

PULA INVUULA



Dibana nabaty- unjwa bomlimi wonyaka wethu

Kwigqiza labagwebi bekukho uWillie Kotzé, uJane McPherson, uJenny Mathews, uJan de Villiers, uDirk van Rensburg, uKarabo Peele noGerard Mamabolo.

UKHENKETHO LWANGO-2012 LWASEGRAIN SA LOMFAMA OSAPHUHLAYO woNYAKA LWENZEKE KUJUNI WALO NYAKA. BESINABANTU ABATHATHU ABAPHUMELELEYO ABATYUNJWE NGABAQUQUZELELI BABO BAMAPHONDO ABANGABA, uISRAEL MOTLHABANE, uJOHN MOTSOENENG noTEMBALEKHAYA FORT NUKHLU.

Kwigqiza labagwebi bekukho uJane McPherson (Umphathi weProjekthi yaseGrain SA), uGq Willie Kotzé (Umphathi wemiSebenzi yoPhuhliso lwamaFama yaseGrain SA) kunye noSihlalo wangoku we-Maize Board, uKarabo Pele noGerard Mamabolo wase-AgriSeta. Abanye abebekhona kwigqiza ibinguDirk van Rensburg, uJan de Villiers noJenny Mathews, bonke ngamafama anemidla namava emiba eyahluka-hlukileyo.

U-Israel Motlhabane

U-Israel wathenga ifama yakhe yokuqala, i-Annas-

vlei, kwingingqi yaseWesselsbron efandesini ngo-1996. Kwakuselithuba elondoloza imali, ezingisile ngokulandela iphupha lakhe: Iphupha lokuba nefama yakhe! Wakwazi ukuhlawula imali ekhokeliswayo eyithatha kweyolondolozo yakhe waza wafumana nenkxaso yaseLand Bank ukugqibezela eyayisele. Le ndoda enenzondelelo engaka yalijika iphupha layo laba yinto ekhoyo ngokusebenza nzima nangokwenza izicwangciso ezilungieyo. Kanti uyakhawuleza nokuncoma inkxaso ebaluleke kakhulu yenkosikazi yakhe engummangalis, uNunu, obengutitshalakazi iminyaka emininzi.

Lo mtyunjwa wazalelwa kwifama yengingqi yaseHoopstad apho utata wakhe wayengumsebenzi wasefama ubomi bakhe bonke. U-Israel naye wafunda kwisikolo sasefama wada wafika kwiBanga lesi-7 waza emva koko waggqibezela iBanga le-12 lakhe esikolweni saseHoopstad. Wayegoduka qho ngeem-pelaveki kuba wayesonwaba kakhulu ekhaya. Uchaza

Imagazini yakwaGrain SA
yophuhliso lwabavelisi

FUNDA NGAPHAKATHI:

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UMama uJane uthi...

Yinyanga ka-Agasti le kwaye umlimi ngamnye owenza izicwangciso zokutyala isityalo sasehlotyeni ufanele ukucinga ngezinto eziliqela.

- Ndiza kulima phi? (Ingaba ndinengqeshiso enokhuseleko kulaa mhlaba?)
- Ndiza kulima ntoni?
- Ingaba ndinolwazi ngendlela yokulima isityalo endinezicwangciso zokusilima?
- Ingaba ndinazo iitrektara nezixhobo zokusebenza ezifunekayo (okanye itrektara yezilwanyana)?
- Ndizithathile iisampulu zomhlaba ukuze ndiyazi indlela yokufaka isichumiso emhlabeni wam?
- Ingaba ndinayo imali yokusilima kakuhle isityalo?
- Ndiza kusithengisa phi isivuno sam?

Ukuba akukacengi ngazo zonke ezi zinto – qalisa ngoku uze wenze izicwangciso. Umntu ongazi kulima kwanto ngumntu ongakhange abe nazo naziphi izicwangciso.

Siyafozwelwa kakhulu ngabantu abafuna ukuba ngamalungu eGrain SA. Ukuba ngoku ufunda eli nqaku oko kufana nokuphatha uphuhliso lwePula esandleni sakho. Kuqweqwe lwePula olungasemva, uya kubona onke amagama neenkukacha zonxibelelwano zabaququzeleli bethu bophuhliso. Khangela kolo ludwe ukuba ngowuphi oyena ukufutshane kuwe.

Ngelishwa asinazi-ofisi kuzo zonke iidolophu kwaye kuza kufuneka uzidibanise noyena mntu ukufutshane kuwe ukuze ubone ukuba ungazibandakanya njani kwinkqubo yethu yophuhliso. Kuya kufuneka ukuba uhlawule i-R15 kuphela ngonyaka ukuze ube nemfanelo yokuya kuzo zonke iintlanganiso zethu zamaqela ofundo-nzulu, iintsuku zabalimi, ikopi ephuma ngenyanga nganye yePula/Imvula kunye nezifundo zoqeqesho. Ngokuqinisekileyo akunakuze uzisole ngotyalo-mali lwakho lwe-R15 ngolwazi oya kulufumana. Ngelishwa asisebenzi eLimpompo – ngenxa yenkxaso-mali kwaye asikafumani nkxaso-mali yokusebenza kweli phondo, nangona sisazi ukuba sikhulu isidingo nalapho.

UKarabo Peele – uSihlalo osandul’ukunyulwa we-Maize Trust

UKARABO PEELE, USIHLALO OSANDUL’UKUNYULWA WE-MAIZE TRUST.

Emva kokunyunywa kukaJannie de Villiers njengentloko yesigqeba saseGrain SA, uKarabo Peele unyulwe njengoSihlalo weMaize Trust ngo-Epreli kulo nyaka. UKarabo, owayenguMlimi oSaphuhlayo waseGrain SA woNyaka ka-2002, unee-fama kummandla waseVentersdorp nakowaseRustenburg.

U-ESTIE DE VILLIERS, IQELA LABAHLELI BEPULA/IMVULA



UKarabo Peele, uSihlalo osandul’ukunyulwa we-Maize Trust.

“Qhubela phambili nge-nto oyenzayo ungayeki”

UPHUHLISO LWAMAFAMA ASIYONKQUBO ILULA KWAYE MININZI IMIQOBO EFANELE UKOYISWA ENDLELENI KUWO ONKE AMANQANABA. NANGONA KUNJALO, KANYE NGONYAKA, OBONA BUNCINANE, LIXESHA LOKUKHANGELA NOKUBHIYOZELA OKULUNGILEYO.

Ngamava akhuthaza kakhulu ukutyelela abalimi kwiifama zabo nokuzibonela ifuthe leNkqubo yaseGrain SA yoPhuhliso lwamaFama kumgangatho weefama nakubomi babalimi ngabanye esisebenzisana nabo. Ifuthe lethu alithandabuzeki kwaye umahluko walo uyababazeka kakhulu kuba unobungqina obubonakala ngamhelo xa iingeniso zefama zisanda, kuphucuka ukusetyenziswa komhlaba, kuvela ubudlelwane bemvisiswano encomekayo phakathi kwabantu ukuze oko kwenze ilizwe lethu indawo ethandekayo yokuphila.

Ndingwenela ukuncoma iqela labantu abasebenza ngothando nangokuzinikela, abasoloko benyuka besihla bezidibanisa nabantu baseMzantsi Afrika abadinga uncedo okanye amacebiso – iqela elikhokela abalimi abasahlumayo, eliqinisekisa ukuphathwa kwabantu ngokufanayo ngawo onke amaxesha ngokunjalo iqela eliya kwenza ngaphezu kokuba kulindelekile nangaphandle kokumbombozela.

Ndiziva ndimangalisekile kwaye ndifanele ukuzithoba ngenxa yokuzinikela kweqela laseGrain SA kwaye ndizibona ndisikelelekile ukuba ndikwazi ukuhamba nabo njengoko kundonwabisa ukubona umsebenzi wabo abawenzileyo. Ndiбанqwenelela ikamva elichume ziziqhamo ezihle kunye neekhilomitha ezithe chatha zeehambo ezikhuselekileyo. Qhubela phambili ngento oyenzayo ungayeki kuba yinto entle kakhulu!

NGUJENNY MATHEWS, OBESAKUBA NGUSIHLALO WENKQUBO YASEGRAIN SA YOPHUHLISO LWAMAFAMA



Jenny Mathews.

1 Dibana nabatyunjwa bomlimi wonyaka wethu



U-Israel Motlhabane, omnye wabaphumeleleyo kumLimi woNyaka woPhuhliso lwamaFama lwaseGrain SA.

athi u-Israel, “Xa ukhulele efama, isuka ihlale kuwe. Iba segazini lakho!” Oku kwacaca kakhulu kuba nangona u-Israel wayesebenza e-Ofisini yePosi yaseWelkom waza waba nguMphathi wePosi ngo-1985, iphupha lakhe lokuba nefama eyiyeyakhe ngenye imini lamthi nca. Waqala ngokufunda kwithuba elingaphelelanga kwiYunivesithi yaseVista ezama ukufumana imfundo enomsila kwezooNontlalontle (*BA Social Work*) ukuze akwazi ukunceda abantu abangenathamsanqa njengaye. Waba neshishini lakhe leeteksi zemigama emide, ishishini lokwakha neenkonzo zokulungisa izitya, kodwa konke oko zange kulinqande iphupha lakhe lokuba nomhlaba ongowakhe ngenye imini!

Ngokuqinisekileyo wayenengqondo yokushishina kwaye utsho ukuba ezolimo nazo zilishishini elinemali enokwenziwa ngumntu xa enokuthenga imihlaba enesakhono esiphucukileyo ngokunjalo enze izinto ngendlela elungileyo ngexesha elilungileyo. U-Israel ufunde nokucela amacebiso kwabo bakufutshane kuye. ILungu leBhodi laseGrain SA, uChris Schoonwinkel, ungene kwigqiza labagwebi waza wayingqina inyaniso yokuba u-Israel unenzondelelo yokubuza imibuzo nokufunda kumafama anamava akufutshane kuye. Kanti unomoya omhle wobudlelwane nomphathi wesolulo ovela kwiSebe lezoLimo. UChris uphinde wathi u-Israel uzuze igama elihle lokuba yindoda elungileyo umntu anokuqhuba ishishini naye njengoko ekhetha ukuhlawula ngemali esesandleni xa ethenga izixhobo zokusebenza ebeseziphethwe sesinye isandla naxa ethenga iitrektara. Wazibandakanya neNkqubo yoPhuhliso yaseGrain SA zisuka. Ubonwabele kakhulu ubudlelwane bakhe noMphathi wakhe wePhondo waseGrainSA owakhayo nononcedo kakhulu, uJohan Kriel, athi xa ethetha ngaye, “Le ndoda ayichukumisi ubuchopho bakho kuphela kodwa nentliziyo yakho. Undenze ndakholelwa ekubeni akukho nto ndinokungayenzi kwaye andindedwanga!” Nangona ul-

wazi, izakhono zobuchule namava beziyingxaki kuqala, uIsrael wayezeyisile ezo zinto ngokuya kwizifundo ezininzi kangangoko wayenako.

Ngo-2009 u-Israel wafumana ifama yesibini, i-Uitkyk – nayo kwingingqi yaseWesselsbron – eyifumana ngenkqubo ye-PLAS yeSebe loPhuhliso lwamaPhandle neNguquko kwezemiHlaba. Ngoku unomhlaba ophantse ukuba ziihektare eziyi-900 kanti eziyi-600 zingumhlaba olimekayo. Enyanisweni bonke abantu babemangalisiwe bubuhle bomhlaba ka-Israel xa wayebabonisa umhlaba osemngxunyeni awembileyo ukuze amalungu esigqeba awubone. Ngokuqinisekileyo ukwazile ukuchonga indawo enomhlaba omhle kwilinge lokulima izityalo zakhe! Okwangoku u-Israel ulima imiqolo yeenyawo ezintlanu kwaye uyakwazi ukulindela izivuno eziqhelekileyo ezingange-5,4 zeetoni ngehektare nganye. Ukwanzazo nehektare eziyi-50 zamadlelo eSmuts finger kunye namadlelo endalo aziihektare eziyi-230. U-Israel ugxininisa ukubaluleka kokusebenzisa imichiza yokutshabalalisa ukhula. Akawuphethuli kakhulu umhlaba kwaye usebenzisa abaniki-nkonzo bangaphandle ukuba bamnike inkxaso kwinkqubo yakhe. U-Israel uneliso elibukhali kwimimandla yentengiso kwaye uthenga amagalelo akhe ngamaxabiso amahle kangangoko anokuthetha-thethana nabathengisi ngawo okanye alinde xa efumaneka ngamaxabiso aphantsi. Selenaso isichumiso sesityalo sakhe esilandelayo kwiishedi zakhe kuba ukwazile ukuthenga ngaphambi kwexesha sisathengeka. Into emtsalisa nzima bubusela njengoko ekufutshane elokishini nakwisiza sokulahla inkunkuma sikamasipala. Usoloko efumana izilwanyana ezingaqhelekanga emasimini akhe kanti neenxenywe zezibiyeli zakhe ziyebiwa.

Ngoku uxhasa uluntu olwenza umsebenzi wokufama ngokunika inkonzo njengelungu leBhodi yesigqeba yaseGrain SA ukwanika inkxaso kubantu abatsha abathathu ukuba bafumane imfundo yabo ye-FET kanti ngeeholide zabo uyabamkela ukuba bahlale kwifama yakhe.

Dibana nabatyunjwa bomlimi wonyaka wethu



Omnye wabaphumeleleyo uJohn Motsoeneng ovela kwingingqi yaseAberfeldy eFree State.

UJohn Motsoeneng

Omnye wabaphumeleleyo bengingqi uJohn Motsoeneng uqhuba umsebenzi wokufama eSunnyside Farm e-Aberfeldy kwingingqi yaseFree State. Wazalelwa kwingingqi yaseLindley ngo-1936 waza wakhulela efama apho agqibele ngokuqalisa umsebenzi wemfundo yomsebenzi wakhe njengomsebenzi wasefama. Usebenze njengomsebenzi wasefama iminyaka emininzi waza wafumana nelayisensi yokuqhuba isigadla. Ethubeni usebenze e-Iscor eNewcastle naseSasol eSecunda njengomqhubi wesigadla wada wakwazi ukuqalisa elakhe ishishini leeteksi eQwa-Qwa asaliqhubayo kunanamhla. Ekugqibeleni ngo-2004 wakwazi ukuthenga ifama yakhe awayesoloko ephupha ngokuba nayo. UJohn utshate noAlinah kanti bobabini basikelelwe ngabantwana abalishumi, abasibhozo basaphila kwaye balandela imfundo yemisebenzi enempumelelo.

UJohn uqhuba umsebenzi wokufama kufutshane kumphathi wakhe, uJack Mofokeng, okwangumzala wakhe. Basebenzisana kakuhle kakhulu, nezigqibo ezininzi bazenza kunye. Ifama yaseSunnyside ineehektare eziyi-239 zomhlaba olimekayo kunye nesithabazi seehektare eziyi-221 ukuze umsebenzi wabo wokufama ube nendawo enkulu yokulima neyokukhulisa imfuyo. Baneenkomo zokwandisa umhlambi eziyi-180 neegusha zeMerino eziyi-140. Iminyaka emibini edlulileyo ibinzima kakhulu kanti neemvula ezifike kade zibathintele ekutyaleni umbona baza endaweni yawo batyala iimbotti zesoya neembotyi ezinamachoko-chokoza. Iziphumo zincumise ngenene ngaphandle kwengxaki enye yokuba isivuno sokugqibela sachatshazelwa yingqele neqabaka egqubayo eFree State.

UJohn lilungu leQela loFundo-nzulu le-Kestell kwaye uyile kwezinye izifundo ze-Grain SA azifumanise ziluncedo kakhulu. Kanti uyabonwabela nobudlelwane anabo noMphathi wePhondo okwingingqi yakhe, uJurie Mentz. Bekukho ukutshatyalaliswa okuncomeka kakhulu kokhula kwiim-

botyi ezomileyo nakwezinye izityalo eziziimbotti waza wazuza lukhulu uJohn ngokutyalala iimbotti zesoya kuselithuba kuba ingingqi asebenza kuyo ithande ukubanda. UMentz uphinda athi uJohn uwenze kwangoko amalungiselelo omhlaba wakhe kwaye wawulungisa ngendlela echanekileyo kanti nomandlalo wembewu yakhe wawuncomeka kakhulu “ukulima kwakhe iimbotti kwaba ngumzekelo omhle!” UJohn ulandela ekhondweni elilungileyo lokusebenzisa umqokozo wexabiso elongezelelweyo kwishishini lakhe njengoko ngoku evumela umhlambi weegusha zakhe ukuba uchola-chole iimbotti zesoya emasimini akhe alinyieyo. Kanti neemazi zeegusha kunye namatakane uyazondla ngefula yesoya. Ngokuluvu lukaMentz iigusha namatakane zibukeka zityebe kakhulu kwaye zisempilweni naxa ubusika buze ngamandla.

UJurie Mentz uthi kukho intetho yesiZulu ethi ufunda uzufe ethetha ukuba umntu makafunde ade aye kungena engcwabeni. Ubona uJohn njengomlimi onobulumko obukhulu bokumamela amacebiso. Usolelo ethobile kwaye akakuphakamelanga ukufunda; ubuza imibuzo emininzi ezama rhoqo ukufumana ulwazi oluthe chatha kuba ukuqonda mhlophe ukuba ulwazi olutsha alufumeneyo lumnceda ekukhuleni njengomlimi naxa sele yindoda endala! UJohn uthengisa isivuno sakhe ngokusebenzisa i-Agricom ebikwamxhasa ngemali yeendleko zokulungiselela ukulima.

UTembalekhaya Fort Nkuhlu

UTembalekhaya wazalelwa eMpuma-Koloni waza wakhulela kufuphi neCala. Ukhule engqongwe yimeko yezolimo njengoko utatomkhulu wakhe wayesoloko ezibandakanya kwezolimo. Kuthe ngokukhula komdla wakhe emsebenzini wokufama, wenza isigqibo sokulandela ekhondweni likayisemkhulu. Ngonyaka ka-2000 utata kaKhaya, uWiseman Nkuhlu, wathenga ifama iDenemark kwingingqi yaseVrede waza ukususela ngoko wanikela ulawulo lweshishini



UTembalekhaya Fort Nkuhlu, omnye wabaphumeleleyo kumLimi woNyaka woPhuhliso lwamaFama lwaseGrain SA ovela kwingingqi yaseVrede.

lakhe elitsha kunyana wakhe amthembileyo. Ifama le iziihektare eziyi-200 zokulima kunye neehektare ezyi-800 zedlelo waza uKhaya waqhuba eli shishini exuba ukulima necandelo lemfuyo eninzi apho aqeshe khona abasebenzi abasisigxina abane.

UKhaya uneminyaka elishumi elinanye eqhuba lo msebenzi wokufama. Ulilungu leQela loFundonzulu le-Kestell kwaye ebengomnye wabalimi bezifundo esezihambeke phambili kwiNkqubo yaseGrain SA yoPhuhliso lwamaFama kwiminyaka emithathu edlulileyo kwaye ngoku ulilungu leKlabhu yaseGrain SA yeeToni eziyi-250. Umlawuli wakhe wephondo, uJurie Mentz, uthi, “Lo mlimi uqhubele phambili ephala kwiminyaka emithathu edlulileyo kwaye ungumzekelo omhle wempumelelo enokufumaneka kubalimi abasaqalayo.”

Ngaphandle kokuba icoceke ngendlela encomeka kakhulu, le yifama ebiyelweyo nexakeke kakhulu ngamahashe, iihagu, iinkuku, amadada, neekarakuni kunye neekati ezimbalwa ezonwabileyo ezondleke kakuhle. Eli likhaya lomntu othanda yonke into enxulumene nobomi basefama! Yifama enezixhobo zokusebenza ezaneleyo netrektara ephilileyo nezinye izixhobo eziphuhlisiwe ngokuzinikela nangothando.

Asikokuba kukho imfuyo nemisebenzi yokulima eqhelekileyo kuphela, kodwa ngoku imisebenzi yokulima iquka ukwakhiwa kweeshedi ezintsha zokwandisa umhlambi weehagu, leyo yinkqubo eya kugqibela ibandakanya ubonelelo oluya kuqhutyelwa phambili noluya kuvelisa igesi yendalo esebenza

njengesiniki-mlilo. Kulo nyaka iihektare ezingama-60 zeembotyi zesoya kunye neehektare ezingama-85 zombona uziliime ngemali yakhe. Okokuqala kulo nyaka, uKhaya ulime iimbotyi zakhe zesoya kuqala phambi kokulima umbona ngenxa yokuba esebenza kwingingqi ebandayo kwaye iziphumo azizuzileyo zincomeke kakhulu, zenza umahluko omkhulu kakhulu kwisivuno sakhe.

UKhaya ngumlimi owuthanda ngamandla umsebenzi wakhe yindoda yomhlaba enengqondo ekelekelele kakhulu. Ulichule lonxibelelwano elikwaziyo ukukwakha ubudlelwane benkxaso eyomeleleyo nabantu abamngqongileyo, umzekelo ngoku unengxaki yesifo esiphakathi kweenkomo zakhe ekubonakala ngathi sisuka kwifama yezilwanyana esecaleni kweyakhe, ngoku uthetha nemizi yonyango lwezilwanyana yendawo yakhe ukuze afunde banzi nengxaki ngenjongo yokufumana izisombululo.

UKhaya usoloko elamkela icebiso lobungcali nokuba liphathelene nemisebenzi yokufama, ukuthengisa okanye ulawulo lwezimali. Ungumntu okholwa kukwenza kunokuthetha kwaye asikuko kuphela ukuba eyazi ngocoselelo into eyenzeka kuyo yonke imisebenzi yefama yakhe kodwa kuyamonwabisa nokuzibambela ngokwakhe ukuze aqiniseke ukuba uyenziwa umsebenzi! Le yenye yeefama ezinekamva elinika ithemba.

NGUJENNY MATHEWS, USIHLALO OZINIKELEYO WENKQUBO YASEGRAIN SA YOPHUHLISO LWAMAFAMA



UTembalekhaya kwifama yakhe yeehagu noJenny noKarabo.



UJohn Motsoeneng nomzala wakhe namalungu egqiza lovavanyo.

Ulawulo nobunkokeli yinyama nozipho

ASINGOMSEBENZI ULULA UKUCHAZA UMPHATHI WENENE WEFAMA. INTSIMI ASEBENZA KUYO IXHOMEKEKE KWIMIBA EMININZI EYAHLUKA-HLUKILEYO, NTO LEYO EMNIKA IZINTLU EZIBANZI ANOKUKHETHA KUZO.

Ubunkokeli nolawulo asizozinto zifana ncam kuba zahluke ngeendlela ezininzi. Ulawulo lungqiyame kakhulu emsebenzini othile okanye kwishishini elithile ukuze luguquke xa umlawuli enyuselwa umgangatho okanye ethatha umhlala-phantsi, kanti ubunkokeli bukhokela abanye ukuba bakhule. Kwezolimo, ubunkokeli buhamba phambili ngakumbi kunolawulo. Kaninzi ezolimo ziphathelene nokukhokela, ukuqeqesha nokuxhobisa abanye ngendlela yokusebenza.

Impumelelo “encomekayo” yefama ixhomekeke kwisakhono senkokeli, indlela abasebenza ngayo abaqeshwa nobubanzi bokwenzeka okanye ukungenzeki konxunguphalo. Xa sibuyela kwiziseko, kufuneka sikhumbule ukuba izicwangciso ezilungileyo, izigqibo ezilungileyo kunye nokuqwalasela zizixhobo zoloyiso. Kubalulekile ukuqaphela ukuba inkokeli idinga ukuba nesakhono ukuze incomeke indima yayo. Akukho mntu unokuthatha indima yayo kuba iyinxenye yobutyebi befama Ngaphandle kweenjongo ekugqaliselwe kuzo inkokeli inomsebenzi obaluleke kakhulu wokulandelelanisa imisebenzi yokufama ngendlela efanelekileyo. Kufuneka igqalisele kokufanelekileyo ukuze isebenze iphumelele, isebenze ngesantya esifanelekileyo kwaye iqhuba ithu chu. Akufuneki ikhuphisane.

Imisebenzi ephambili

Imisebenzi ephambili iyahluka kwaye kufuneka siqwalasele okulandelayo.

- Kuqala sibona ulandelelwaniso lwemisebenzi olubanzi olunxulumene nezigqibo zethuba elide. Xa sisenza ulandelelwaniso lwemisebenzi si-fanele ukukhumbula okulandelayo: “Izinto zokuqala kuqala ingezizo izinto zesibini.” Thina zinkokeli sikhokela ukugqithisa imicimbi engxamisekileyo kanti kumaxesha amaninzi sithi esiyenza ukuba ibe ngathi ixheshekile. Isiphumo ngumfuziselo wolawulo lwemeko yonxunguphalo (*management by crisis – MBC*). Isicwangciso somsebenzi wokufama esilungileyo sibaluleke ngakumbi ukuze lunciphe ulawulo lwemeko yonxunguphalo.
- Ummandla wesibini wolandelelwaniso lwemisebenzi ngokokubaluleka kukugxila nokuchonga imiba ephambili yenzuzo. Akufuneki sisilele ekusebenziseni nasekulawuleni imiba yenzuzo. Malisetyenziswe ngobulumko ixesha lokuhlanganisa okubhaliweyo, ukuphumeza nokuqwalasela amalinge enziwayo. Ulawulo lohlahlo lwabiwo-mali lubaluleke kakhulu. Ziqhelise ukuzicoselela izinto ezibalulekileyo. Xa iimeko ziguquka zama

ukuziqhelanisa nazo. Xa kuvela imeko yonxunguphalo ayikho enye indlela, mayime yonke enye into kugqaliselwe amandla kuloo meko.

Ulandelelwaniso lwemisebenzi ngokokubaluleka kwahluka ngenxa yokuba iimeko azifani kuzo zonke iifama. Iimeko ziguquka mihla le, ngoko ke izicwangciso-qhinga zethu zokuthengisa zidinga ukuguqu-guqulwa ngokweemeko.

Inkokeli mazingakucunsi ukubaluleka kokukhuthazwa kwezakhono zabo zobunkokeli. Okugxekeka ngakumbi kukutyeshela uqeqesho lwabasebenzi kanti iimpazamo ezininzi, ilahleko neentsilelo zinokunxulunyaniswa nawo lo mba.

Ukuseka iinjongo nemigqaliselo kunokuba ngumnceli-mngeni. Umbuzo ekufuneka siwubuze kukuba kanye-kanye yintoni ebalulekileyo. Xa lo mbuzo ungaphendulwa ngendlela eyanelisayo size isiphumo singaniki themba, kufuneka siguqule umgaqo esisebenza ngawo. Ukuba uzibona uphelelwa zizinto onokuzenza, eyona ndlela ibalaseleyo unokuyilandela yeyokufumanisa ukuba ngawaphi amanyathelo aya kukhokelela kowona monakalo mncinane xa angenziwanga.

Ukwaba umsebenzi

Umsebenzi wokulima ukuvumela kakhulu ukutshintsha-tshintsha akwenzayo umntu. Ixesha nemali enininzi zichithwa ngokubamba lo msebenzi usuke uye-kwe kuyiwe komnye. Indlela ephucukileyo kukugxila emsebenzini othile nokuwugqiba. Amafama ayakwenqena ukukwabela abanye uxanduva lomsebenzi. Izizathu ezinokuba zibangela oku endizibonele ngokwam ziquka ezilandelayo:

- Ukunqongophala koqeqesho lwabasebenzi nokukholelwa ekubeni abazi kukwazi ukuwenza umsebenzi.
- Iindleko zamalungiselelo ziphezulu kwaye xa umntu engazilawuleli wona ngokwakhe zinokukhokelela kwiilahleko.
- Isakhono sokuhlanganisa okubhaliweyo, ukuqeqesha nokwabela abanye umsebenzi akuthandwa kakhulu ngamafama.

Impendulo yezi zoyikiso ilula: “Yabela abanye umsebenzi wena ulahleke.” Ukwabela abanye umsebenzi yeyona ndlela ibalaseleyo kwaye ikhatshwa ngumlinganiselo omkhulu woxanduva. Kodwa makungabonwa njengokutyeshela umsebenzi. Ukutyeshela umsebenzi kuthetha ukuba umfama akakwazi kuzisombululela ingxaki aze ke ngoko ayigqithisele kwabanye imisebenzi yakhe ephambili. Ngale ndlela kunokutyholwa abasebenzi xa kukho into engaghubanga kakuhle.

Iilahleko zisoloko zisezincwadini zomfama. Ungaze ulahle ithemba; kuba leyo yindlela eya ekuzitshabalaliseni.

NGUJAN DE VILLIERS, UMLIMI OTHATHE UMHLALA-PHANTSI



Umlimi oncomekayo ufana nehashe lomdyarho elincomekayo



UNINZI LWABANTU LUKWAZI UKUDLALA AMAHASHE NJENGOKUBHEJELA IHASHE ELINGUMTHANDWA NGEERANDI EZITHILE KUMDYARHO WAMAHASHE WEDURBAN JULY eGREYVILLE RACE COURSE. KWELINYE ICALA, ABADLALI ABAZIMISELEYO, BENZA UPHANDO OLUBANZI NGOKUPHATHELENE NOFUZO KUNYE NEZIQALELO ZOFUZO PHAMBI KOKUKHETHA IHASHE ABALIBONA LIZA KUPHUMA PHAMBILI.

Imithambo yomzimba yemihla ngemihla, ucwangcisele lwezidlo ezilungelele-neyo nokusebenza nabantu abaqeqeshekileyo yimiba ebaluleke kakhulu yonke leyo xa kuqeqeshwa abaza kuphuma phambili. Isimo sokuziphatha sehashe sifanele ukuhambelana nesenkweli ukuze kubekho ukuvisisana okufanelekileyo kwiingxele lokusebenzela ukuphuma phambili okunokubakho. Abamkeli bemali yokungcakaza baqikelela iinzuzo abanikela ngazo ngehashe elithile, ngemini nangomdyarho. Ngokuya besiba baninzi abangcakazi iya ngokuncipha imali eyinzuzo ngehashe. Xa ingeninzangaimali ekubhejwe ngayo ngehashe, ziya ngokwanda iinzuzo kunye nenzuzo yomngcakazi iyanda. Isithetho esiyintsika kubadlali bamahashe ithi: Ungaze ube semngciphekweni wokungazibeki emngciphekweni.

Mhle umbono wokunxulumanisa abadlali bamahashe nezolimo; kuba kukho into ezifana ngayo; umngcipheko. Kumanqaku akhutshwe kutshanje ndikhankanye inkqubo yokukhetha ngokwendalo eyenzeka kubalimi abazimiselayo nokwenza umsebenzi wasefama ngempumelelo kumaxesha ezizukulwana ngezizukulwana. Abalimi bethu abasahlumayo bakwizigaba zokuqala zoku kukhetha ngokwendalo.

Ezolimo yinzululwazi enobugocigoci neneenxalenye zezifundo ezahlukahlukileyo. Ubunini nolawulo yimibandela ebalulekileyo nenegalelo kwimpumelelo yeshishini lokufama. Kwezolimo “inkweli” ngamanye amaxesha inokufaniswa nomphathi wefama olawula ifama. Kwakhona inkweli inokufaniswa nenxenyeyezolimo ebubutyebi obungabasebenzi. Kufuneka bayifanele kwaye babe nesakhono esiphuhlileyo kwinkalo yokusebenza engqaliswe kubo, umzekelo umqhubi wetrektara okanye umalusi womhlabi. Ukukhetha inkweli engeyiyo kunokukhokelela kwintsilelo emdyarhweni ngakumbi kwezolimo. Njengomdlali wamahashe okanye umlimi kufuneka ube nolwazi lokuchonga “iziphiwo” zeenk-

weli zakho ukuze ukwazi ukuseka izigqibo zakho kakuhle njengoko abasebenzi banokuba nendima enkulu kwinqanaba lempumelelo yakho.

Kwakhona amava abalulekile kwaye akufuneki ajongelwe phantsi. Maninzi amahashe anesakhono esisemxukuxeleni kodwa afika kuqala entanjeni ngenxa yamava enkweli ngokunjalo abalimi abaninzi abanamava benze imizamo ebaphumelelisayo nakumaxesha anzima baze bakwazi ukuziphilisa kakuhle.

Kubalulekile ukuqonda “ukuphuhliswa kwabagqwesayo”. Ukukhetha ihashe kufana kakhulu nokusebenza kwiSafex (abamkeli bemali yokungcaka-za). Xa sisikhulu isidingo esikhwazwayo sesisilwanyana esithile esinobudala bonyaka omnye, liya kuphakama ixabiso. Ukutyala izityalo ezingafanelekanga nezingakhwazwa kakhulu kunokwenza intsalela yemveliso yexabiso eliphantsi. Ukuzisa imveliso engathandwayo entengisweni akusayi kuba lilinge elinenzuzo. Umlimi ngamnye uvelisa izityalo kwaye kufuneka zibe semgangathweni ophezulu ukuze isoloko ikhona inzuzo. Imveliso ezisemgangathweni osezantsi azisayi kuzisa iinzuzo ezincomekayo.

Kukho amahashe agxanyayo, aze angakhawulezi ukuphinda-phinda imitsi yawo. Amanye ayaqupha, ukuze akhawuleze ukuphinda-phinda imitsi yawo. Imizamo enjalo ilungelelene kakuhle. Kwezolimo sifumana amava ayelelene kulawo. Ifama esahlumayo inemitsi emifutshane kodwa ekholisa ukuba negaleloelincomeka ngakumbi kumaxa athile, kodwa awagqibeleli kuba ngenxa yexabiso elithe chatha nelisisigxina ngomlinganiselongamnye wemveliso. Umahluko ngowokuba ukuba mkhulu kukho imfuneko yeendleko zamalungiselelo eziphezulu zokuqalisa umsebenzi. Kungaba luncedo ukusebenzisaiitrekta nezixhobo zokusebenza zamaxabiso aphantsi. Ngokwenza njalo inani labasebenzi licutheka kangangelosapho kuphela.

Ishishini elincinane elilawulwa kakuhle linokuvelisa imveliso ephantse ukufana kakhulu ngehektare nganye. Uqeqesho lwabalimi abasahlumayo, ubunini nokwenza izinto ngendlela ezifanele ukwenziwa ngayo sisiqalo esihle eso. Amaziko amaninzi alunika simahla uqeqesho kodwa amanzi ayahlawulisa. Uqeqesho akufuneki lunqunyanyiswe njengoko ezobugcisa zisoloko zisiza nezinto ezintsha yonke imihla, iGrain SA yenza kanye oko imihla ngemihla.

NGUJAN DE VILLIERS, UMLIMI OTHATHE UMHLALA-PHANTSI

Uhlalo lwabiwo-mali – asilolawulo lokuqhayisa

XA KUCINGWA NGOHLAHO LWABIWO-MALI KUKHO IMIBUZO EKHOLISA UKUTHI QATHA ENGQONDWENI. YINTONI UHLAHO LWABIWO-MALI? LUNGENA PHI? YINTONI INJONGO YOHLALO LWABIWO-MALI? INGABA KULUNCEDO NGENENE UKUSEBENZISA UHLAHO LWABIWO-MALI?

Abantu balisebenzisa qho naxa bengaliqondi ngokucacileyo igama elithi uhlalo lwabiwo-mali ukuba liyinxenye ebalulekileyo yolawulo lwezimali. Kodwa khumbula ukuba ulawulo – ukwenza izicwangciso, ukwenza ulungiselelo, ukuphumeza nokuqwalasela. Okuqhelekileyo kukuba amashishini ethu siwenzela izicwangciso lwezinto eziphathekayo – siza kulima ntoni kwaye zingaphi iihektare, yeyiphi imbewu eza kusetyenziswa njalo njalo. Ekupheleni konyaka impumelelo yeshishini lethu ichazwa ngokwemali (iirandi neesenti), ngamanye

amazwi sisiphumo somba wemali (inzuzo/ilahleko). Yiloo nto zonke izicwangciso zethu sizichaza ngokwemali, kanti uhlalo lwabiwo-mali kukwenza njalo ngqo.

Uhlalo lwabiwo-mali luchazwa njengesicwangciso esibhaliweyo samanyathelo ekamva, sichazwa ngokwezixa ezibonakalayo okanye eziphathekayo nezemali. Ngokuphathelele nolawulo lwezimali xa ikamva ligqaliselwe kunyaka-mali olandelayo, ekunokwenzeka ukuba uqala ngomhla woku-1 kuMatshi 2013 ukuya ngomhla wama-28 kuFebruwari 2014.

Ngamanye amazwi, lonke uhlalo lwabiwo-mali luyinxalenye yenkqubo yokwenza izicwangciso kwaye lubonwa njengesincedisizicwangciso. Ukwenzela izicwangciso kunye nohlalo lwabiwo-mali ke ngoko, kunxulumene nekamva; ngoko ke izicwangciso zekamva zisekwe kwiingqikelelo zengeniso

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Injongo yethu kukuvelisa olona papasho lubalaseleyo xa lunokubakho. Nawaphi amaqaku aphawulwayo ngesiqulatho somhleli okanye ngedlela yokubhalwa kwaso ngoko ke, mawabhekiswe kuJane McPherson.

Uhlalo lwabiwo-mali – asilolawulo lokuqhayisa

neendleko zekamva. Kodwa ngenxa yokuba ikamva alinakuqinisekiswa, uhlalo lwabiwo-mali alinakuba ngqingqwa kwaye lungenakuba sisigxina. Uhlalo lwabiwo-mali kufuneka lukwazi ukuguquguquleka ngokweemeko ngeemeko, nangona nako oku kusenokuba yingozi kona ngokwako xa izicwangciso ziguqu-guquleka lula kwaye oku kusenziwa qho.

Iinjongo eziphambili zohlalo lwabiwo-mali zezi:

- Kukusebenzisa iinjongo **zezicwangciso** kuwo onke amashishini namacandelo eshishini;
- Kukuthelekisa izicwangciso ezahluka-hlukileyo nokwenza isigqibo ngesona sifanelekileyo;
- Kukuncedisa ngokwenza izigqibo xa **kuphunyezwa** izicwangciso; ngokunjalo;
- Kukulusebenzisa **njengoqwalaselo** lokugqibela layo yonke imisebenzi.

Ngoko ke uhlalo lwabiwo-mali kufuneka luncedise umfama ngokuzusa iinjongo nemigqaliselo yoshishino, yiloo nto uhlalo lwabiwo-mali kufuneka luhambelane nemeko kwaye luchaneke kangangoko, kugxininise ukubaluleka nemfuneko yenkqubo efanelekileyo yokugcina ngokubhala.

Njengoko kuchaziwe kumanqaku angaphambili kufuneka ubhale phantsi onke amaxwebhu ayintsusa ukuze ekugqibeleni uhlanganisele iinkcazo ezintathu zezimali ezifunekayo kulawulo olufanelekileyo kwaye ubonise iinkcukacha impumelelo yezimali zeshishini lakho. Iinkcazo ezintathu zezimali yinkcazo yeNgeniso, licwecwe lolungelelwani-so ukuze eyesithathu ibe yiNkcazo yomQukuqelo weMali eseSandleni. Khumbula ukuba inkcazo nganye inika isiphumo esahlukileyo kanti kuxa isiphumo ngasinye sinika ithemba kuphela apho kunokuthiwa ishishini lakho liphumelele.

Xa uhlanganisela uhlalo lwabiwo-mali kwayimfuneko ukuhlanganisela iinkcazo ezintathu zezimali ngokunjalo zichazwa njengee**Nkcazo ezenziwe ngoHlahlo lwabiwo-mali**. Umahluko kukuba ezi nkcazo ezenzelwe uhlalo lwabiwo-mali zibonisa impumelelo elindelekileyo yezimali zeshishini lakho. Umceli-mngeni okhoyo kukuba xa uhlanganisela uhlalo lwabiwo-mali akunawo amaxwebhu ayintsusa, kufuneka ubale/uqikelele yonke ingeniso neenkciitho.

Ukuhlanganisela uhlalo lwabiwo-mali kunokubonakala njengenkqubo engapheliyo ngoko ke kucacile ukuba kufuneka ukuzimisela ukuze ufezeke umsebenzi. Umbuzo ovelayo ngowokuba ingaba luyimfuneko na uhlalo lwabiwo-mali ukuze libe yimpumelelo ishishini, nkqu nelokufama kufanelekile na ukusebenzisa uhlalo lwabiwo-mali

kulo njengesixhobo solawulo. Kaloku belugazikwenziwa ukuba belungelancedo.

Ngoku makhe siqwalasele iinkcukacha zokwenza uhlalo lwabiwo-mali. Ukuze uquke lonke ishishini lakho, uyacetyiswa ukuba uhlanganisele iintlobo zohlalo lwabiwo-mali ezincinane:

- Uhlalo lwabiwo-mali oluyintloko lokwenza izicwangciso zokuthenga impahla yexabiiso efana neetrekara, izixhobo zokusebenza, ished, izibiyeli, iveni yefama njalo njalo. Xa lusetyenziswa kakuhle uhlalo lwabiwo-mali lunako ukuba sisixhobo sokumelana nokuthenga okungacwangciselwanga nokufane kwenzeka, umzekelo, kweveni yodidi.
- Uhlalo lwabiwo-mali lweshishini okanye lweemveliso olubonisa iindleko zeemveliso zonyaka ozayo. Olu hlahlo lwabiwo-mali lweemveliso malusekwe kwinkqubo yakho yolawulo lwemveliso yeshishini.
- Uhlalo lwabiwo-mali lwazo zonke iindleko zokukhanda ezibonisa iindleko zokugcina zonke izithuthi, oomatshini abakhulu nezixhobo. Ezi ndleko mazibandakanye iindleko zezivuthisi, iinkonzo, iilayisensi, i-inshorensi nezinye iindleko zolondolozo.
- Uhlalo lwabiwo-mali jikelele olubonisa iindleko ezifana nemivuzo yabaqeshwa abasisigxina, umbane, amanzi nezinye iindleko zolondolozo, umzekelo ezokulondolozo izakhiwo nezibiyeli, ezinye ii-inshorensi, ukuhla kwamaxabiso empahla yexabiso nazo zonke iindleko ze-ofisi ezifana nefowuni, ikhompyutha neendleko zezinto zokubhala. Zonke ezi ziindleko ekungalulanga ukuzabela ishishini elithile.
- Uhlalo lwabiwo-mali lwezemali oluquka inzala nemali eyinkunzi eza kuhlawuleka kuzo zonke iimali-mboleko zonyaka olandelayo.
- Uhlalo lwabiwo-mali lweenkcitho zobuqu bakho. Kucetyiswa ngamandla ukuba wenze uhlalo lwabiwo-mali "lomvuzo" wakho wenyanga uze ugcine iindleko zesiyo sakho ngokuzahlukanisa kwezo zeshishini lakho. Ekupheleni konyaka xa kufunyaniswa inzuzo unako ukwenza isigqibo "ngebhonasi" yakho. Lishishini lakho, ngoko ke, sisigqibo sakho esokugqiba ngendlela enokusetyenziswa ngayo inzuzo. Khulisa ishishini lakho, phucula ishishini lakho ngokufumanisa itekhnoloji ephucukileyo, ephathelene nawe okanye mhlawumbi.

NGUJANE MCPHERSON, UMPATHI WENKQUBO YASEGRAIN SA YENKQUBO YOPHUHLISO LWAMAFAMA