe namagosa akho esolulo. Xoxa ngezicwangciso-qhinga nangemigaqo ukuze zithi zifika iimbalela ube sowukulungene ngcono ukuqubisana nazo. Funda kwiimpazamo zakho nakwiimpazamo zabamelwane bakho ukuze uwalungele bhetele amaxesha anzima exesha elizayo.

Ungazenza njani izicwangciso-qhinga ngokokuqwalasela kwakho imbalela?

Into enye endiyiqwalaseleyo kulo nyaka wembalela kukuba abantu abebekhuthela kwizinto ezifana nokutshabalalisa ukhula nasekusebenzeni ngononophelo ngokubanzi bakwazile ukufumana isityalo noko nangona imvula enileyo

Imagazini yakwaGrain SA
yophuhliso lwabavelisi

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UMAKHULU UJANE UTHI...

Ingulowo nalowo kuthi uphiwe esona siphosikhulu – isiphosobomi. Kweli hlabathi siwani kiwe amathuba kwaye kuxhomekeke kuthi ukuwasebenzisa ngeyona ndlela ibalaseleyo kwimeko nganye. Ukuba uluntu lwethu luza kuphila kakuhle kufanele ukuba ingulowo kuthi aluthathe uxanduva ngezenzo zakhe, abe negalelo elinoncedo kuluntu lwethu. Urhulumente neenkokeli zopolitiko abanakuthwaliswa uxanduva lwakhe nabani kuthi – kufuneka sizithwale ngokwethu, silawule iingcinga zethu nezenzo zethu.

Ukuqhuba urhulumente kungafaniswa nokuqhuba 'istokvel'.

- Amalungu estokvel akhetha iinkokeli (abaphathi bezikhundla) – oku kufana nonyulo jikelele lwaxa sikhetha iinkokeli zelizwe lethu.
- Amalungu estokvel agalela imirhumo yawo 'kwingxowa yemali' (oku kufana naxa abemi behlawula iirhafu zabo kurhulumente).
- Indlela eza kusetyenziswa ngayo imali kuyaxoxwa ngayo ngawo onke amalungu estokvel ukuze ilungu ngalinye lithobele imithetho (imithetho equlunqwa yipalamente).
- Kwistokvel, imali enokusetyenziswa yimali ebifakwe ngamalungu kuphela, kwaye isetyenziswe kuphela ngokwemithetho yestokvel. Imali esetyenziswa ngurhulumente yimali eqokelelwe yiSARS kuphela ehlawulwe ngabemi belizwe abahlawula irhafu.
- Xa ungelolungu lestokvel kwaye unghawuli mirhumo kuso, akunamfanelo yokwenza ibango kuso.
- Ukuba iyaphela imali akukho mali yimbi inokuphinda ichithwe.

Sonke siyayiqonda indlela esisebenza ngayo istokvel kodwa kubonakala ngathi asisithi sonke esiyiqondayo indlela asebenza ngayo urhulumente – malunga nengeniso nenkcitho. Siphuhlisa uluntu apho abemi ngokubanzi bebona ngathi urhulumente ufanele ukhulawulela yonke into – unyango lwasi-mahla, izibonelelo-mali zabantwana, imihlala-phantsi eyahluka-hlukileyo ngokunjalo nobonelelo-mali, izicwangciso zezondlo, imfundo yasimahla, xa sibala ezimbalwa kuphela. Umbuzo omkhulu ngulo – iza kuvela phi le mali? Imisebenzi inqabile – xa uphangela, okanye uziqeshile (njengomlimi) unegalelo kuqoqosho – uhlawula iVAT, irhafu yengeniso, kunye nerhafu yamafutha okuqhuba imoto nezinye. Nangona kunjalo, ukuba akusebenzi kakhulu ngemali, ngoko ke akunagalelo liluncedo kweli lizwe. Sinoloyiko lokufika kwiqondo apho urhulumente (njengestokvel) engasayi kuba nayo imali yokuhlawulela konke. Siya kwenza ntoni ke ngoko? Siya kuwunqanda njani umkhwa wokunganeliseki nokungabi nathemba kwamalungu amaninzi oluntu lwethu?

Masizithwalele uxanduva lobomi bethu – izinto ezikhethwa sithi, abantwana bethu, iintsapho zethu noluntu lwethu. Eku-gqibeleni umntu ulelona candelo lincinane loluntu lwethu kanti ingulowo ufanele ukuzikhethela ngobunono ukuba yinxenye eququzelayo yoqoqosho lwethu nokuba ngummi welizwe lethu. Qhuba ngomsebenzi wokufama – igalelo lakho eMzantsi Afrika libaluleke kakhulu!



UKULINYWA KWEMVELISO

Ukutshatyalaliswa kokhula kubalulekile kulondolozo lokufuma komhlaba, ngakumbi xa izityalo ziphantsi kodandatheko. (Ifoto ithathwe nguJerry Mthombothi)

Ukujonga emva kwixesha elidlulileyo

ibincinci. Ucuntsu akafani noshici, ngakumbi xa ephezulu amaxabiso ezityalo. Konke oko kusikhumbuzo ulondolozo lokufuma.

Kwenzeka kumaxesha embalela afama nala sisandul' ukuba nawo apho siqaphela khona ifuthe elinzulu lokhula kwisityalo. Kubaluleka kangako ukuqinisekisa ukuba inkqubo yakho yokutshiza isebenza kakuhle. Kwiindawo apho beluqatsele khona ukhula, izityalo ziyangaphela kanti apho belutshatyalalisa khona, izityalo ezininzi zibukeka phucukileyo. Ukhula lolona tshaba lukhulu lomlimi wezityalo, ngakumbi ngexesha lembalela.

Omnye umbandela endiwuqaphele kwixesha elidlulileyo kukuba ngamanzi angakanani alahleke ngokubaleka ngaphezulu. Mhlawumbi ukuqaphele oko, ngakumbi kwiindawo ezisentshona zelizwe, apho kwiindawo ezisentshona ezantsi umbona ubusoloko uluhlaza kwaye ukhula womelele noko. Ukuba amasimi akho awalungelelananga kwaye aneekhonto ezingafanelekanga, usenokulahlekelwa ngamanzi amaninzi ngenxa yokubaleka kwamanzi ngaphezulu. Kufuneka sizame ukukuthintela oku kangangoko sinako. Ithontsi ngalinye libalulekile.

Omnye umbandela obalulekileyo kukufaka izichumiso. Lo ngumbandela onobuntununtunu njengoko ufuna ingqiqo ebanzi ngeemeko zezozulu ukuze kuthathwe izigqibo ezilungileyo. Ngexesha lembalela mhlawumbi uqaphele ukuba amanye amasimi ombona obukhula kakuhle kodwa ubungamili zikhwebu nazinkozo kwaphela. Oku mhlawumbi kwenzeka ngenxa yokuba umlimi ufake umaleko ongaphezulu emboneni wakhe phambi kokungena kwimozulu yobushushu nokubalela okugqithisileyo xa umbona ubuqalisa ukutsala nzima. Ngamanye amaxesha sisuka sibeke izityalo zethu esichengeni sodandatheko obelunokunqandeka xa sifaka izichumiso.

Ukuba ukholelwa ekubeni imbalela iza kuxhathisa, kungaba sisigqibo sobulumko

ukungawufaki umaleko wangaphezulu wesichumiso kude kubekho imvula eyaneleyo ngokunjalo izityalo zikhule ngokundlondlobala. Ngokwenza usenokuba nethuba lokuvuna okuthile njengoko isityalo siya kuba singekho sichengeni sodandatheko. Khumbula ukuba xa isityalo siphantsi kodandatheko ukuze thina sifake umaleko ongaphezulu, uya kulongeza udandatheko, kodwa ukuba izityalo zikhula kakuhle nangokundlondlobala isichumiso siya kusebenza kakuhle. Ukubamba ixesha elilungileyo kuyiyo yonke into.

Xa uqhuba ujikeleza ngexesha lembalela kubalulekile ukubona umahluko kwisakhono sesityalo ukususela kwiploti enye ukuya kwelandelayo. Ngaphandle kokutshatyalaliswa kokhula, okuninzi koku kubangelwa kukukhethwa komhlanganisela. Eminye imihlanganisela yombona inyamezela ngcono kwimbalela kuneminye. Yi'loo nto kubalulekile ukusoloko unxibelelana nabameli abahluka-hlukileyo bembewu nokuya kwiintsuku zabalimi apho babukela khona amalinge enziwayo emihlanganisela eyahluka-hlukileyo. Gcina ugqalisele lwakho kuphuhliso lwemihlanganisela. Aliqela amaqumrhu embewu aseza kukundutula imihlanganisela esesikweni ekwaziyo ukumelana nembalela.

Xa kuthethwa nabalimi abahluka-hlukileyo ngeenxalabo zabo malunga nembalela, abaninzi baya kutsho ukuba bayothuka ngenxa yengxaki yobukho bokutya okwaneleyo nangamaxabiso okutya. Yeyona nkxalabo inkulu le. Abalimi badinga ukusoloko beqhuba ngokuphucula imigaqo yakho yokulima nolawulo, kungengakuba befuna ukukhusela amashishini abo kuphela kodwa ngenxa yoxanduva lokondla isizwe. Iminyaka yembalela iza kuphinda ifike kwakhona kwaye thina njengabalimi sifanele ukuziqhelanisa, ukuziphucula nokufunda kwiminyaka enzima ukuze siqhube bhetele kwiminyaka ezayo.

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Imibandela eyenzekayo yolawulo lokuthengisa

Ngexesha lokufunda eli nqaku mhlawumbi siza kuba sisenengxaki yembalela okanye kungenzeka ukuba sibe sesifumene isiqabu kwimbalela. Nokuba yeyiphi eyenzekayo, asisayi kuba nako ukulima isityalo kweli banga, ngaphandle kokuba mhlawumbi ibe yimifuno okanye ifula. Ngoko ke, umntu angazibuza ukuba kungani kubhalwa inqaku ngolawulo lokuthengisa. Jonga eli nqaku njengesolulo senqaku lexesha elidlulileyo malunga naxa izinto zingalungi kwishishini lakho.

Abo benu baphumeleleyo naxa bekukho imbalela bade bafika kwixesha lokufunda eli nqaku bafanele ukuqonda ukuba kufuneka benze inguquko kwishishini labo lokufama ukuze nikwazi ukumelana neemeko zembalela. Iimbalela ziyinxalenye yobume obungqongame umsebenzi wethu wokufama eMzantsi Afrika.

Sebenzisa ixesha onalo ucingisise kwaye uphinde kwakhona wenze isicwangciso seshishini lakho ukuze nolawulo lwakho lokuthengisa. Umbandela osentloko ngesakhono senzuzo sefama kukuhlala kwindawo engasentla kweyemikhwa yentengiso.

Xa ucinga ngokuhlenga-hlengisa ishishini lakho lokufama ngokunjalo naxa mhlawumbi ucinga ngokulima ezinye iimveliso, khumbula ukuba ungaze, nanini ulime nokuba singakanani isixa semveliso phambi kokuqiniseka ngentengiso yaloo mveliso. Kubaluleke kakhulu, kakhulu ukwazi ukuthengisa intengiso yakho yakuba ilungele ukuthengiswa.

Indlela yokuphucula ulawulo lokuthengisa

Makhe siqwalasele amcebiso anokwenziwa ukuphucula ulawulo lokuthengisa.

- Ukuba kukho nakuphi ukuthandabuza ngentengiso kwaye uziva ufuna ukuvavanya ummandla wentengiso, kwenze oko ngemveliso encinane.
- Njengesicwangciso sokuthengisa, kufuneka kwenziwe uhlalutyo lommandla wokuthengisa – fumana iinkcukacha kubathengi malunga nezinto ezilindeleke ngemveliso ethile. EMzantsi Afrika abathengi abafumileyo bathenga kwiivenkile ezinkulu kanti abantu abasweleyo bathenga kwiindawo ezingacwangciselwanga 'zempahla ethengekayo' zabathengisi basesitratweni nabazirhoxo ngenxa yezidingo ezahluka-hlukileyo.
- Qokelela iinkcukacha ezininzi kangangoko malunga nokuthengiswa kweemveliso ozinqwenelayo. (Funda, yiya kwiintsuku zabalimi, ndwendwela abanye abalimi, njalo njalo).
- Tyelela iindawo zentengiso ezifana nezamatye okusila, ezeentengiso zeenkomo, imimandla yeentengiso zeemveliso ezitsha, iindawo ekuxhelwa kuzo, njalo njalo. Kubalulekile ukuziqhelanisa nendlela esebenza ngayo le mijelo yentengiso.
- Qaphela kakhulu ukusilunga-lungisa nokusiguqula isicwangciso sokuthengisa ngenjongo yokuzuzela elona xabiso liphezulu.



Yenza konke okusemandleni akho ukuqinisekisa isiqalo esilungileyo ngesityalo ngasinye.

Kubhetele ukwaneliseka ngexabiso eliqhelekileyo elilungileyo, kodwa libe lixabiso elizinzileyo.

- Ukuba kuyenzeka zama ukuyenza ngemigaqo eyahluka-hlukileyo indlela othengisa ngayo imveliso ethile ngokusebenzisa imijelo emibini okanye nangaphezulu.
- Ukuba uyazazi iindleko zomsebenzi wemveliso kuba lula kakhulu ukwenza isigqibo ngelona xabiso liphantsi lemveliso. Enyanisweni, yimfuneko egqibeleleyo ukuqikelela iindleko zakho zokulima uze ubale inqanaba lokuba phantsi kwexabiso malunga nelo xabiso.
- Lawula intengiso yeemveliso zakho ngokugcina iingxelo ezifanelekileyo zeemveliso ezivuniweyo nezithengisiweyo.
- Khangela, wenze uphando uze uxhamle kwimimandla yentengiso kwiindawo ezithile – ummandla wentengiso yeemveliso ezithile usenokufaka imali ebonakala kakhulu.
- Okokugqibela, yenza isicwangciso sokuthengisa esifanele ukuba yinxenye yenkqubo yolawulo lweemveliso ngakumbi ezoshishino olusaqalayo. Isicwangciso sentengiso masiquathe inkcazelo ngendlela okanye iindlela oza kuthengisa ngayo imveliso nganye kananjalo nokuthi nini naphi kunye nezixa ezinokubakho ngokunjalo nexabiso elilindelekileyo. Khumbula ukuba iimveliso zinothengiswa ngeendlela ezahluka-hlukileyo. Ndlela ezo zifana nezi:

1. Iintengiso zokunikana ngezandla kubandakanywa iyantlukwano ezifana nokuthengisa ngasendleleni, ukuthengisa edolophini okanye ukuthengisa 'njengakwi-boeremark'.
2. Iifandesi ezikwaziwa ngokuthi ziintengiso. Iimveliso ezifana nemifuno, iziqhamo, iintyatyambo kunye neenkomo zisenokuthengiswa ngentengiso/ngefandesi nganye. Uninzi lwethu luya kuyikhumbula imimandla yeentengiso zokutya okutsha kumaziko amakhulu ngokuthe kratya.
3. Iikhontrakthi – ikhontrakthi sisivumelwano phakathi komthengisi nomthengi ngemveliso ethile yomgangatho othile nesixa sorhwebo ngexabiso elithile.

4. Iikhontrakthi zokuzibophelela nezokuzikhethelela. Olu luhlobo olulodwa kakhulu lokuthengisa iimveliso ezithile kwaye ludinga ulwazi olunzulu ngale nkqubo.
5. Ukongeza ixabiso kuthetha ukuba kukho into eyenziwa kuqobo lwemveliso ukuze kongezwe ukusetyenziswa kwayo ngumthengi, njengokuyipakisha ngezixa ezincinane, ukuxobula imifuno nokuyipakisha, ukwenza isosi ye-chutney, umgubo wombona, iyhagathi, njalo njalo.
6. Ukuthengisa emazweni angaphandle – namhla ukuthengisa iimveliso zolimo emazweni angaphandle sisiqhelu kule mihla. Umcelimngeni omkhulu ngemimandla yeentengiso zangaphandle zizixa, umgangatho kunye nokunikelwa kwayo okunokuthenjwa nokusoloko kusenziwa.
7. Malunga nomlimi wokutya okuziinkozo, zikhona ezinye iindlela ezifana nokuthengisa imveliso yakho ngqo kwindawo yokusila eyiyona ikufutshane kuwe yonke imihla, njengoko uyivuna ngokwexabiso elibekwa ngosuku ngalunye | – nkqubo leyo ebizwa ngokuthi 'yintengiso ngokwemeko (spot market)'.

Umkhwa wakatshanje wokuthengisa iimveliso zasefama kukuba abalimi, nokuba ngumntu omnye okanye baliqela, sebesiya ngokuzibandakanya ngokuthe kratya ekongezeni ixabiso kwiimveliso kunye/okanye ukuzithengisa emazweni angaphandle.

Xa unokunqwenela ukuphumelela kwintengiso ye/yeemveliso zakho – kungakhathaliseki ukuba zingakanani, ufanele ukukhupha imveliso yomgangatho ophezulu, uyipakishe kakuhle, uyinikele ngexesha kwaye ubambebelele kuwo nawaphi amalungiselelo angamanye enziwe malunga nokuyithengisa. 🍌

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I-Grain SA – nendlela esebenza ngayo



Ifoto 1 - 2: INgqungquthela yeGrain SA yonyaka ebibanjelwe eNAMPO Park nge-2–3 Matshi 2016.

I-Grain SA ibibambe iNgqungquthela yayo yonyaka ngoMatshi kulo nyaka. Ibizinyaswe kakhulu ngabalimi abebethunywe njengabameli bezithili zabo. Abalimi abaninzi bayayiqonda le nkqubo kodwa amanye amalungu asematsha ombutho kusenokwenzeka ukuba bayazibuza ukuba senziwa njani isigqibo sokuba ngubani ofanele ukuya kwiNgqungquthela njengommeli.

Iyintoni iGrain SA kwaye isebenza njani?

I-Grain SA ngumbutho wentando yabalimi bokutya okuziinkozo. Oku kuthetha ukuba abalimi abakwishishini lokulima ukutya okuziinkozo nabanomdla ofanayo, banako ukungena njengamalungu ngokwenza iintlawulo/imirhumo yokuba ngamalungu njengoko yagqiba kwelo iNgqungquthela.

Umnqophiso weGrain SA kukunika inkxaso neenkonzelo kubalimi bokutya okuziinkozo futhi nokumela ilizwi elihlanganiselweyo labalimi bokutya okuziinkozo ukuze kuqwalaselwe imibandela emalunga nezi mveliso kunye nemicimbi enxulumene norhulumente kunye nabanye abadlali-ndima beli candelo. Le nkxaso yahluka-hlukene kwaye ibandakanya ukubek' iliso kuyo yonke imicimbi ephathelele kwifuthe elikwimpilo entle nokulondolozeka kweli candelo – ukususela kumalungiselelo ukuya kwiirhafu, iimbuyekezo zedizili, uphando neeprojekthi zophuhliso kunye nemigaqo-nkqubo karhulumente echaphazela icandelo lezolimo.

Ngokuqinisekileyo ukuba abalimi baneengcaphophe ezibasebenzela kwixesha elipheleleyo, iqela elibek' iliso kubume obungqongose ushishino kananjalo besebenza njengabalindi apho kukho imfuneko khona, oko kuthetha ukuba abalimi

banethuba elihle lokuzikisa iingqondo emsebenzini ongowabo wokufama. Yiloo nto kubaluleke kangako ukuba nombutho onjalo. Enyanisweni, yinto eqhelekileyo kukuba iimveliso ezahluka-hlukileyo zibe nemibutho yamaqela anomdla afana neli. Ngoko ke iGrain SA enyanisweni ifana neklabhu yabathile. Amalungu enza 'iintlawulo zamalungu', esizibiza ngokuba 'yimirhumo'. Oku kubanika ufikelelo kwiinyhweba neenzuzo ezinikelwa ngumbutho kwaye banako ukufumana ilungelo lokuba nefuthe kwizigqibo zombutho ngokusebenzisa inkqubo yomgaqo-siseko nelawulwa ngentando yoninzi.

Kubalulekile ukuqonda ukuba ipolitiki ayinandawo kwaphela embuthweni. Umgqaqo-siseko waseGrain SA ukuchaza ngokucacileyo ukuba ungumbutho ongazibandakanyi nepolitiki, oko, kukuthi ayilawulwa nguwo nawuphi umbutho wezopolitiko.

I-Grain SA yasungulwa phezu kwemithetho-siseko emine eyomelele ngenene:

1. **I-Grain SA ngombutho wentando yabalimi bokutya okuziinkozo** owasekelwa ukumela umdla wamalungu awo.
2. **I-Grain SA ifuna ukuphawulwa njengombutho wabalimi bokutya okuziinkozo osebenza** ngokukhululeka nozilawulayo. Ifuna ukuzimanya kuyo yonke imicimbi emalunga nokuqhuba kakuhle kweshishini kwaye ibandakanywe kwimibandela yemigaqo-nkqubo ephathelele kwishishini.
3. **I-Grain SA ayizibandakanyi kwaphela kwezopolitiko** kwaye imibandela iqwalaselwa ngokokubaluleka kwayo kuphela ngokunjalo iqutywa ngokwemithetho-siseko efanelekileyo yoshishino kungakholiswa naliphi iqela lopolitiko.

4. **I-Grain SA ilawulwa ngabalimi beyilawulela abalimi** kwaye isekwe ngendlela eqinisekisa ulawulo lwamalungu ngentando yoninzi malunga nabaphathi bawo abanyulwe ngabo.

Nawuphi umlimi wokutya okuziinkozo, olima ukutya okuziinkozo ukuze azithengise kummandla wentengiso, ohlawula imali emiselwe ukuba lilungu okanye umrhumo embuthweni noxhasa iinjongo kunye noMgaqo-siseko weGrain SA, unako ukuba lilungu elipheleleyo leGrain SA.

Kwinkqubo yaseGrain SA yoPhuhliso lwabaLimi kukho amabanga amabini okuba lilungu. Elokuqala 'leleLungu leQela loFundonzulu'. Ilungu leqela lofundonzulu lifanele ukuba ngumlimi ovuna ngaphantsi kweetoni eziyi-250 zeenkozo. Onke amanye amalungu afanele ukuba ngabalimi abalimi ukutya okuziinkozo okuthengiswayo. Abameli bamaqela ofundo-nzulu kwisithili ngasinye batyunjwa ngonyaka ngamnye ukuze anike inkonzo kwiQela lomSebenzi kuPhuhliso lwabaLimi. Ithuba lokunika inkonzo laba bameli bamaqela ofundo-nzulu kwiqela loMsebenzi ngonyaka omnye, kanti aba bantu banelungelo lokuphinda bakhethelele ithuba lesikhundla emva kwethuba lonyaka besesikhundleni. Abameli bamaqela ofundonzulu abatyunjwe kwizithili zawo ukuba akhonze iqela lomsebenzi banegunya lokuvota kwiqela lomsebenzi. Amalungu eqela lofundonzulu awathunyelwa kwiNgqungquthela. Iqela ngalinye lofundonzulu linamalungu alishumi obona buncinane alima ukutya okuziinkozo kwaye umlimi ngamnye uvumelekile ukuba kwiqela elinye lofundonzulu.

Oku kwahlukile kwilungu elihlawula umrhumo kwaye lulawulo lohlobo olulodwa olwavyunywa

kwiNgqungquthela. Isizathu kukuba yinjongo yombutho ukuba **noquko oluthe kratya** ukuzibandakanya nangokuba lilizwi kubalimi bemithamo emincinane nakubalimi abasaphuhlayo bokutya okuziinkozo; nokubaxhobisa ngokuphandle ngophuhliso lwezakho zobuchule, uqeqesho nangamacebiso alandeliswayo. Injongo kukuncedisa wonke umntu onqwenela ukulima intsimi yakhe ngeyona ndlela ibalaseleyo inokwenzeka nokuzuzisa esona sivuno sihle sinokubakho, kungakhathaliseki ukuba mkhulu kangakanani umsebenzi wakhe.

Injongo yethuba elide kukunceda abo balimi banesakhono ukuba babe ngabalimi abarhweba ngokupheleleyo. Aba balimi baphawulwa ngamanani eetoni zeenozo abazivunayo ukuze babe 'ngamaLungu eKlabhu yeeToni eziyi-250'. Enyanisweni, amalungu amaninzi ale klabhu avuna ngaphezu koko – abanye bavuna ukufikelela kwiitoni eziyi-1 500. Aba balimi banyusa umgangatho wabo ngempumelelo ngenxa yenkqubo yophuhliso lwalbalimi nangenxa yokuba bengabalimi abarhwebayo beXesha eLitsha. I-Grain SA inethemba lokuba bonke abalimi baza kungena kulo mbutho njengamalungu ahlawula umrhumo ophelileyo ngokunjalo babe nenxaxheba kwizikhundla ezikhoyo. Amalungu eKlabhu yeeToni eziyi-250 avuna ngaphezu kweetoni eziyi-250 zeenozo ngonyaka, ahlawula imali okanye umrhumo wokuba lilungu ngokunjalo aphakamisa iinjongo zeGrain SA. Amalungu eKlabhu yeeToni eziyi-250 asenokuthunywa ukuba aye kwiNgqungquthela. **Ukuze umlimi abe kwisiGqeba esilawulayo seSizwe saseGrain SA ufanele abe ngumthunywa okhethelwe ukuya kwiNgqungquthela kwaye ufanele 'afumane inxenye enkulu yengeniso yakhe yokufama kwimveliso nasekuthengiseni iinkozo.'** (12.3).

Isebenza njani iNgqungquthela?

Kubaluleke kakhulu ukuqonda ukuba **iNgqungquthela 'ligunya elilelona liphezulu leGrain SA'**, ngokoMgaqo-siseko wombutho. Abantu bakhohlisa ukwenza impazamo yokucinga ukuba sisigqeba esilawulayo sesizwe kunye nekomiti ebhexeshayo eziligunya elilelona liphezulu kanti akunjalo kwaphela. Oku kubalulekile kwaye kubaluleke ngakumbi ukuba ilungu ngalinye likuqwalasele ngokuqaphela ukuthi lityumba oobani abaza kuba ngabathunywa abamele izithili zabo kwaye ingoobani abaya kumwela ngeyona ndlela incomekayo umdla wabalimi kwiNgqungquthela. Abathunywa banoxanduva lokuvota malunga nemincimbi ebaluleke kakhulu nechaphazela imisebenzi yombutho ngokuphathelene nemisebenzi eyenziweyo, ubunkokeli bombutho, nkqu neenguquko ezikuMgaqo-siseko.

Umthunywa wakho makabe ngumlimi woqobo olima ukutya okuziinkozo ukuze akuthengise, umntu oyaziyo imibandela yokufama kwisithili sakhe, okwaziyo ukuliqonda ishishini lombutho noya kukwazi ukuthetha atyhile imidla yenu. Umlimi oya kwiNgqungquthela njengomthunywa ufanele ukuba **yinkokeli oya kuba lilizwi lenu kwintlanganisano enkulu** noya kubuyisa ingxelo ekhaya afike axelele abalimi kwisithili sakho

2



konke ebekuxoxwe ngako nezigqibo ezithathileyo. Abathunywa besithili senu ngamanye amagama, ziintshatsheli kwinqanaba lesizwe.

Kubalulekile ukuqaphela ummiselo wohlobo olulodwa oqukwe kuMgaqo-siseko malunga nabalimi beNkoko beXesha eLitsha owabekwa njengophawu lwenjongo yeNgqungquthela yokuzimanya nabalimi beNkoko abamnyama: *'Malunga nabathunywa abangabalimi abarhweba ngeenKoko abamnyama abaya kwiNgqungquthela, iqela labathunywa abayi-32 (amashumi amathathu anesibini) liya kukhethwa. Aba bathunywa abasayi kukhethwa ngokokulima okanye ngokwentlawulo yomrhumo wemveliso kwizithili zabo.'* – (Qaphela: *Oku kubhekiswa kubathunywa abaya kwiNgqungquthela hayi kumalungu akhethelwe ukuba kwisiGqeba esilawulayo seSizwe*). *'Klabhu yeeToni eziyi-250 iya kukhetha abathunywa abangamashumi amathathu anesibini abaya kwiNgqungquthela ngonyaka ngamnye, ngethuba leentlanganisano zonyaka ezibanjwa phambi kweNgqungquthela. Kuya kukhethwa abathunywa abayi-16 kwingingqi yenkonzo esempumalanga kuphinde kukhethwe abathunywa abayi-16 kwingingqi yenkonzo esentshonalanga. Abathunywa abatyunjelwe ukuya kwiNgqungquthela bafanele ukuzanelisa iziqinisekiso zeemfuneko zokuba ngamalungu njengoko zixeliwe kwinqaku le-5.1.4.'*

Amalungu eKlabhu yeeToni eziyi-250 (abalimi abasaphuhlayo)

Amalungu eKlabhu yeeToni eziyi-250:

- 5.1.4.1 *Alima ngaphezu kweetoni eziyi-250 zeenKoko zokuthengiswa;*
- 5.1.4.2 *Akhupha iintlawulo ezixeliweyo zokuba lilungu kunye nomrhumo wemveliso kwi-Grain SA; kwanjalo*
- 5.1.4.3 *Aphakamisa iinjongo zeGrain SA; kwaye anemfanekiso yokuba ngamalungu eGrain SA.*
- 5.1.4.4 *Ubulungu bufumaneka ngokwendlela echazwe kwimimiselo.*
- 5.1.4.5 *Amalungu eKlabhu yeeToni eziyi-250 asenokuthunywa ukuba aye kwiNgqungquthela.*

Bonke abathunywa beNgqungquthela baya kuvotela izikhundla ezisentloko zobulungu kwesikasihlalo

omnye namasekela akhe amabini. Abathunywa beNgqungquthela banoxanduva lokuvotela ummeli omnye ngesithili ukuba anike inkonzo kwisiGqeba esilawulayo seSizwe.

IsiGqeba esilawulayo seSizwe

IsiGqeba esilawulayo seSizwe siligunya elilelona liphezulu xa iNgqungquthela ingekho kwiseshoni, kwanjalo sifanele ukulawulwa nokulandela umgaqo-nkqubo jikelele weNgqungquthela. Amalungu esiGqeba esilawulayo seSizwe ke ngoko akhetha imiba eyodwa yomdla apho aya kunika khona inkonzo embuthweni efana namaqela omsebenzi ahluka-hlukileyo. Baphinda bakhetha **iKomiti yoLawulo**. Ukuze isiGqeba esilawulayo siqhube imibandela yemihla-ngemihla yeGrain SA, kufuneka sikhetha kwizintlu zayo iKomiti yoLawulo enosihlalo noosekela-sihlalo aba-2 (ababini) besiGqeba esilawulayo kunye namalungu ongezelelweyo ama-3 (amathathu), abanamagunya njengoko isiGqeba esilawulayo sinokuwathuma kumaxesha ngamaxesha.

IKomiti eLawulayo inawo onke amagunya esiGqeba esilawulayo xa isiGqeba esilawulayo neNgqungquthela zingekho kwiseshoni kodwa ngawo onke amaxesha aphantsi kolawulo lwesiGqeba esilawulayo seSizwe negunya elilelona liphezulu leNgqungquthela.

Elokuphetha

Kwixesha elizayo siya kuqwalasela amasebe ahluka-hlukileyo nemisebenzi yombutho. Kungenxa yomdla wethu osentloko wabo bonke abalimi ukuba bawuqonde kwaye bawukhulise umbutho wethu ukuze ukwazi ukuphumeza umbono wawo ngokuncomekayo ngenjongo yokukhusela imidla yabo bonke abalimi kubume obungqongwe intengiso yehlabathi yokhutshiswa, lo gama bejongene nemiceli-mingeni emininzi yotshintsho kumacandelo ezopolitiko nezobume obusingqongileyo. 🌱

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I-Grain SA kudliwano-ndlebe... noJohannes Ntsimane



andancedise. Ngale ndlela ndiphantse ndiqiniseke ukuba izinto ziza kuqhuba kakuhle. Umsebenzi wokufama ndiwenze ubomi bam nangona ngamanye amaxesha ndingenayo yonke imithombo yobutyebi yokwenza izinto endizinqwenelayo.

Hlobo luni loqeqesho osowulufumene kude kube ngoku iloluphi uqeqesho osalunqwenelayo?

Ndikwazile ukuya kwizifundo zoqeqesho ezilandelayo ezinikwa yiGrain SA: Ukulinywa kweNgqolowa, Ukulinywa kweBhali, UkuFamela iNzuzo, Ulondolozo lweTrekara neziXhobo zokuSebenza, ngokunjalo noPhuhliso lweZakhono zobuChule: Ukutshisela iNtsimbi. Bezitsala umdla kakhulu izifundo zamathuba amafutshane kwaye ndiye ndazonwabela. Ndiziva ndisafanele ukwenza izifundo zoJikeleziso noLondolozo lweNdlu yokuMpomp. Ezi zifundo zibalulekile kuthi kuba sifama ngokuncenkcesha.

Uzibona undawoni kwiminyaka emihlanu ezayo? Ngaba unqwenela ukuziza ntoni?

Ndifuna ukuzibona ndikude kakhulu ngomsebenzi wokufama kanti ukuba kunokwenzeka ndiqeshe omnye umhlaba ukuze ndandise umsebenzi wam wokulima. Ukulima ukutya okuziinkozo kubalulekile kum njengoko ndinqwenela ukuba ngoyena mlimi uphuma phambili kwabalima kancinane eTaung. Kwixesha elizayo ndinqwenela futhi ukuba noomatshini bam nokuzilimela ngokwam. Ndikwanqwenela ukushenxa ekufumaneni ikhontraktha – ngale ndlela, ndiya kuba ndizuze lukhulu.

Ungabacebisa uthini abalimi abasaqalayo abanomnqweno wempumelelo?

Uninzi lwabalimi abatsha lunikezela msinyane kakhulu kuba abanamonde ngokwaneleyo. Ukufama asiyonto onokuvuka sowusisigwili esinezigidi zeerandi kuyo. Kuthatha ixesha kwaye kudinga ugqaliselo olunganqunyanyiswayo kwinto oyithandayo naleyo uyenzayo. Ukwenza izinto ngendlela elungileyo, kunokukuhubela phambili emsebenzini wokufama. Into efunekayo kubalimi abatsha ngumonde, ukwenza izinto ngendlela echanekileyo nokumamela amacebiso kubaququzeleli babo bophuhliso.

Ngenxa yomnqweno wokuba ngoyena mlimi ubalaseleyo kwabalima kancinane, uJohannes Ntsimane waseTaung unesicwangciso seminyaka emihlanu. Le ndoda enomonde, ethembekileyo nesebenza nzima iwenze ubomi bayo umsebenzi wokufama kwaye ikholelwa ekubeni xa umntu ezenza ngendlela elungileyo izinto angafikelela kude ebomini.

Uwuqhuba phi umsebenzi wokufama kwaye ngeehektare ezingaphi? Ulima ntoni?

NdingowaseTaung kwiPhondo laseMntla Ntshona kwaye ngoku ndifama kumhlaba ongangeehektare ezili-10 oziihektare eziyi-20 ekwabelwana ngawo nojikeleziswayo. Ndinesabelo kolu jikeleziso nomnye umlimi apho ingulowo kuthi esabelwa iihektare ezi-10. Ngoku ndilime umbona obomvu ngekhontrakthi kanti ebusika ndinesicwangciso sokulima ibhali.

Zinto zini ezikukhuthazayo?

Bendingumlimi owenza izinto ngendlela yesiqhelelo kuphela kwaye ndingazihoyi izinto ezincinane ezinokuchaphazela umsebenzi wam wasefama. Kodwa oko iGrain SA yeza eTaung, ndakhuthazeka ngenene ndaze ndazimisela ukuqwalasela ifama yam njengoko indizisela ukutya ekhaya. Ndifumanise ukuba umsebenzi wokufama lishishini kwaye ndifanele ukuwuphatha njengeshishini. Ndandingazi ukuba ndifanele ukuyenzela uhlahlo lwabiwo-mali imveliso yam kwaye ndigcine imali ethile ukulungiselela ixesha elizayo. Kundincede ngenene ukuyazi indlela yokuthlekisa izinto nokwenza izigqibo ngomsebenzi wam wokufama.

Chaza imiba onamandla kuyo nobuthathaka kuyo

Ndinako ukusebenza ndingaxhomekekanga xa kukho imfuneko kodwa ndisasebenza kakuhle neqela endisebenza nalo. Ndingumntu onomonde omkhulu nto leyo endinika amandla okubambelela ngamaxesha anzima kwaye ndihlale ethembeni lokuba izinto zisenokutshintsha. Ndingumntu othembekileyo yiloo nto ndilindela oko nakwabanye abantu, nangona kungabi njalo kumaxa amaninzi. Xa umntu engathembekanga kum ndiqumba kakhulu kwaye nge-lye ixesha ndiye ndizive ngathi ndingazibaxa izinto ngenxa yomsindo.

Sasingakanani isivuno sesityalo sakho ngoku wawuqalisa ukufama? Singakanani ngoku kwezo zityalo?

Ndandikade ndilima ilusini kodwa ndagqibela ngokuba nomdla ekulimeni ukutya okuziinkozo. Ndiqalise ngebhali endivune kuyo iitoni eziyi-67,8 ebusika kanti isivuno sam sokuqala sombona sibe ziitoni eziyi-82. Ibhali ebisandul' ukuvunwa ngoDisemba 2015 ibi-ziitoni eziyi-55,6. Ngoku ndilindele malunga neetoni eziyi-90 zombona – oko kukuthi xa kungekho ziphumo zixhalabisayo ngemozulu.

Ucinga ukuba libe yintoni igalelo eliphambili kwinkqubela nakwimpumelelo yakho?

Ndichitha ixesha lam elininzi phandle ndisalusa imfuyo ukuze ingonakalisi kuba leyo yingxaki eqhelekileyo. Ndiyathanda ukubuza imibuzo emininzi ngezinto endingazaziyo. Kumaxesha amaninzi xa kukho umonakalo okanye into endingazange ndakhe ndayibona efama, ndibiza umququzeleli wam ukuba

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KUKHO UMVUZO EKUBENI NGUMLIMI OLUNGILEYO



shinini. UMongameli waseMelika uEisenhower wathi: 'Akunakuhokela ngokugqumza abantu ngegqudu entloko. Loo nto kukwenzakalisa, asibobunkokeli!' Inkokeli elungileyo igqalisela kunxibelelwano olubalaseleyo kwaye iyakwazi ukusebenzisana kakuhle nabantu. Yenza ukuba abasebenzi bazive bexatyisiwe kwaye ubanika iindawo yabo yesidima nentlonelo ngawo onke amaxesha. Inkokeli elungileyo ikwalunge kanye njengeqela layo esebenza nalo.

Ukufumana abasebenzi – hlanganisela iqela elilungileyo

Ubudlelwane obulungileyo babasebenzi buqala kudliwano-ndlebe nomntu osenokuba ngumsebenzi. Njengomphathi wabasebenzi (weHR), kubalulekile ukuqinisekisa kakuhle ukuba umntu unazo izakhono zobuchule ezifunekayo anokukuncedisa ngazo kwaye abenze lula bhetele ubomi bakho ngokuba kwiqela lakho. Iifama azisenako ukugcina abasebenzi abangenankuthazo okanye abangenazinjongo. Ngaxeshanye ikwaluxanduva lomlawuli wabasebenzi ukukuchaza ngokucacileyo okulindeleke kumsebenzi malunga nako konke okusesandleni sakhe kunye neeyure zokusebenza, ngoko ke xoxa ngemimiselo nemiqathango yengqesho ukuze uqinisekise ukuba akukho masolotyana anokudala ukubhideka kwixesha elizayo. Kufuneka uyichaze ngokucacileyo inkcazelo ngomsebenzi nangomvuzo ohlawulwa ngomsebenzi lowo. Kulungile ukuqinisa isandla kumsebenzi ongasebenzi ngendlela ekuvunye-lwene ngayo kwimimiselo yengqesho kodwa zonke iinkqubo zoluleko mazifane kubo bonke abantu kwaye zisekwe kwizikhokelo ezibhalwe ngokucacileyo neziqondwayo.

Iimeko ezingenazinzizo zemozulu nembalela; imimandla yentengiso yemveliso yethu engathembekiyo nengacingeleki kwangaphambili – zibangele ubunzima kwiminyaka esandul' ukudlula njengoko abalimi baye bacikideka kakhulu kwiinzuzo zeefama.

Kuthe ngenxa yokuchaphazeleka kweemeko zoqoqosho zeefama, abalimi banyanzeleka ukuba banciphise iindleko zabo zamalungiselelo. **Elinye lamalungiselelo efama asentloko ngabasebenzi.** Iindleko zemivuzo ezinyuka zithe chu bezingakhathiswa yinzuzo ephucukileyo kumashishini okufama ngoko ke kuye kwafuneka ukuba abalimi bacuthe amanani abasebenzi babo kangangoko kunokwenzeka. Sekubalulekile ukuba umlawuli wefama akhe iqela labasebenzi elinamandla nelinankuthazo

kwaye liyibone impangelo yabo njengomsebenzi abawuqeqeshelweyo owanelisayo nonika ithemba elinegalelo kuzinzizo lweentsapho zabo. Enyanisweni aba bantu bafanele ukuzinikela kwezolimo bakuthande kangangoko ukufama njengomsebenzi abawuqeqeshelweyo. Phofu oku kunokwenzeka kuphela phantsi kokhokelo olulungileyo.

Umphathi olungileyo yinkokeli elungileyo

Inkokeli ngumntu onombono ngekamva. Uyakwazi ukufaka ukuzithemba kwiqela lakhe abenze abantu bakholelwe ekubeni yinto enokwenzeka ukuzuza impumezo ngaphezu kokuba bebecingile. Inkokeli elungileyo iyalikhuthaza iqela layo ukuba lifune ukusebenza nzima ukuze liphumeze iinjongo zalo zeshi-

Pula Invula's Quote of the Month

'In essence, if we want to direct our lives, we must take control of our consistent actions. It's not what we do once in a while that shapes our lives, but what we do consistently.'

~ Tony Robbins

Iqela labahleli

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

INKqubo yeGrain SA yoPhuhliso lwabaLimi

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Kukho umvuzo ekubeni ngumlimi olungileyo

Yenza into ngendlela elungileyo

EMzantsi Afrika imiqathango esisiseko sengqesho yabasebenzi beefama kwicandelo lolimo iqinisekiswa ngomthetho kwaye luxanduva lomphathi wefama ngamnye ukuqinisekisa ukuba uyawazi kwaye uyawuthobela. Owona mvuzo mncinane uyamiselwa nawo kwaye uphengululwa ngonyaka ngamnye. Oku asiyonto ekunokuboniswa ngayo ngumphathi nomsebenzi njengoko ingumthetho kwaye ufanele ukuthotyelwa.

Inkuthazo

Nangona ubalulekile umba womvuzo, asinguwo kuphela onika inkuthazo kwaye kubalulekile ukuluphawula olu luvo. Izifundo zophononongo malunga nokuziphatha komntu zifumanisa ukuba nangona abantu besiya emsebenzini kuba befuna imali, kwakhona basebenzela ukufumanisa ixabiso lobomi babo. Ngamanye amazwi, ukwaneliseka emsebenzini amabhaso enkuthazo aya-yandisa inkuthazo nesantya sokusebenza. Wena njengomphathi wefama ufanele ukuchonga ezinye iindlela ezinokwenziwa zamabhaso enkuthazo zabasebenzi bakho. Ixesha lokuqwalasela imibandela yobuqu bomntu liphuma phambili kuludwe lweenkuthazo ezingekho malunga nemali. Ingaba uyakwazi ukubanika ithuba lokuphumla emva komsebenzi onzima abawenzileyo wokulima izityalo okanye wokuvuna? Unako ukubapha ezinye zezityalo njengomvuzo ukuze nabo bakwazi ukuvuna owabo umbona? Kubalulekile ukujonga umsebenzi ngamnye njengomntu oneempawu nenkcubeko eyahlukileyo kweyabanye, nozezidingo kunye namabhongo ahlukileyo. Enye inkuthazo ebalulekileyo engekho malunga nemali kukubonisa umbulelo nokuncoma ngomsebenzi owenziwe kakuhle okanye ukhe ziphe ithuba lokuncokola nabasebenzi ngabanye-ngabanye.

Uqeqesho lwangaphakathi enkonzweni

Usomashishini osungula amashishini amatsha uRichard Branson uthi: 'Baqeqeshe kakuhle ngokwaneleyo abantu ukuze bakwazi ukuhamba, baphathe kakuhle ngokwaneleyo ukuze bangafuni ukuhamba.' Uphuhliso lwezakhono zobuchule kunye noqeqesho zizinto ezikuluhlulwenkuthazo. Abasebenzi abaninzi bakhuthazwa kwaye baziva benemincili xa befumana ithuba lokufunda isakhono sobuchule esitsha baze bazuze isatifikethi ngezifundo abazenzileyo. Ingaba kukhe kwafika engqondweni yakho ukuthumela abasebenzi bakho kwesinye sezifundo zaseGrain SA zoPhuhliso lwabaLimi ngoLondolozo lweTrekara okanye kwesinye sezifundo eziyiNtshayelelo yeziSeko zokuLima iziTyalo? Amaqumrhu amaninzi emichiza nawezichumiso ayazinika izifundo zoqeqesho zoku-

xhobisa abasebenzi bakho ngezakhono zobuchule bokusebenzisa iimveliso zabo. Ukukhula koqobo lomntu nokuziva eneqhayiya kuyasanelisa isidingo esisiseko sokuba ngumntu.

Babalulekile abantu

Kukho ulungelelwano olunobucukubhede olufanele ukufunyaniswa phakathi kwento elungele ishishini nento elungele abantu abaqeshelwe ukwenza umsebenzi. Umlimi unako ukwakha ishishini elinenkqubela aphinde adale nemeko yokusebenza kubume bolonwabo nobunempilo entle. Obo bume buzalwa ngumba wolwazi ngokubaluleka kwabantu nokwazi ukuba abaphelanga ekubeni ngabasebenzi kuphela – bangabantu ngabanye abafuna ukuziva bebalekile. Njengomphathi ufuna abantu abangazi kuma endaweni enye kodwa bakulangazelele ukufunda nokukhula. Xa ungakwazi ukuvulela abasebenzi bakho amathuba anjalo uya kufumanisa ukuba abo banenkuthazo bazingela amadlelo aluhlaza – wena ke ube ulahlekle! Ukuba iqela lomsebenzi liphethwe kakuhle kwaye liyavuzwa ngeendlela ngeendlela ngaphandle komvuzo olungileyo, kungekudala abanye baza kuziva iindaba zokonwaba kwabasebenzi bakho ukuze ke ngoko ukwazi ukwakhala iqela elibalaseleyo eliya kongeza ixabiso lize likuncedise ngempumezo yeenjongo zakho.

Uphando lwehlabathi ngabaqeshi abaphezulu lukhanyise iimpawu zabo ezintlanu ezizezi:

1. Ubunkokeli obunenkuthazo;
2. Inkucubeko efana yodwa yequmrhu kunye nendlela echongeka ngayo nabaziva benebhongo ngokuba yinxenye yayo;
3. Uqaliso ekuphuculweni kweziphwi;
4. Ukuba noxanduva lokuphendula ngezenzo zakhe umntu, mba lowo othetha ukuba wonke umntu uyakwazi okulindeleke kuye kwaye umgangatho wokusebenza uvuzwa ngendlela efanelekileyo; kananjalo
5. Izenzo ezibalaseleyo zolawulo lwabasebenzi (iHR) ezityhila ukuxabiseka kwabantu nokumanyelwa kweengxelo zabasebenzi.

Ukuba ngumphathi wabasebenzi (weHR) luhambo olunganqumamiyo nolusoloko luqhubela phambili kodwa ngaphandle kwamathandabuzo, lungamandla omeleleyo okusebenza naya kusoloko enikela ngomgangatho ophucukileyo wokusebenza – kunye neziphumo ezihle zemali. Yenze le migudu, inomvuzo omhle!

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