

# PULA IMVULA

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UMEYI  
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(Isithombe sithwetshulwe ngu-Johan Kriel)

## Sibheka isizini edlule

**N**jengabalimi kufanele njalo silwele ukwenza kangcono. Njalo ngonyaka kudingeka sisebenzele ukwenza ngcono izinto kunalokho esikwenze onyakeni odlule. Lonyaka bekuwunyaka onzima kakhulu kubalimi abanengi eNingizimu Afrika. Le somiso sibe yisivimbelo esibe yifektha enkulu. Abalimi abanengi abavunanga nesisdwa isilimo. Lokhu kubuhlungu kakhulu, kodwa into eyodwa esingayenza ukuvuka sizithintithe siphinde siqale phansi.

Abalimi bashesha kakhulu ukwelulama, futhi iningi lizothola izindlela zokuqala ziphinde zakhe kabusha. Ukhiye wokuvuka uzithathe kwokukhiqiza akukhona ukukhathazeka buthule.

Khumbula ukuthi abalimi abanengi nabo base-simweni esifanayo nesakho. Khuluma nozakwenu abangabalimi, khuluma nomele ezolimo kanye nabaxhumene namahhovisi. Xoxa nangamasu nezindlela zokulungisela kangcono isomiso esizayo. Funda emaphutheni akho nasemaphutheni omakhelwane ukuze usilungiselele kangcono isimo esinzima kusenesikhathi.

### Ungawenza kanjani amasu kulokho okubonile ngesomiso?

Into eyodwa engiyibonile kule somiso sakulo nyaka kube ukuthi ababntu ababekhuthalele izinto ezifana nokulawula ukhula nezinye izinto ngendlela elungile jikelele yize kunjalo bakwazile ukukhiqiza imbijana yesilimo nakuba imvula

Incwadi yeGrain SA  
yabalimi abasakhulayo

Funda Ngaphakathi:

- 03 | Ama-aspekthi apathekayo okuphathwa kokumaketha
- 04 | I-Grain SA – isebenza kanjani
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## UGOGO JANE UTHI...

**Y**iloyo naloyo wethu ubenikezwe isipho esikhulu ukwedlula zonke – isipho sempilo. Lapha emhlabeni sinikwe amathuba futhi kukithina ke ukuthi uma siwathatha siwasebenzisa ngendlela ethandwa yithina. Uma umphakathi wethu kufanele usebenze kahle yiloyo naloyo kithina kumele abe nesibopho salokho esikwenzayo futhi senze okuhle emphakathini wethu. Uhumleni nosopolitiki akuwona umsebenzi wabo ukunakekela noyedwa wethu – kufanele sizinakelele thina, imicabango yethu nezenzo zethu.

Ukuphatha uhulumeni kungafaniswa nokuphatha 'isitokofela'.

- Amalungu esitokofela yiwona aqoka abaholi (abahlale emahhovi) – lokhu kuyefana nokhetho jikelele ngesikhathi sikhetha abaholi bezwe lethu.
- Amalungu esitokofela 'afaka imali esikhwameni' (lokhu kuyafana nokwenziwa yizakhamizi uma zikhokha intela kuhulumeni).
- Amalungu esitokofela onke ayaxoxisana ngendlela okufanele isetshenziswe ngayo le mali futhi ilungu ngalinye kufanele ligcine imithetho (imithetho yile eshaywa yiphalamende).
- Esitokofeleni, imali engasetshenziswa yile efakwe ngamalungu, futhi isetshenziswa ngokwemithetho yesitokofela. Imali uhulemi anayo yile mali eqoqwa yi-SARS kuzakhamizi eziyikhokhayo intela ezweni.
- Uma ungelona ilungu lesitokofela futhi ungakhokhile ku-sona, awunalo ilungelo lokufuna imali kuso.
- Uma imali isiphelile akusekho okungabuyi kwenziwe.

Sonke siyazi ukuthi isitokofela sisebenza kanjani kodwa kwangathi asikuqondisisi ukusebenza kukahulumeni – imali engenayo nokusebenza kwayo. Sakha umphakathi lapho isizwe sonke jikelele sicabanga ukuthi uhulumeni kufanele akhokhele yonke into – usizo lwezempilo lwamahhala, izibonelelo zabantwana, izimpesheni ezahlukene nezibonelelo, ama-feeding schemes, imfundo yamahhala, ukubala nje okumbalwa. Umbuzo omkhulu uthi – izovelaphi le mali? Imisebenzi ayikho – uma usebenza, noma uzisebenza (njengomlimi) usiza ukufukula umnotho – ukhokha i-VAT, kanye nentela, ne-levy kaphethiloli njl. Kodwa, uma kungekho okwenzayo okungenisa imali, alukho usizo ulufakayo kuleli zwe. Sinovale kwangathi sekuzofika esikhathini lapho uhulumeni (njengaso isitokofela) engazukuba nayo imali yokukhokhela zonke lezi zizinto. Yini lapho esizoyenza? Sizoyinqanda kanjani itoyi toyi yamalungu omphakathi wethu anganelisekile nangasangululuke?

Asizibhekele thina izimpilo zethu – ukukhetha kwethu, izingane zethu, imindeni yethu kanye nemiphakathi yethu. Ekugcineni umuntu ngamunye yi-unithi encane yomphakathi wethu futhi umuntu ngamunye kufanele akhethe ngokwephusile ukuba adlale indima ezomenza aphonse naye emnothweni futhi abe yisakhamuzi esinokuzibophezela ezweni lethu. Qhubeka nokulima – wenza usizo olukhulu eNingizimu Afrika!



**Ukulawula ukhula kubalulekile ekongeni umswakama enhlabathini, ikakhulukazi uma izitshalo zingaphansi kwengcindezi.** (Isithombe sithwetshulwe ngu-Jerry Mthombothi)

## Sibheka isizini edlule

ine kancane. Kungcono ukuthola okuncane kunokungatholi lutho, ikakhulukazi uma intengo yezilimo iphezulu. Konke lokhu kwenziwa okongeka komswakama.

Kungaba sezikhathini zesomiso ezifana nalo nyaka lapho sihlaselele khona yisomiso okubonakala kukho umonakalo omkhulu odalwa ukhula kuzilimo. Kubalulekile ukuthi iphogramu yakho yokufafaza isebenza kahle ukuze uqinisekise lokhu. Lapho ukhula beluhlaselele khona, izilimo zazibonakala zintenga kanti lapho ukhula belulawuleke khona izilimo eziningi bezibukeka zingcono kakhulu. Ukhula luyisitha esikhulu sesilimo somlimi, ikakhulukazi uma kunesomiso.

Enye ifektha engiyibonile kule sizini edlule ukuthi angakanani amanzi alahlekile ngenxa yama-runoff. Mhlampe ubonile, ezindawo ezisentshonalanga yezwe, lapho ezindaweni ezizinzile umbila bewuhlezi uluhlaza futhi ukhula ngamandla. Uma izindawo zakho zingalingani futhi nezingalinywanga kahle zanzuma nentaba, ungalahlekelwa ngamanzi amaningi ngenxa ye-runoff. Kudingeka sizame ngezindlela zonke ukukuvikela lokhu. Iconsi ngalinye libalulekile.

Ifektha enye idalwa umanyolo. Lesi yisimo esibucayi njengoba sidinga ukuqondisiswa kahle kwesimo sezulu ukuze wenze izinqumo ezibalulekile. Ngesikhathi kunesomiso mhlampe uqaphele ukuthi kwezinye izindawo umbila ukhule kahle kodwa awubelethanga izikhwebu noma awuzange ube nezinhlamvu. Imbangela yalokhu kungenzeka ukuthi umfama wafafaza umanyolo emmbileni ngaphambi kokungene kwesimo sezulu esishisa kakhulu ngaleyo nkathi isitshalo sommbila besiqala ukuzwela. Ngesinye isikhathu izilimo zethu sizifaka incindezi engenasidingo uma sifaka umanyolo.

Uma ukholwa ukuthi isomiso sizoqhubeka, kungaba yisinqumo esephusile ukugwema ukufaka umanyolo kuze kune imvula eyanele nezilimo futhi zikhule nga-

mandla. Ngokwenze njalo ungaba nethuba lokuvuna okuthile njengoba isilimo songeke sihlaselele yingcindezi. Ukhumbule ukuthi uma isitshalo singaphansi kwengcindezi siphinde sifafaze umanyolo, lokho kuzosifakele enye ingcindezi, kodwa uma izitshalo zikhula ngomdlandla lapho ke umanyolo uzobe kuzoshiwo ukuthi ube nothelela omuhle. Ukugcina isikhathi kubalulekile.

Ngesikhathi ngihamba ngemoto ngibheka ngesikhathi sesomiso bekungakholelweki uma ubheka umehluko wezitshalo kusuka kwelinye iploti lommbila uya kwelinye. Ngaphandle kokulawula ukhula, ikakhulu lokhu kudalwa ukukhethwa kwe-cultivar. Amanye ama-cultivar ommbila asimela kangcono isimo sesomiso kuenamanye. Yingakho kubalulekile ukuhlala ngokuxhumana nabezimbewu abehlukene kanye nokwethamela ama-farmer days lapho kubhekwa khona ama-trials ama-cultivar ehlukeni. Kumele ungaphuthelwa ukuthuthuka kwama-cultivar. Ziningi izinkampani zembewu esezizolontsha ngokusemthethweni ama-cultivar abekezelayo ngesikhathi sesomiso.

Uma ukhuluma namafama ehlukeni mayelana nokukhathazeka kwabo ngesomiso, iningi lithi likhathazekile ngokubeka ukuvikeleka kokudla engcupheni nakuntengo yokudla. Lokhu ukukhathazeka okukhulu. Abalimi kufanele baqhubeke nokusebenza ngokwenza ngcono izindlela zokukhiqiza nokuphatha, hhayi ngenxa yebhizinisi labo kuphela kodwa nangokwenzela ukondla isizwe. Iminyaka yesomiso iyophinda buye futhi kanti thina balimi kudingeka sishintshe, senze kangcono futhi sifunde kule minyaka enzima ukuze senze kangcono eminyakeni ezayo.

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

# Ama-aspekthi aphaathekayo okuphathwa kokumaketha

**N**genkathi siyifunda le athikhili mhlawumbe sizobe sisakhungethwe yisomiso mhlampe sizobe sesithole ukukhululeka kule somiso. Noma ngabe isimo sinjani, ngeke kulunge ukutshala isilimo ngalenkathi, ngaphandle kwemifino noma ukudla kwemfuyo. Ngakho-ke omunye angabuza ukuthi kungani kufanele siyifunde i-athikhili yezokuphathwa kokumaketha. Thatha le athikhili njengokuqhutshekiswa kwe-athikhili eyedlule emayelana nokuthi uma izinto zingahambi kahle ebhizinisini lakho.

Labo benu abasindile esomisweni kuze kufikelele kelesi sikhathi sokufunda le athikhili kufanele bazi ukuthi kufanele baliguqule ibhizinisi labo lokulima ukuze balungisele izimo zesomiso. Isomiso yingxenyane nesimo sendawo yezolimo eNingizimu Afrika.

Sebenzisa isikhathi sakho onaso njengamnye ucabange kabusha futhi ulihlele kabusha ibhizinisi lakho ihlanganise ne-*marketing management* yakho. Isibonakalo esiwukhiye sokwenza inzuzo kwezolimo ukuhlala wazi ngamathrendi ezokumaketha.

Uma ucabanga ngokuguqula ibhizinisi lakho lezolimo mhlampe kanye nokucabanga nokukhiqiza eminye imikhiziqizo, khumbula ungake ulinge ukukhiqize ikhwantithi yomkhiziqizo ngaphambi kokuba ukumakethwa kwalowo mkhiziqizo imakethe yawo ingatholakele. Kubaluleke kakhulu ukuba ukwazi ukumaketha umkhiziqizo wakho uma usulungele ukumakethwa.

## Ungakuthukisa kanjani ukuphathwa kwezokumaketha

Ake sibheke ezinye izinkomba zokungenzeka ukuthukisa ukuphathwa kwezokumaketha.

- Uma kunesimo esingaqondakali ngemakethe noma ufisa ukutesta imakethe, kwenze ku-*small scale*.
- Njengengxenyane ye-*market plan*, kufanele kwenziwe ucwaningo lwemakethe – thola ulwazi kubathengi mayelana nalokho abangakulindela ngomkhiziqizo othile. ENingizimu Afrika abathengi abadla izambane likapondo bathenga ezitolo ezinkulu kanti abantu abampofu bathenga kubadayisi abanganqunyelwe mthetho nakuma-*spaza shops* ngenxa yezidingo ezahlukene.
- Qoqa ulwazi oluningi mayelana nokumakethwa kwemikhiziqizo owucabangayo. (Fundana, uhambele ama-*farmer days*, uvakashele abanye abakhiziqizi, njal).
- Vakashela izindawo zokumaketha ezifana no-*silo*, izindali zezinkomo, ezimakethe ze-



Yenza konke okusemandleni akho ukuqinisekisa ukuqala kahle kwesitshalo sonke.

mikhiziqizo e-*fresh*, emadeleni, njal. Kubalulekile ukuzijwayeza imigudu yokusebenza kwalezi zimakethe.

- Qaphela ngokunqamula nokushintsha i-*market plan* ngenhloso yokuthola inani lentengo ephezulu. Ungamane weneliswe yi-*avareji* enhle, kodwa intengo izinze.
- Uma kwenzeka zama futhi uhlukanise ukumaketha umkhiziqizo othile uyifake emigudwini emibili noma ngaphezulu.
- Uma amanani entengo yemikhiziqiza aziwa kulula kakhulu ukunquma intengo enge-*ngaphansi* yomkhiziqizo. Kuyisidingo esibalulekile ukunquma ngezindleko zokukhiqiza kanye nokubala unqume ngokulingene mayelana nenani lentengo.
- Lawula ukumakethwa komkhiziqizo wakho ngokugcina amarekhodi afanele esivuno somkhiziqizo nodayisiwe.
- Thungatha futhi ubheke ingosi yezimakethe – imakethe encane eyisipesheli ingakuzuzisa kakhulu.
- Ngokokugcina, yenza i-*market plan* ezoba yingxenyane ye-*production management program* yalelo bhizinisi.

I-*market plan* kufanele uqakathe incazelo yendlela noma izindlela ozomaketha ngazo umkhiziqizo ngamunye kuhlanganise nokuthi nini nokuthi kuphi kanye nekhwantithi kanye nenani lentengo elilindelekile. Ungakhohlwa ukuthi imikhiziqizo ingamakethwa ngezindlela ezahlukene. Ezifana:

1. Ukudayisa ngesandla okubandakanya izinhlobo ezifana nokudayisa uduze komgwaqo, ukudayisa edolobheni, noma ukudayise 'e-boeremark'.
2. Ama-*Auction* nawo aziwa njengezindali. Imikhiziqizo efana nemifino/amaveji, izithelo, izimbali nezinkomo kungamakethwa endalini ngayinye /ku-*Auction*. Iningi lethu liyazazi izimakethe zemikhiziqizo e-*fresh* ezindawe ezikhungweni ezinkulu.

3. Izinkontileka – inkontileka kuba yisivumelwano esiphakathi komdayisi nomthengi somkhiziqizo othile oyikhwalithi ethile nekhwantithi edayiswa ngentengo ethile.
4. I-*hedging* nama-*option contracts*. Lena yindlela eyisipesheli yokumaketha imikhiziqizo ethile futhi idinga ulwazi olunzulu lwesistimu.
5. Ukungeza i-*value* kuchaza ukuthi into yenziwe kusisekelo semikhiziqizo ukungeza usizo lomthengi kuyo, njengokufaka/ukubopha ngamakhwantithi amancane, ukuhluba amaveji nokuwabopha, ukukhiqiza i-*chutney*, impuphu yommbila, i-yoghurt njl.
6. Ukuthumela/ukuhambisa – namuhla ukuthumela imikhiziqizo wezolimo yinto eyenzeka zonke izinsuku. Inselelo enkulu yezimakethe ezithunyelelwayo yikhwantithi, ikhwantithi, nokwethembeka, nokudiliva okungaguquki.
7. Kubalimi bokusanhlamvu, ezinye izindlela ezikhona ukudayisa umkhiziqizo wakho ngqo kwi-silo yakho eseduze zonke izinsuku, njengoba uvunela intengo enqunywa usuku ngosuku – ebizwa ngokuthi yi-*spot market*.

Imikhuba yakamuva yokumakethwa kwemikhiziqizo yasepulazini ukuthi abakhiziqizi, nome umuntu oyedwa noma beyiqembu, bazibandakanya kakhulu ekwengezeni i-*value* kumikhiziqizo ne/noma ukuthumela imikhiziqizo.

Uma ufisa ukuphumelela emakethe yomkhiziqizo wakho – ngaphandle kwekhwantithi – kudingeka ukhiqize umkhiziqizo ngaphandle kwekhwantithi – kufanele ukhiqize umkhiziqizo oyikhwalithi, ukufake noma ukubophe kahle, ukudilive ngesikhathi, futhi uwenze onke amalungiselelo mayelana nemakethe. 🍌

**I-athikhile ibhalwe ngu-Marius Greyling, umbhali wePula Imvula. Uma ufuna imininingwane egcwele, thumela i-imeyili ku-mariusg@mcgacc.co.za.**



# I-Grain SA – isebenza kanjani



Isithombe 1 - 2: I-annual Grain SA Congress yayibanjelwe e-NAMPO Park ngomhla ka-2 - 3 kuMashi 2016.

I-Grain SA yabamba i-annual Congress yayo ngasekuqaleni kukaMashi kuwo lonyaka. Yethanyelwa kahle amafama ayethunywe njengamanxusa asuka ezifundeni zawo. Iningi labalimi liyayiqondisisa le nqubo kodwa amanye amalungu asemasha alenhlango angamangala ukuthi kunqunywa kanjani ukuthi ubani ozokwethamela i-Congress nje genxusa.

## Ngabe iyini i-Grain SA futhi isebenza kanjani?

I-Grain SA yinhlango yabalimi bokusanhlamvu eyivolontiya. Lokhu kusho ukuthi abalimi kuleli bhizinisi lokukhiqiza okusanhlamvu abanezintshisekelo ezifanayo, banganquma njengamalungu ngokubhadala imali yobulungu/ noma ama-levy njengokunquma kweKhongolose.

Imishini ye-Grain SA ukweseka nokusevisa abakhinqizi bokusanhlamvu kodwa futhi nokubeka izwi elibumbene labakhinqizi bokusanhlamvu ukwethula izindaba zamakhomodithi kanye nezindaba nohulumeni kanye nabanye ababambe iqhaza kulo mkhakha. Lokhu kwesekelwa kwahlukahluke futhi kubandakanya ukumomnitha zonke izindaba ezinomthelela ekuhambeni kahle ne-sustainability yalo mkhakha – kusukela kuma-tariffs, inputs, diesel rebates, ucwaningo kanye ne-ntuthuko yamaphrojekthi nakunqubomgomo kahulumeni ethinta umkhakha wezolimo.

Uma amafama anochwepheshe ababasebenzela ngokugcwele, ithimu emonitha indawo yebhizinisi nabasebenza njengabaqaphi uma

kudingekile, lokhu kusho ukuthi amafama asesimeni esihle sokugxila ukulimeni kwawo. Yingakho kubalulekile ukuba nale nhlangano efuze lena. Empeleni kuyinto ejwayelekile ukuba amakhomodithi ehlukeni abe nezinhlangano ezinama-interest-group afanayo. Ngakho i-Grain SA empeleni ifana neklabhu ekhethekile. Amalungu akhokha 'imali yobulungu', lena esiyibiza nge- 'levies'. Lokhu kubanikeza igunya lokungena emathubeni nosizo olwenziwa yile nhlangano futhi bathola ilungelo lokuba nomthetha kwizinqumo zebhodi ngokwenqubo emisiwe nangokwedemokhrasi.

Kubalulekile ukuqondisisa ukuthi ayikho ngempela indawo yepolitiki kule nhlangano. Umthethosisekelo we-Grain SA ukubeke ngokusobala ukuthi le nhlangano ayihlangene nepolitiki, isibonelo: ayilawulwa yinhlango yepolitiki.

I-Grain SA yakhelwa phezu kwesisekelo semigomo emine eqininile:

1. I-Grain SA inhlango yabalimi bokusanhlamvu eyivolontiya eyasungulelwa ukumela intando yamalungu ayo.
2. I-Grain SA ifuna ukwaziwa njengenhlango ezibusayo nezimele yabakhinqizi bokusanhlamvu. Ifuna ukuzibandakanya kuzo zonke izindaba ezimayelana nokusebenza kahle kwale mboni futhi ithintwe mayelana nezindaba eziphathelele nemigomo ehlangene nale mboni.
3. I-Grain SA ngokuqinisekile ayihlangene nepolitiki kanti futhi izindaba zilungiswa ngokwamazinga aphezulu nangokwemigomo

ezwakalayo yebhizinisi ngaphandla kokuxhumana nanoma iyiphi inhlango yezepolitiki.

4. I-Grain SA ilawulwa abalimi ngeyabalimi futhi isakhiwo sayo siqinisekisa ukulawula kwamalungu okudemokhrathikhi kulabo ababaqokele emahhovisi.

Noma yimuphi umkhinqizi wokusanhlamvu, okhiqizela ukudayisa okusanhlamvu, obhadala imali enqunyiwe yobulungu noma i-levy enhlanganweni nosekelo ama-objective kante noMthethosisekelo weGrain SA, angaba yilungu eligcwele lakwa-Grain SA.

Iphrogramu ye-Grain SA's Farmer Development inamaleveli amabili obulungu. Ileveli yokuqala 'yi-Study Group Member'. Ilungu le-study group kufanele kube umfana okhiqiza ngaphansi kwamathani angama-250 okusanhlamvu. Onke amanye amalungu kufanele kube abalimi abakhinqiza okusanhlamvu okudayisa ezimakethe. Abamele ama-Study group esifundeni ngasinye bakhethwa njalo ngonyaka bayosebenza kwi-Farmer Development Working Group. Abamele ama-study group basebenza unyaka owodwa, futhi laba bantu bangaphinde bakhethwe ithemu yesibili emva kwethemu yonyaka. Abamele ama-study group abakhethwe ezifundeni zabo ukuyosebenza ku-working group banawo amandla okuvota ku-working group. Amalungu e-study group akathunywa ukuba ahambele iKhongolose. I-study group ngayinye inamalungu ayishumi akhiqiza okusanhlamvu futhi umfama ngamunye kufanele abe ngowe-study group eyodwa.

Lokhu kuhlukile elungwini elibhadala *i-levy* futhi *yi-dispensation* eyisipesheli evunywa kwiKhongolose. Lokhu kwenziwa ukuthi kuhloswe ukuba inhlango ibandakanye kakhulu ngokubandanya nokunika izwi, abakhiqiza abalima kancane nabalimi bokusanhlamvu abasathuthuka; kanye nokubacija ngokuthuthukisa amakhono abo; ukubaqeqesha nokubafundisa. Inhlalo ukusiza wonke umuntu ofisayo, ngaphandle kukasayizi *we-operation* yakhe, ukulima umhlaba wakhe ngokusemgangathweni futhi athole umkhiqizo omkhulu kakhulu.

Inhlalo yesikhathi eside ukusiza labo balimi abanamandla ukuba balimele ukungenisa inzuzo. Lawa mafama abonakala ngokukhiqiza amathani amaningi okusanhlamvu bese eba ngama-'250 Ton Club Members'. Empeleni amalungu amaningi ale klabhu akhiqiza kakhulu – abanye bakhiqiza amathani angafinyelela kwayi-1 500. Lawa mafama athola iziqu ku-*farmers development program* ngenxa yokuphumelela ku-*New Era Commercial Farmers*. I-Grain SA inethemba lokuthi onke la mafama azoyijoyina inhlango njengamalungu akhokha *i-levy* futhi babambe iqhaza ezinhlakeni. Amalungu e-250 Ton Club akhiqiza amathani angaphezulu kwama-250 okusanhlamvu ngonyaka, abhadale imali yobulungu ngokugcwele noma *i-levy* ukuvumela ama-*objectives* e-Grain SA. Amalungu e-250 Ton Club angathunywa ukuba ahambe iKhongolose. **Ukusebenza ku-National Executive of Grain SA umafana kufanele abe yinxusa elikhethelwe iKhongolose futhi kufanele athole isamba esithile semali kwezolimo emkhiqizweni nasekudayiseni okusanhlamvu kwakhe.** (12.3).

### Ngabe isebenza kanjani iKhongolose?

Kubaluleke kakhulu ukuqondisisa ukuthi iKhongolose 'ngamandla aphezulu e-Grain SA', NgokoMthethosisekelo wenhlango. Abantu bavamisela ukwenza iphutha bacabange ukuthi *yi-national executive* kanye ne-*steering committee* okuyiwona engamandla aphezulu kanti akunjalo lapha. Lokhu kubalulekile kwenza nokuthi kubaluleke kakhulu kuwo onke amalungu ukucabangisisa ukuthi ngobani okufanele bakhethwe njengezithunywa ezifundeni zabo nozomela okuthandwa amafama ngokufanele kuKhongolose. Umsebenzi wezithunywa ukuvota ezindabeni ezibaluleke kakhulu ukufaka umthelela emisebenzini yenhlango ngokwemisebenzi owenziwe, ebulholini benhlango, kanye nezinguquko kuMthethosisekelo.

Inxusa lakho kufanele kube ngumlimi wemvelo okhiqiza okusanhlamvu okuhanjiswa emakethe, umuntu owazi izindaba zokulima esifundeni sakho, okwaziyo ukuqondisisa ibhizinisi lenhlango nozokhulumela itshisekelo yakho. Umfama ohambela iKhongolose njengenxusa kufanele abe **ngumholi ozoba yizwi lakho emhlanganweni jikelele** nozophindela ayotshela amafama esifundeni sakho ngalokho ubekudingidwa nezinquqo ezithathiwe lapho. Amanxusa akho esifunda empeleni angompepetha ezingeni lezwe.



Kubalulekile ukuqaphela *i-special dispensation* ifakwe kuMthethosisekelo emayelana ne-*New Era Grain Producers* eyabekwa njengophawu lwenhlalo kaKhongolose lokuhlanganiswa nabalimi bokusanhlamvu abamnyama: '*Mayelana nezithunywa zeKhongolose zabalimi abamnyama abangabakhiqizi bokusanhlamvu bangenise inzuzo, izithunywa ezingama-32 (amashumi amathathu nambili) bazokwabelwa Lezi zithunywa ngeke zisophele ngokwemkhiqizo noma ngokukhokhwa kwe-levy yekhomodithi ezifundeni zabo.* – (Qaphela: Lokhu kubhekiswe kuzithunywa zeKhongolose kodwa hhayi kumalungu aqokelwe ukusebenza ku-*National Executive*). '*1-250 Ton Club izokhetha izithunywa ezingamashumi amathathu ahambele iKhongolose, ngesikhathi semihlangano yonyaka ebanjwa ngaphambi kweKhongolose. Izithunywa eziyi-16 kufanele zikhethwe endaweni engasempumalanga nezinye eziyi-16 izithunywa zikhethwe endaweni yokusebenza engasentshonalanga. Izithunywa eziqokelwe ukuhambela iKhongolose kufanele zanelise ngokufaneleyo njengoba kuchaziwe ku-athikhili 5.1.4'.*

### Amalungu e-250 Ton Club (amalungu asathuthuka)

Amalungu e-250 Ton Club lawo a:

- 5.1.4.1 Akhiqiza ngaphezulu kwama-250 tons okusanhlamvu kwasezimakethe;
- 5.1.4.2 Ukukhokha imali yobulungu njengoba kushiwo kanye nekhomodithi *levy* ku-Grain SA; no-
- 5.1.4.3 ku-*Endosa* ama-*objectives* akwa-Grain SA; *Ulungelwe ukuba yilungu le-Grain SA.*
- 5.1.4.4 Amalungu atholakale ngendlela okuchazwe ngayo eMithethweni.
- 5.1.4.5 Amalungu e- 250 Ton Club angathunywa ukuba ahambele iKhongolose.

Zonke izithunywa zeKhongolose zizovotela izikhundla zobuholi ububalulekile sikasihlalo oyedwa namasekela kasihlalo amabili. Isithunywa sikaKhongolose sinesibophezelo soku-

votela oyedwa ozomela isifunda ngasinye azosebenza kwi-*National Executive*.

### I-National Executive

I-National Executive yisiphathimandla esiphezulu uma iKhongolose ingekho emhlanganweni futhi ilawulwa yinqubomgomo jikelele yeKhongolose. Amalungu e-*National Executive* aqoka izindawo ezisipesheli ezisemgangathweni lapho bezosebenza khona inhlango efanama-working groups ehlukeni. Baphinde baqoke i-**Management Committee**. Ukuze kuqhutswwe imisebenzi yansuku zonke lze-Grain SA, i-Executive kufanele ikhethwe kuyona i-*Management Committee* enoSihlalo kanye namasekela ama-2 (amabili) kasihlalo we-*Executive* kanye namalungu awu-3 (amathathu) engeziwe, ngamandla anjalo njenge-*Executive* ingathumela ngezikhathi zonke.

I-*Management Committee* isebenzisa onke amandla e-Executive uma i-Executive noKhongolose azizona zesikhathi esithile kodwa ngaso sonke isikhathi zingaphansi kwamandla e-*National Executive* namandla aphezulu kaKhongolose.

### Isiphetho

Ngokuzayo sizobhekisisa iminyango eyahlukene nokusebenza kwenhlango. Yinto ayithandayo onke amafama ukuqondisisa nokukhulisa inhlango yethu ukuze igcwalise umbono wayo wokuvikela intando yamafama onke esendaweni ykocintisana ezimakethe zomhlaba, ngaleyo nkathi bebhokene nezinselole ezingeni kwezezindawo nakwezepolotiki. 🍌

**I-athikhili ibhalwe ngu-Jenny Mathews, umbali wePula Imvula. Uma ufuna imininingwane egcwele, thumela i-imeyili ku-jenjonmat@gmail.com.**



# I-Grain SA i-inthavywe...

## uJohannes Ntsimane



umonakalo noma into engingakaze ngiyibone epulazini, ngicela umqeqeshi wami ezongisiza. Ngaleyo ndlela ngiyaqiniseka ukuthi izinto zihamba ngendlela eqondile. Ukulima ngakwenza impilo yami nakuba ngesinye isikhathi nginganawo onke amarisosizi okwenza izinto zami.

### Ngabe usuthole ngqeqesho yini kuze kube yinamuhla futhi ngabe iyiphi ingqeqesho ongathanda ukuqhubeka uyithole?

Ngikwazile ukufunda izifundo zokuqeqesha ezifundiswa yiGrain SA: *I-Wheat Production*, *i-Barley Production*, *i-Farming for Profit*, *i-Tractor and Implement Maintenance*, kanye ne-*Skills Development*. *i-Welding*. Lezi kwaba yizifundo ezimfushane ezimnandi futhi ngazijabulela kakhulu. Ngasafisa ukwenza isifundo se- *Pivot and Pump House Maintenance*. Lezi zifundo zibalulekile kithi ngoba lapho silima khona siyanisela.

### Ngabe uzibona ukuphi eminyakeni emihlanu ezayo? Ngabe yini ofisa ukuyizuzisa?

Ngifuna ukuzibona ngikude kakhulu nolimo fothi uma kwenzeka ngiqashe omunye umhlaba ukuze ngandise umkhqiqizo wami. Umkhqiqizo wokusanhlamvu ubalulekile kimi njengoba ngifuna ukuba ngumkhqiqizi wokusanhlamvu olima emhlabeni omncane eTaung. Ngokuzayo ngingathanda futhi ukuba ngibe neyami imishini futhi ngilime epulazini okungelami. Ngingathanda futhi ukushiya izinkontileka – ngaleyo ndlela, ngaleso sikhathi ngiyobe sengiphumelele kakhulu.

### Sithini iseluleko ongasinikeza abalimi abasafufusa?

Iningi labalimi abasebancane liyashesha ukunikezela ngenxa yokwehluleka ukubekezela. Ukulima akuyona into ongathi uma uvuka nje uyenze bese uba usozigidi. Kuthatha isikhathi eside nokugxila ungaguquki kulokho okuthandayo nokwenzayo. Ukwenza izinto ngendlela efanele, ungahamba ibanga elide kwezolima. Abalimi abasebancane kudingeke babekezele nje, yenza izinto ngokufanele futhi balalele nezeleleko zama-*development co-ordinators* abo.

**I-athikhili ibhalwe ngu-Julius Motsoeneng, i-Development Co-ordinator of the Grain SA Farmer Development Programme, eNyakatho neNtshonalanga Uma ufuna imininingwane egcwele, thumela i-imeyili ku-julius@grainsa.co.za.**

**U**funa ukuba umfama ovelela olima indawo encane eTaung, yi-*plan* yeminyaka emihlanu kaJohannes Ntsimane. Le ndoda ebekezelayo, ethembekile nesebenza ngokuzikhandla yenze ukulima kwaba yimpilo yayo futhi ukholelwa ekutheni uma wenza izinto ngendlela efanele uzohamba ibanga elide empilweni.

### Ngabe ulima kuphi futhi mangakhi amahlektha owalimayo? Ngabe yini oyilimayo?

NgingowaseTaung eSifundazweni saseNyakatho neNtshonalanga futhi okwamanje ngilima umhlaba ungu-10 ha ohlukaniswe i-*pivot* ka-20 ha. Le-*pivot* ngihlukaniselane nomunye umfama sihlukaniselane phakathi oyedwa ulima u-10 ha. Okwamanje ngilime umbila ophuzi ngenkontileka kanti ebusika ngihlela ukutshala u-*barley*.

### Ngabe yini ekugququzelayo/ ekufakela ugqozi?

Ngangingumlimi ojwayelekile ngenza izinto ngendlela yesintu futhi ngingazinaki izinto ezincane ezinga-afektha ukulima kwami. Kodwa selokhu kwafika i-Grain SA eTaung, yangigququzela kakhulu futhi yangikhuthaza ukuba ngilinake ipulazi lami njengoba kuyilo eliletha ukudla ekhaya. Ngeziswa ukuthi ukulima yibhizinisi nokuthi kufanele ngikuphathe njengebhizinisi. Ngangingazi ukuthi kufanele ngikubhajethela ukukhiqiza kwami ngiphinde ngigcine imali yangesizini elandelayo. Kwangisiza ngempela lokho ukwazi ukukala izinto nokwenza izinqumo ezilungile epulazini lami.

### Chaza amandla nobuthakathaka bakho

Ngingasebenza ngedwa uma isidingo sikhona kodwa ngisasebenza kahle neqembu. Ngingumuntu obekezelayo kakhulu nokuyinto enginika amandla ukuphikelela ngezikhathi ezinzima nokuba nethemba lokuthi izinto zingaguquka. Ngingumuntu oneqiniso futhi ngilindele lokho nakwabanye, okuyinto engabi njalo ngasonke isikhathi. Uma umuntu engathembekile kimina ngithukuthela kakhulu futhi ngesinye isikhathi ngizwa kwangathi ngingagadla.

### Sasingakanani isivuno sakho ngenkathi uqala ukulima? Singakanani isivuno sakho manje?

Ngangivamise ukutshala i-*lucerne* kodwa ngase ngiguqukela ekukhiqizeni okusanhlamvu. Ngaqala ngokukhiqiza u-*barley* ngathola isivuno esilinganiselwa ku-67,8 wamathani ebusika futhi isivuno sami sokuqala somkhqiqizo wommbila kwaba amathani angama-82. u-*barley* ovunwe ngoDisemba ka-2015 isivuno saba ngamathani angama-55,6. Njengamanje ngilindele amathani alinganiselwa ku-90 ommbala – lokho kungenzeka uma singabanga khona isimo sezulu esibucayi ngokungakho.

### Ucabanga ukuthi yini ebe nomthelela omkhulu kunqubekela phambili kanye nempumelelo yakho?

Ngichitha iaikhathi esiningi ensimini ngibheka umonakalo owenziwa yimfuyo nokuyinkinga evamile. Ngiyathanda nokubuza imibuzo eminingi ngezinto engingazazi. Kangingi uma kukhona

# KUYAKHOKHELA UKUBA NGUMQASHI OMUHLE



ifune ukusebenza kanzima ukuze ifezekise amagoli ebhizinisi. Umngameli waseMelika u-Eisenhower wathi: 'Awuholi ngokushaya abantu emakhanda. Lokho ukuhlukumeza, akubona ubuholi!' Umholi omuhle ugxila ekuxhumaneni ngamalengiso futhi aqinisekise ukuthi uyazwana nabantu. Wenza abasebenzi bezizwe bebalulekile futhi abenze babe nesithunzi futhi bahlonipheke ngaso sonke isikhathi. Umholi omuhle futhi muhle njengethimu akhethile ukuba asebenze nayo.

## Ukurikhrutha – khetha ithimu enhle

Ukusebenzisana okuhle kuqala ku-inthavuyi nozoba ngumsebenzi wakho. Njenge menenja ye-HR, kubalulekile ukuba uqinisekise ukuthi loyo muntu unawo amakhono adingekayo okukusiza futhi enze nempilo yakho ibe lula ngokujoyina ithimu yakho. Amapulazi awasakwazi ukuqakatha abasebenzi abangakuthazekile nabeswele izinhloso. Kusenjalo kungumsebenzi wazo zonke izimenenja ze-HR ukuchazela umsebenzi ngokucacile okuzolindeleka kuyena ngokwe-scope nama-hora okusebenza ngakho ke xoxisana naye ngemigomo nemibandela yokuqashwa futhi uqinisekise ukuthi ngeke kube nokudideka ngokuhamba kwesikhathi. Kudingeka uchaze ngokusobala ngomsebenzi owenziwayo kanye nehlo laleso sikhundla. Akukho okubi ngokukhuluma ungananazi nomsebenzi ongadilivi ngokwemigomo yokuqashwa okwawunyelwana ngayo kodwa zonke izinyathelo zokuqondiswa kwezizigwegwe kufanele zingezeleli zibe yiqiniso kube ngezibhalwe phansi nemihlahandlela eqondisisekayo.

**A**maphethini esimo sezulu esiguquguqukayo; Ukushintshashintsha nokungaqondakali kwezimakethe ze mikhiqizo yethu – iminyaka edule beyinzima njengoba abalimi bethole incindezi enkulu kwinzuzo emapulazini.

Ngenxa yesimo somnotho emapulazini a-afekthekele, amafama aphoqelekele ukuba anciphise izindleko zama-input. **Eyodwa yama-inputs abalulekile epulazini ukusebenza.** Ukukhuphuka kwezindleko zamaholo akwaphekezelwa ubungcono benzuzo kumabhizinisi ezolimo ngakho ke abalimi kudingeke ukuthi banciphise abasebenzi behle babe yiminimamu. Kube yi-

nto ebalulekile ukuba imenenja yepulazi yakhe ithimu eqininle yabasebenzi abakhuthazekile nababheka ukuqashwa kwabo njengekheriya enganelisa nenekusasa elisiza ukuvikeleka kwemindeneni yabo. Labo bantu kufanele bazinikele ngokuphelele kwezolimo futhi babe nothando kwezokulima njengekheriya. Yiqiniso lokhu kungenzeka kuphela ngaphansi kobuholi obuhle.

## Ibhosi enhle ngumholi omuhle

Umholi ngumuntu onephupho ngekusasa. Angafaka ukuzithemba ethimini yakhe futhi abenze bakholwe ukuthi bangathola okungaphezulu kwalokho abake bacabange ukuthi bengakuthola. Umholi omuhle ukhuthaza ithimu yakhe

## 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



### Ithimba labahleli

#### GRAIN SA: BLOEMFONTEIN

Suite 3, Private Bag X11, Brandhof, 9324  
7 Collins Street, Arboretum

Bloemfontein  
▶ 08600 47246 ◀  
▶ Fax: 051 430 7574 ◀ www.grainsa.co.za

#### UMHLELI OMKHULU

##### Jane McPherson

▶ 082 854 7171 ◀ jane@grainsa.co.za

#### UMHLELI UKWABA

##### Liana Stroebe

▶ 084 264 1422 ◀ liana@grainsa.co.za

#### IMIDWENO, ISAKHIWO KANYE NOKUSHicilela

##### Infoworks

▶ 018 468 2716 ◀ www.infoworks.biz



#### IPULA IMVULA IYATHOLAKALA FUTHI NANGALEZI ZILIMI EZLANDELAYO:

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IsiSuthu saseNyakatho, nesiXhosa.

### Uhlelo lweGrain SA

#### LokuThuthukisa amaFama

#### ABAQONDISI BENTUTHUKO

##### Danie van den Berg

Free State (Bloemfontein)  
▶ 071 675 5497 ◀ danie@grainsa.co.za

##### Johan Kriel

Free State (Ladybrand)  
▶ 079 497 4294 ◀ johank@grainsa.co.za  
▶ Office: 051 924 1099 ◀ Dimakatso Nyambose

##### Jerry Mthombo

Mpumalanga (Nelspruit)  
▶ 084 604 0549 ◀ jerry@grainsa.co.za  
▶ Office: 013 755 4575 ◀ Nonhlanhla Sithole

##### Jurie Mentz

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

##### Graeme Engelbrecht

KwaZulu-Natal (Louwsburg)  
▶ 084 582 1697 ◀ graeme@grainsa.co.za  
▶ Office: 034 907 5040 ◀ Sydwell Nkosi

##### Ian Househam

Eastern Cape (Kokstad)  
▶ 078 791 1004 ◀ ian@grainsa.co.za  
▶ Office: 039 727 5749 ◀ Luthando Diko

##### Liana Stroebe

Western Cape (Paarl)  
▶ 084 264 1422 ◀ liana@grainsa.co.za  
▶ Office: 012 816 8057 ◀ Hailey Ehrenreich

##### Du Toit van der Westhuizen

North West (Lichtenburg)  
▶ 082 877 6749 ◀ dutoit@grainsa.co.za  
▶ Office: 012 816 8038 ◀ Lebo Mogatlanyane

##### Julius Motsoeneng

North West (Taung)  
▶ 072 182 7889 ◀ julius@grainsa.co.za

Articles written by independent writers are the views of the writer and not of Grain SA.

## Kuyakhokhela ukuba ngumqashi omuhle

### Yenza into eyiyona

ENingizimu Afrika izimo zokuqashwa kwabasebenzi basemapulazini emkhakheni wezolimo zinamathela emthethweni futhi kungumsebenzi wabaphathi bamapulazi ukuqinisekisa ukuthi uyawujwayela nokuthi uyawulandela umthetho. Ama-*minimum wage* nawo abekiwe futhi ayabuyekizwa njalo ngonyaka. Lokhu akuyona into okungabhungwa ngayo phakathi komphathi wepulazi nomsebenzi njengoba kungumthetho futhi kumele ugcinwe.

### Ukukhuthaza

Nakuba iholo libalulekile, kodwa akulona lodwa isikhuthazi futhi kubalulekile ukuyibona leyo fektha. Ucwango lokuziphatha kwabantu luthole ukuthi nakuba abantu besebenzela imali futhi banesizathu sokusebenza ezimpilweni zabo. Ngamanye amagama ukweneliseka emsebenzini nokuthola ama-*incentives* kukhulisa ukukhuthala nokukhiqiza. Njengomphathi wepulazi kudingeka ubheke okunye okungaba ama-*incentives* abasebenzi bakho. Isikhathi sokubhekana nezimo eziqondene nomuntu yiphuzu eliphezulu ohlwini lwezinto ezikhuthazayo ezingewona ukheshi. Ungabanika isikhathi esengeziwe soku-ofa emva kokusebenza kanzima betshala noma bevuna izilimo? Ungabanika ezinye izilimo njengomklo-melo wabo ukuze nabo bazivunele ummbila wabo? Kubalulekile ukukubona umsebenzi ngamanye ngezimpawu zakhe ezehlukile nangesiko, nangezidingo ezehlukile nangokulangazelela. Enye inkuthazo engayona imali yindlela yokubona nokunconywa komsebenzi owenziwe kahle noma ukuzinika isikhathi nibe nengxoxo ninobabili vo.

### i-In-service training

Indoda engusomabhizinisi ne-entrepreneur uRichard Branson uthi: 'Qeqesha abantu ngokwanele ukuze baziphilise, baphathe kahle ngokwanele baze bengafuni lutho.' Ukuthuthukiswa kwamakhono nokuqeqeshwa nakho kuwela ngaphansi kwekhathagori yokukhuthaza. Abasebenzi abaningi bayakhuthala futhi bajatshuliswe ukufunda ikhono elisha nokuthola isitifiketi ngesifundo abasuke besifundile. Uke wakucabanga ukuthumela oyedwa wabasebenzi bakho kwesisodwa sezifundo zakwa-Grain SA *Farmer Development Tractor Maintenance* noma kwesisodwa sezifundo ze-*Introduction into the Basics of Cropping?* Izinkamapni eziningi zamakhemikhali nezikamamnyolo ziba nezifundo zokuqeqesha futhi zizokhuphula amakhono abasebenzi bakho. Ukukhuthala njengomuntu kanye nomu-

zwa wokuziqhenya kugcwalisa isidingo esiyisisekelo somuntu.

### Abantu bawutho

Kukhona ibhalansi ebucayi okudingeka itholakale phakathi kokuthi ngabe yini okungaba kuhle kwebhizinisi nokuthi ngabe yini enhle eyabantu abaqashelwe ukwenza leli bhizinisi. Umli-mi angenza ukuthi akhe ibhizinisi elikhulayo futhi akhe nendawo enempilo yokusebenza enhle ukusebenza kuyo. Kutholakele kwi-*premise* ukuthi abantu bawutho futhi bayazi ukuthi abazona izisebenzi kuphela – bangabantu abafuna ukuzwa ukuthi bayanconywa. Abantu bayathanda ukuzwa ukuthi balalelwe nokuthi imibono yabo ibalulekile. Njengomphathi ufuna umuntu ungafuni ukuma ndawonye kodwa afune ukufunda nokukhula. Uma ungafuni ukunikeza abasebenzi bakho amathuba anjalo uzothola ukuthi labo abakhuthazekile bazoyofuna amadlelo aluhlaza – lokho ke kuzoba ukulahlekelwa kwakho! Uma ithimi iphethwe kahle futhi inikwa iphiwa nemi-klomelo ngezindlela eziningi ngale kwehlo elingcono, ngokushesha abanye bazokuzwa ukuthi abasebenzi bakho bajabule futhi uzokwazi ukwakha ithimi evelele ezokwengeza i-*value* nezokusiza uphulelelise izinhloso zakho.

Isaveyi yomhlaba jikelele ngenhla abaqashi baqhakambise izimpawu ezijwayelekile ezinhlanu ukuthiwa:

1. Ubuholi obukhuthazayo;
2. Inkampani enesiko elihlukile kanye nokwaziwa abaziqhenyayo ngokuba yingxenyeyakho;
3. Ukugxila ekukhulisweni kwethalente;
4. Umuzwa onamandla wokuzibophezela okusho ukuthi wonke umuntu uyakwazi okulindeleke kubona nokusebenza kuklo-nyeliswa ngokufanele; ne-
5. Izenzo ezisezingeni eliphezulu okhuluma nge-*value* yabantu nokulalela imibiko yabasebenzi.

Ukuba yimenja ye-HR uhambo olungapheli oluhlala ngokuguquka njalo lungemi kodwa ngaphandle kokungabaza, lushintshashintsha njalo kodwa alongabazi, ukusebenza okunamandla kuzohlale njalo kudliwa umsebenzi ohlala umuhle njalo – kanye nemiphumela emihle ngasezimalini. Faka umfutho, ngeke uzisole!

**I-athikhili ibhalwe ngu-Jenny Mathews, umbhali wePula Imvula. Uma ufuna imininingwane egcwele, thumela i-imeyili ku-jenjonmat@gmail.com.**