

PULA IMVULA

Ulawulo lomhlaba, amanzi nesityalo ngoFebruwari

Imagazini yakwaGrain SA
yophuhliso lwabavelisi

FUNDA NGAPHAKATHI:

- 3 > Konke kuqala kwimihla yobutsha
- 9 > Amava ethuba lonke lobomi bukaWilliam
- 10 > Amahlandinyuka olawulo lwabasebenzi

ABALIMI EBEBEZIQWALASELA IIMEKO ZEMIHLABA EMASIMINI NASEMADLELWENI ABO BAFANELE UKUBA BABONE IINGUQUKO EZINKULU KWIIMEKO ZEMIHLABA UKUSUSELA KWIHLORO NEKWINDLA EBELINEMVULA ENINZI UKUYA KWIXESHA LASEHLOTYENI ESEKUQALINI EBELIBALELE KAKHULU.

Iingqikelelo zemvula zeengcaphephe phambi kokuqala kwexesha lokutyala kwesityalo sehlobo seleza kuphela u-Oktobha zibonise ukuba siya kuba nemvula engaphezulu ngama-40% ukuya kuma-50% kuneyesiqhelo kwinyanga ka-Oktobha nekaNovember nango-Januwari 2012. Enyanisweni inyanga ka-Oktobha iye yabalela kwiindawo ezininzi kakhulu waza wabalela u-Novemba naxa bekusalindeleke iimvula ezifika mva ngoDisemba ngexesha lokubhalwa kweli nqaku.

Iimeko zangoku zemihlaba zikhokelela kwiintlobo zolawulo ezinokukhethwa

Imihlaba emininzi ehlakulwe ngendlela yesiqhelo ibikwimeko yokugangatheka okomileyo nokulukhuni

ngethuba lasebusika. Abanye abalimi abakwazanga kufaka izixhobo ezinamazinyo ukuze kukhululeke umhlaba owenze umaleko osisigaqa kungene nomoya emhlabeni. Lo msebenzi ubalulekileyo uya kuvuselela ukusebenza kweebhaktiriya (iintsholongwane) ukuze kucumke iintsalela zesityalo sexesha langaphambili, xa kuhlakulwa ngokwesiqhelo kwaye kuya kuphinda kuqalise ukubuya kolungelelwaniso lwe-nitrogen (inayitrojini) emhlabeni phambi kokutyala. Khumbula ukuba le nkqubo inokuthatha iiveki ezinokufikelela kwisihlanu phambi kokuba i-nitrogen iqale ukuhlaziywa ngokutsha ukuze ifumaneke kwesityalo.

Iingqwalaselo zokukhula nemeko yesityalo sangoku sengqolowa kuzo zombini iindlela zokuhlakula amasimi eyesiqhelo neyolondolozo, imihlaba ehlakulweyo ibonise okulandelayo. Ukugangatheka komhlaba akusonjululwanga ngexesha lokutyala okanye ingqolowa ilinywe phantsi kweemeko ezizimbi kakhulu, ilinywa ngeentsimbi ezisekhubeni ezihamba ngambini zokusika umhlaba nezisuka zahlukanise imbewu nomhlaba. Ubusika obebubanda buthintele ubukho



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UMama uJane uthi...

Ixesha lonyaka lehlobo elidlulileyo loku- linywa kwezityalo belinemiceli-mingeni kakhulu kwaye umlimi oye wakwazi ukulima zonke izityalo ngokwesicwangciso uqhube kakuhle kakhulu. Iimvula zifike emva kwexesha kwaye kwiindawo ezininzi, ibincinane imvula ebifanele ukugcina izityalo zilungile.

Kufuneka sisoloko sikhumbula ngalo lonke ixesha ukuba umsebenzi wokufama awululanga – wona ngumsebenzi owaneli- sayo kakhulu kwaye usebenza phandle kwindawo ecocekileyo, kodwa akukho ziq- inisekiso. Ngonyaka ngamnye, uqala phan- tsi. Ngenxa yokuba sixhomekeke emvuleni ukuze sivelise izityalo zethu, kubaluleke kakhulu ukuba njengabalimi sisoloko sise- benza ngokuzimisela kangangoko ukuze xa ifika imvula, sikwazi ukuyisebenzisa kakhulu kangangoko.

Abalimi abarhwebayo abaninzi baphan- tsi kwemeko yokusebenza emasimini abo ithuba liselide phambi kwexesha lonyaka lokutyala ukuze xa zifika iimvula, bak- wazi ukutyala kwangoko. Abalimi abaninzi abasaphuhlayo abakwazi kusebenza ithuba liselide – kaninzi ngenxa yezithintelo ze- mali nezoomatshini. Xa ifika imvula, abalimi abarhwebayo baqalisa ngokulima, kodwa abalimi abasaphuhlayo kungona baqalisa ukulungisa umhlaba. Kaninzi oku kubangela ukulima mva nto leyo ethetha isakhono es- icuthilekileyo sezityalo.

Jonga apho ukhoyo ukuba zeziphi izitya- lo ezibukeka zilungile – emva koko fumanisa ukuba bezilinywe nini. Masizame kakhulu kangangoko sinako ukulungisa amasimi ethu ithuba liselide kwintlakohlaza elande- layo, ukuze sikwazi ukulima ixesha liselihle.

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obuqhelekileyo be-nitrogen emhlabeni nasez- ingcanjini. Abalimi bakuthathe kancinane uku- khukuliseka kwe-nitrogen okwenzeke ngexesha lehlobo ebelineemvula ezinkulu ngokugqithis- eleyo. Kwezinye iziganeko bekungavunyelwa ukufakwa kwe-nitrogen eyongezelelwayo ngok- wamacebiso akwisichumiso. Le mibandela, idibene neemeko zomhlaba ezibanda kakhulu zasebusika zenze uphuhliso nokukhula kweeng- cambu okucekethekileyo okulandela okokuqala nezisuke zahlakuleka kakubi. Izikhwebu zengqolowa zincinane kanti licuthekile nenani leenozo kuba ekugqibeleni ziphakathi kuka-30 no-35 ngesikhwebu ngasinye, ngamanye amaz- wi, siphantsi xa kuthelekiswa namanani ezikh- webu. Ithuba elishushu nelibaleleyo ku-Oktobha nakuNovemba liyenze yabaluleka ngakumbi yonke le mibandela xa kuthelekiswa nonyaka obuthande ukufana nesiqhelo.

Zona ezi zifundo zinokusetyenziswa kwimveliso yezityalo zakho zasehlotyeni. Zinike ithuba kwixesha lonke lonyaka lokwemba im- ingxuma efanayo ngesityalo ngasinye sasehlo- tyeni nakwimhlaba eyahluka-hlukileyo efama. Okungenani jonga phezu kangange-150 mm ukuya kwi-180 mm qho xa utyelela amasimi ukuze ukwazi ukuhlola imeko ezigqubayo zom- hlaba nezamanzi.

Ukutyala okwenziwe mva neemeko

Ukuba akukwazanga kutyala ngexesha eli- lelona lifanelekileyo kwaye nezityalo zityalwe emva kwexesha cinga ukwenza okulandelayo. Qwalasela umbala wamagqabi nebanga lokukh- ula kombona wakho, iimbotti zesoya okanye ojongilanga kanti unako ukuthatha neesam- pulu zamagqabi eziza kuhlalutywa. Xa kukho okufumanisileyo okanye xa iziphumo zovavanyo lwamagqabi zibonisa ukuba izityalo azinikwan- ga sichumiso esaneleyo kunokuqwalaselwa ukunikwa kwe-nitrogeni eyongezelelwayo emacaleni okanye umdibaniso we-nitrogen ne- sulphur. Khumbula ukuba ukukhukuliseka kwe- nitrogen kwixesha elingaphambili lasebusika kuyinyengeze kwisityalo sangoku. Olu nqongo- phalo lunokucaca xa unokuqwalasela ngokuqa- phela imeko yesityalo sangoku.

Iimbotti zesoya

Kwiimbotti zesoya ezityalwe mva, hlola uku- ba izityalo azinamaqhuhuva na ukususela kwiveki yokuqala yokutyala lide liphele elo xesha lonyaka. Ukuba ayifunxekanga kakuhle okanye ubukho bamaqhuhuva bahluka ngok- wezityalo okanye ngokweendawo entsimini yinto enokwenzeka ukuphuculwa kwaloo meko okanye kulungelelaniswe isakhono sesityalo ngokunikwa kwe-nitrogen efunwa sisityalo emacaleni. Isityalo seembotti zesoya seetoni ezimbini siya kususa malunga nama-800 kg eprotheyini negehtare nganye. Oku kufuna

isixa esikhulu se-nitrogen. Iimbotti zesoya, phantsi kweemeko zesiqhelo zokufunxa neza- maqhuhuva, ziya kufumana i-75% ye-nitrogen efunekayo kwizenzo zeebhaktiriya ze-rhizobi- um emaqhuhuvuni, kumjikelo oxananazileyo wemichiza ephononongwe kakuhle. Kufuneka malunga nama-25% kwi-nitrogen ekhoyo em- hlabeni.

Xa engekho amaqhuhuva, mhlawumbi kungafuneka ukuba wenze isigqibo ngokufaka i-nitrogen eyongezelelwayo ukuze ufumane isivuno esinomekayo. Khumbula ukuba nga- maqhuhuva apinki ukuya kwabomvu kuphela axhobisa isityalo nge-nitrogen. Xa imeko zoku- fuma zilungile, amanani awaneleyo ezityalo ne- ntsimi engenakhula kungaba yindlela ekuphela kwayo yokufumana isityalo esinomekayo. Xa ungaqinisekanga ngokuba ukwenza kwakho amaqhuhuva kulunge kangakanani zidibanise nomxhasi wakho wembewu yembotti yesoya.

Ukuba bekukho iimvula ezinkulu ngo- Disemba okubekwe emacaleni kuya kukwazi ukukhulula umhlaba nokuwuxhobisa ngomoya kanti nokhula luya kufa kwizithuba eziphakathi kwemiqolo apho kukho khona izityalo ezi- hlakulelwe ngendlela yesiqhelo.

Iimbotti zesoya,

oojongilanga kunye nombona

Eminye imibandela yezityalo neyoqoqosho efanele ukuqwalaselwa kwaye ilawulwe ngo- Februwari ibandakanya okulandelayo:

- Ukuhlola okunganqunyanyiswayo kwezityalo zakho ukwenzela izinambuzane zokhula, usulelelo lweebhaktiriya nolo mngundo. Ku- lungile ukulandela kakuhle ngokutshiza logama usenako ukufikelela kwizityalo ngee- trektara kanti kunokuqwalaselwa ukwenziwa kwezicwangciso zamacebo okutshiza.
- Kufuneka ukuhlolwa nokuhlalutywa kwesi- vuno sesityalo ngasinye esinokufumaneka ukuze kufunyaniswe ukhuselo lwe-inshorensi lwezichotho oluchanekileyo olufunekayo. Oku kuya kuncedisa ulwazi lwakho malunga nemali engumqukuqelo wasesandleni wexe- sha elizayo ukuze wazise abaphathi okanye bonke ababandakanyeka kubonelelo lwakho lokukuxhobisa ngemali yomsebenzi wakho.
- Qaphela imikhwa yamaxabiso exesha elizayo ukuze wenze isigqibo ngokuthi ngaba isimo sendawo ekhuselekileyo kwimimandla yen- tengiso kwixesha elizayo siya kuthatyathwa na. Unako ukusoloko uzidibanisa ne-Grain SA okanye Imbumba ekwindawo ohlala kuyo ngokuphatheleni noku.
- Yenza isicwangciso esineenkukacha sokd- ibanisa ukugcinwa kwesityalo nalo lonke ungenelelo oluphathelele nezinye izityalo ezigcinweyo ezinokuba ziyafuneka.

INQAKU ELINIKELWE NGUMLIMI OTHATHE UMHLALA-PHANTSI

Konke kuqala kwimihla yobutsha



I-SENEKAL IVELISA ABALIMI ABAPHUMA PHAMBILI ABASAPHUHLAYO. NGO-2010 uWILLIAM MATASANE WAFUMANA IBHASO LOMLIMI WONAKA KANTI NGO-2011 uKOOS MTHIMKULU WALIFUMANA NAYE ELO BHASO.

Ngaba oko kuthetha ukuba iSenekal yingingqi apho umntu anokuba nentsimi khona? Yintoni ebaluleke kakhulu ngeSenekal eyenza ukuba abalimi bethu babe nempumelelo engaka, xa sicinga kwaye sithelekisa iimeko zezulu zale ndawo sifumanisa ukuba ngamanye amaxesha kubalela kakhulu kuyo.

UKoos Mthimkulu ukhulele kwingcingqi yasePaul Roux efana kakhulu neSenekal. Uthando lwakhe lokulima luzibonakalise esemncinane kakhulu. Ubone imiba emininzi eyahluka-hlukileyo yezolimo waza wafumana amava abanzi okusebenza kwiifama.

Kusenokwenzeka ukuba umqeshi wakhe uFrikkie du Preez akaqondi ukuba wayemqeqesha, emfundisa kwaye esandisa amava kaKoos malunga “nokubaluleka kwabasebenzi” umfuziselo wolawulo (kaGq Moll) ophathelene nokugxininisa ekuphuhliseni umntu nokumkhokela ngokumfundisa ade afikelele kwisakhono sakhe esigqibeleleyo. Akazange ayeke ukunika uKoos amava ngeemeko eziyimiceli-mingeni.

Ekuqibeleni uKoos uthenge izixhobo zokusebenza waza wangena kwishishini lokuba ngumbhambathiswa kaFrikkie du Preez emncedisa. Abalimi ababengenasakhono saneleyo babesebenzisa iinkonzo zakhe. UKoos ubalisa isiganeko apho uFrikkie wamnika isixhobo sokutyalala semilinganiselo yesichumiso ngehektare nganye nesantya sokufaka imbewu ngehektare nganye. Washiya uKoos ezama ukwenza eso sibalo. Nangona yaqina imini ezama ukusenza kodwa waphumelela. Ngaphandle kokutsala umnxeba okanye ukuzidibanisa neenkampani zembewu, waphumelela emagqabini kuloo msebenzi. Impumelelo ke kuthiwa izala enye impumelelo.

Ndinga ukuba bobabini babengaliqondi igalelo elenziwa yimiceli-mingeni ekwandiseni isakhono sokucinga ide izixelelele ukuba “ayinakuze

income” (Churchill).

Uthetha ehleka uKoos, “Uyazi kuqala ndandicinga ukuba undisebenzisa kakhulu – asiyonyaniso loo ngcinga kuba wayendifundisa”.

UFrikkie wayengumntu othumayo kwaye abaqeshwa bakhe babesebenzisa ingqondo basebenze, kodwa wayebazi ubuthathak babo.

UMongameli uMandela wathi: “Thetha nomntu ngolwimi lwakhe ukuze uthethe entliziyweni yakhe. Xa uthetha ulwimi olwahlukileyo uthetha ezindlebeni zakhe.” UFrikkie wathetha ulwimi entliziyweni kwaye olo lwimi lwaluzezolimo.

UKoos wayenamabhongo okuba nentsimi yakhe. ISebe lezoLimo neMibandela yeMihlaba yanika uKoos ifama ye-Astoria (yeehektare ezingama-524) kwingcingqi yaseSenekal njengomlimi “ongumlindi”. Xa enempumelelo kwakuza kulandela isiqinisekiso se-title deed. Imithetho ngoku itshintshile ishiya uKoos ebumnyameni engazi ukuba ikamva limphathele ntoni.

Inkqubo yangoku ayibakhuthazi abalimi. Iimfuneko zokuphucula nezolondolozo phantsi kweemeko zanamhla azenzi mdla wokuchitha imali efama engeyoyakho.

Imida yenzuzo mincinci kwaye ukuthenga umhlaba kubeka umthwalo onzima kwisizukulwana sexesha elizayo. Ukuphuhla kwicala elinye nokulwa neendleko zokufaka igalelo kwixesha lonyaka elinganiki nzu zokungagqibela ngokuba yintlekele.

UKoos noLydia, (inkosikazi yakhe) bahlala kwikhaya eligcinwe kakuhle. ULydia unegadi enkulakazi yemifuno elinywa ngeentlobo ezininzi zembewu. Imifuno abangayisebenzisiyo bayithengisa kwindawo abahlala kuyo. Usapho lwakhe luhlala naye efama. Xa uqhuba efama udibana nezinto ezininzi ezibukekayo. Abaqeshwa bakhanda izixhobo zokusebenza kwindawo yokusebenzela enezixhobo ezininzi.

UClifford, unyana wakhe uncedisa uKoos kwaye ufundiswa iindlela zokuphumelela kurhwebo. UClifford wenze izifundo zokuthengisa nezolawulo. Uzibona ezi zifundo zimncedisa kakhulu xa esenza izigqibo.

Konke kuqala kwimihla yobutsha

UClifford unovuyo olukhulu ngokwanda komhlambi wabo weBonsmara.

Kukho imibandela eliqela abayithethileyo ebanga inkxalabo.

- Iindleko zokulima ukutya okuziinkozo kwifama yabo lushishino olunemingcipheko emikhulu eqhuba kwixesha elide.
- Ubushushu obandileyo kwihlabathi jikelele kubeka umsebenzi wokufama emngciphekweni.
- Ukufumana abasebenzi kuza kuba yingxaki kungekudala. Ulutsha aluzimisela kusebenza efama kuba umsebenzi wasefama wenziwa ngezandla kakhulu. Abo baye bafake izicelo zomsebenzi bakhawuleza bawushiye.
- Umntu ophakathi nguye ofumana iinzuzo eziphezulu kwezolimo. Asizi kuphumelela ade anyuke kakhulu amaxabiso emveliso.
- Ukuthengisa ngokugqitha kwiSAFEX akusoloko kucacile kwaye kwenza iingxaki xa kuthathwa izigqibo. Lo mba kufuneka uqondakale.
- Ukufumaneka kwemvula kwiindawo zengingqi akwanelisi. Kubakho iimbalela kumaxesha athile ezibangela iilahleko ezinkulu.

Izithembiso ezenziwe nguMphathiswa wezoLimo aziphunyezwa kwaye azaziwa izizathu. UClifford wenza inkqubo yokhathalelo lwempilo olucoselelwayo kwiinkomo zakhe. Baneenkqubo ezaneleyo zokusoloko benefula eyaneleyo. Ukulima umbona ngokwemigaqo yetramu kudala ithuba lokufumaneka kwesondlo esiluhlaza kunye nemifuno yeredishi yaseJapani ekhula phakathi kwemiqolo, ukwenzela iinyanga zasebusika.

Ifama kaRhulumente sayinikelwa ukuphuhlisa imingxuma yesitsalamanzi elishumi kuyo. Oku kuza kuba luncedo xa kutyiswa impahla. Sinethemba lokuba siya kukwazi ukwandisa imfuyo yethu ibe neenkomo ezingama-200. Abalimi abasaphuhlayo abamnyama ngabalimi besizukulwana sokuqala ubukhulu becala. Uninzi lwabo beluhlala kwiifama ebelusebenza kuzo. Nangona kunjalo, zange babandakanywe kwiinkqubo

zokwenza izigqibo. Lo mba mtsha kuninzi lwabo nangona abanye bebonakala bekwazi ukwenza izigqibo ezilungileyo.

UKoos noClifford bancediswa nguFlip du Preez ongumncedisi wabo kwaye bathi; “Kufuneka simsebenzisele ukuphucula umsebenzi wethu. UFlip ngumntu ozimiselayo, onolwazi olubanzi noluncedo. Ngongcedo lwakhe sizibona sisendaweni yempumelelo kwaye kungekudala siza kufika emgeceni wempumelelo ngaphandle koloyiko”.

I-Grain South Africa ibiza iintlanganiselo zamaqela ofundonzulu rhoqo ngenyanga nganye, ukuze kuphuculwe izakhono zobuchule kwimibandela ebanzi yomsebenzi wokufama.

UKoos unenxalabo ngemibutho eyahluka-hlukileyo emele ezoLimo. Bonke abalimi, abamnyama nabamhlophe baneenjongo neengxaki ezifanayo. Ukumelwa yimibutho eyahluka-hlukileyo asibobulumko. Umanyano ngamandla. Kufuneka kuhlanguwe, kubanjiswane xa kusetyenziswa norhulumente. Ukubekwa kweshishini phantsi kukarhulumente akuzi kusebenza kuba kuya kuxhamla phantse urhulumente yedwa.

Imeko yethu esikuyo ngoku yintshayelelo yeemeko ezizayo. Akusayi kunceda nto ukukhathalela ifama ngentliziyo yakho yonke kodwa ulahlekelwe sisiphumo sotyalo-mali sakho ngenxa yepolitiki.

Siza kuphumelela ke kodwa emsebenzini wethu. UFlip uvala isithuba solwazi ebesingenalo ngaphambili. Ngenxa yokuba thina sisizukulwana sokuqala sisendleleni yokuba ngabalimi abaphambili bokutya.

Abalimi abazithobileyo, abasebenza nzima, abazimiseleyo nabathembeke kangangoko bathakazelela lonke inkuthazo noncedo abalufumanayo nokuba luncinane kangakanani. Abantu abafana naba bayityuwa yehlabathi kwaye abasayi kuze babaphoxe abo babavelisela ukutya.

NGUJAN DE VILLIERS, UMLIMI OTHATHE UMHLALA-PHANTSI
PHOTO'S SUPPLIED BY VKB



Koos Mthimkulu and his son, Clifford, with some of the awards he received recently.

Imbewu yeoyite neprotheyini

Imihlanganiselwa yeembotyi zesoya – ukukhula okuqinisekisiweyo nokungaqinisekiswa

INYANGA kaFebruwari lixesha elihle lokuqwalasela ukukhula nempilo yemihlanganiselwa eyahluka-hlukileyo yeembotyi zesoya owenze isigqibo sokuyityala kwifama yakho. Isiqhelo sokukhula neempawu zoyelelwano zomhlanganiselwa othile zingavavanywa phantsi kweemeko zemozulu yakho. Imihlanganiselwa eyiyeyona iqhuba kakuhle inako ke ngoko ukusetyenziswa kwimveliso yexesha elizayo ukuze kulahlwe engaqhubi kakuhle.

Abalimi abaninzi babhidwa kukuba enyanisweni kuthetha ukuthini ukuthi umhlanganiselwa “uqinisekisiwe” okanye “awuqinisekisiwanga”. Abalimi kwakhona bafuna ukwazi ukuba loluphi uhlobo kwezi ntlobo zimbini zingundoqo olulolona lufanele ukulinywa.

Ukukhetha umhlanganiselwa

Kubaluleke kakhulu ukuba ukhethe umhlanganiselwa oqhuba kakuhle kwingingqi yakho nakwifama yakho ukuze kuqinisekisiwe imveliso yefama yakho ephilayo ngokoqobo lwayo nangokwemali. Imihlanganiselwa emitsha nephuculweyo iyaqhuba ngokuthengiswa kummandla wentengiso ngabalimi abarhwebayo nababucala. Ukuba ungumlimi omtsha weembotyi zesoya ngumsebenzi odidekisayo ukukhetha owona mihlanganiselwa ofanelekileyo. Ukuba bakhona abanye abalimi kwindawo yakho uyacetyiswa ukuba utyelele abalimi abahluka-hlukileyo uze uthelekise namanqaku aphaathelene nokukhula kunye nenkqubo yemihlanganiselwa elinywayo.

Kubalulekile kananjalo ukuzibona iimbotyi zesoya kumabanga ahluke-hlukeneyo kude kube sekuvunweni kwazo ukuze ufumane uluvo lokuba yeyiphi imihlanganiselwa enemikhwa yokukhula ngokwahluka-hlukileyo eqwalaselweyo enesivuno esihle. Inyanga kaFebruwari lithuba elihle lokubonana nabalimi kunye nabameli okanye ii-arhente zeenkampani. Zama ukuya kwimiboniso-ngcaciso yeemvavanyo nakwiintsuku zolwazi qho xa kusenzeka. Ukuba uyakwazi ukukhuthaza abandisi bembewu kunye neenkampani zabaxhasi ukuba benze iimvavanyo kwifama yakho okanye kwindawo okuyo, uya kuba uphumelele. Kusoloko kucetyiswa ukuba ulime iintlobo eziliqela ezahluka-hlukileyo kwifama yakho ukuze “ubiyele” ozithembileyo ukuba ziza kuza nezivuno ezihle phantsi kweemeko zemozulu ezingacingelekanga ezinokubakho ngexesha lemveliso.

Nangona inkoliso yemihlanganiselwa ivavanywe kwiimo ezahluka-

hlukileyo ezingqonge imveliso ukuze kufunyaniswe isivuno esinokubakho neempawu ezifanayo zoyelelwano nokumelana nezifo, imibungu, izinambuzane nokumelana nemichiza etshabalalisa ukhula ekholisa ukusetyenziswa.

Imihlanganiselwa enemfuza exubileyo inesimo esisiseko semfuza efakelweyo ukuze ikwazi ngamandla ukumelana ne-glyphosate (Oonojikeleza) neminye imichiza etshabalalisa ukhula. Le mihlanganiselwa yenza isixa esikhulu semihlanganiselwa elinywa kulo lonke ihlabathi ngoku. Oko kwenzeka kuba ukutshiza komlimi ukuze kutshatyalaliswe ukhula kunokwenzelwa isicwangciso ngononophelo nesinesiphumo solawulo esiphucuke ngokubanzi neembuyekazo zemali ezinika ithemba. Xa kusenzeka zama yomibini imihlanganiselwa enemfuza efakelweyo nengafakelwanga mfuzo (eyesiqhelo) xa kusenziwa iimvavanyo kwifama yakho ukuze ubone ukuba yeyiphi imihlanganiselwa eqhuba kakuhle kakhulu kwimisebenzi yolawulo yakho.

Imihlanganiselwa engaqhubi kakuhle kwisithili esithile ikholisa ukukhawuleza ichongwe. Imbewu yemihlanganiselwa ethembisa ngakumbi okanye ezibonakalise njengemihlanganiselwa yesivuno esiphezulu inokukhethwa kwixesha elilandelayo lemveliso.

Ukuhlela ngokobudala

Iimbotyi zesoya zikwahlalwa ngokweqela lobudala (*maturity group* – MG). Iqela lobudala linako ukudityaniswa nendawo okanye iindawo elikwazi phucukileyo ukuziqhelanisa nazo. Ukwahlukaniswa ngokweqela lobudala nokuba kunjalo akuthethi ukuba umhlanganiselwa awunakukwazi ukukhula kwenye indawo. Imihlanganiselwa yamaqela obudala aliqela ehlelelwe iizowuni ezahluka-hlukileyo ikholisa ukunika iziphumo ezilungileyo xa ilinywe kwizowuni ethile. Kwakhona uphando lubonisa ukuba kuxa uzibonela ngokwenza ukuze ufumanise ukuba yeyiphi imihlanganiselwa eyiyeyona ilungele ifama yakho.

Ukukhula nokuphuhla kwesityalo kwiimbotyi zesoya kufunyaniswa ngesixa sokukhanya kwelanga esifumaneka emini kunye namaqondo obushushu axhaphake ngelo thuba. Iimbotyi zesoya zaziwa njengeentlobo zezityalo zeentsuku ezimfutshane kuba isiqalo sokukhula kwamaquvi kwiintyantyambo kwiindawo ezingundoqo weendawo esikhula kuzo isityalo kunye nezinye iindawo ezinjalo ezongezelelweyo kwenze ka kuphela ngeentsuku ezimfutshane kuneentsuku ezithande ukuba nde zethuba lemveliso yasehlotyeni. Ubude bosuku obubalulekileyo obude bahluka ngokomhlanganiselwa ngamnye. Emva kokuqala kokudubula

Imihlanganiselwa yeembotyi zesoya

– ukukhula okuqinisekisiweyo nokungaqinisekiswa



kweentyatyambo ubushushu obuqhelekileyo bubo obuya kulawula ixesha lokudubula kweentyatyambo.

Kwakhona imihlanganiselwa ikholisa ukuhlelwa njengeyexesha lemveliso elifutshane, eliphakathi okanye ithathe ixesha elipheleleyo lonyaka. Imihlanganiselwa yeembotyi zesoya yexesha elipheleleyo ifuna ubushushu obuthe chatha kunaleyo yexesha eliphakathi okanye yexesha elifutshane. Iimbotyi zesoya zibuthathaka kakhulu ngokuphathelelene noku kwaye abalimi kufuneka baqaphele ukufaka i-odolo nokugcina impahla, imbewu yemihlanganiselwa yexesha elide elifutshane kuselithuba phambi kwexesha lokutyala. Kunyaka ofana nalo apho iimvuva zehlobo elisekuqaleni bezingekho ngokwendlela ebekulindeleke ngayo, ukuba nemihlanganiselwa yexesha elifutshane njen-gendlela yokuvala isithuba kungathetha ubukho bomahluko phakathi kokuba nesityalo nokungabi naso.

Imihlanganiselwa yexesha elide etyalwe ngoNovemba okanye ngo-Disemba kwiindawo ezipholileyo kwiindawo eziphakame kakhulu xa kuthelekiswa nokuphakama kolwandle kungenzeka ukuba ingaqhubi kakuhle kwizivuno. Ngamanye amaxesha kukho amandla awaneleyo elanga nobushushu ukukhuthaza uphuhliso oluncomeka kakhulu lwe-sikhondo namagqabi kodwa akwanelanga kuphuhliso lwembewu.

Isiqhelo sokukhula okuqinisekisiweyo okanye okungaqinisekiswa

Ukubumbeka kwemfuza yeembotyi zesoya kubonisa ukuba zeziphi iziqalelo zemfuza ezikhoyo eziphembelela isiqhelo sokukhula kwesikhondo. Izityalo ke ngoko zineendawo ezisezincamini ezikhula kuzo izityalo eziba zezokuqala ukudubula iintyatyambo xa ubude beentsuku bubufutshane xa kuthelekiswa nobude bosuku obufunekayo ngohlobo oluthile lwesityalo.

Kwizityalo eziqinisekisiweyo iincam zezikhondo kunye nezinye iindawo esikhula msinyane kakhulu kuzo isityalo kumaqhumas esikhondweni kwibanga lokwandisa elandulela ukudubula kweentyatyambo.

Ibanga lokwenzeka kwemvumvuzelo nelophuhliso lwembewu omabini enzeka ngexesha elinye. Isakhono sesivuno sezityalo eziqinisekisiweyo sisekwe ngokubanzi kwaye sinxulumene nebanga lokukhula ngokwanda kweeseli kunye nophuhliso lokuqala kokufikelela kubude bosuku obubalulekileyo.

Kudubula iintyatyambo phantse kunye kuwo onke amaqhuquva nakwincam yesikhondo. Isikhokelo seli banga kukuba eyona ndawo iphezulu yegqabi ikholisa ukuba nkulu kunegqabi elingezantsi kodwa inokuba ncinane xa uphuhliso lwesityalo lunqunyanyiswe kukuqalisa kobude bosuku obubalulekileyo. Izityalo eziqinisekisiweyo ziya kusoloko zinesicuku esicacileyo semidumba evela kwesityalo ngasinye esidubula iintyatyambo.

Nakwizityalo ezingaqinisekiswa isiqalo sokudubula kweentyatyambo senzeka kwiindawo ezisezincamini esikhula kuzo isityalo kubude bosuku obubalulekileyo kodwa kuqhuba ukukhula kwesityalo ngokwanda kweeseli. Ukudubula kweentyatyambo kuyaqalisa kodwa kuthathe ithuba elide. Ngoko ke ukumila kwembewu kuyaqhuba nako kwizikhondo ezingundoqo nakwezinye ukuze kuphele ethubeni elide kwixesha lokukhula.

Ukuphakama kwesityalo nomgama wemidumba esezantsi ukusuka emhlabeni

Abandisi bezityalo bazama kangangoko ukuvelisa imihlanganisela enobude be-10 cm ukuya kwi-10,7 besikhondo phakathi komphezulu womhlaba nemidumba yokuqala. Imihlanganiselwa yexesha eliphakathi neyexesha elifutshane maxa wambi inomgama omfutshane kakhulu phakathi komhlaba nokuphakama komdumba wokuqala kanti imbewu eninzi ilahleka ngexesha lokudibanisa.

Kubalulekile ukuseka izixhobo zakho zokutyala neendlela zokulima ukuze izityalo ezingatyalwanga kwimiqolo enzulu zibangele ukuba kungenzeki ukudibanisa okuncomekayo. Ukulima iimbotyi zesoya kufuneka kuhambe kunye nempahla efuyiweyo engephi ukuze xa kukho umhlanganiselwa ongakhuli ngokwesicwangciso, eso sityalo nembewu engakwazanga kuvuneka inokusetyenziswa yiloo mfuyo encinane. Izidlo ezineprotheyini eninzi ziluncedo kakhulu ebusika kwaye zinako ukucutha isixa seprotheyini efunekayo kwizikhothwa zasebusika.

Akukho ndlela imfutshane yokuqwalasela iziqhelo zokukhula kwemihlanganiselwa oyikhetheleyo ngaphandle kokwenza izigqibo zobulumko ngokuphathelelene nemveliso yexesha elilandelayo.

INQAKU LINIKELWE NGUMLIMI OTHATHE UMHALLA-PHANTS

Amacebiso asebenzisekayo ngokuphuculwa kolawulo lwemveliso

NGOKUBHEKISELELE EMALINI KUNYANZELEKILE UKUBA ULAWULO LWEENKQUBO ZEEMVELISO EFAMA ZIPHUCULWE NGONYAKA NGAMNYE UKUZE ZIBE NEMPUMELELO. UKUSEBENZISA AMACEBISO AZA KUXOXWA KUYA KUKUNCEDA KWIMPUMELELO YAKHO.

Kwinqaku elingaphambili sixoxe ngendlela yokuphucula ulawulo lwemveliso kwifama yakho ukuze kuhlale kukho inzuzo elondolozekayo ngenxa yokuqwalasela inkqubo yolawulo lwemveliso. Kweli nqaku siza kuqhuba ngokuqwalasela amanye amacebiso aliqela okuphucula ulawulo lwemveliso.

Gcina iingxelo

Okokuqala kubalulekile ukugcina iingxelo. Ukuze ukwazi ukusoloko uphucula

iinkqubo zakho zemveliso, kuyimfuneko ukugcina iingxelo ngendlela efanelekileyo. Ngoku umntu angabuza lo mbuzo: “Zeziphi iingxelo endifanele ukuzigcina?” Ngokuphathelele nolawulo lwemveliso kufuneka, obona buncinane, kugcinwe iingxelo ezilandelayo:

- Iimveliso zeemveliso;
- Iingxelo zokuthengiso; ngokunjalo
- Iingxelo ngemozulu (imvula).

Enyanisweni iingxelo zemali mazigcinwe, kodwa oku kuya kuxoxwa kwelinye inqaku kwixesha elizayo.

Iingxelo ngemveliso

Iingxelo ngemveliso ziingxelo zawo onke amanyathelo owathathayo ukuze uvelise izityalo zakho. Umzekelo:

Iingxelo ngemveliso yombona – 2011									
Kude kutyalwe									
Igama lentsimi	Ziihektare ezi-	Kufakwa ikalika ezii-kg nomhla	Ukulima kokuqala	Ukulima kwesibini	Ukulung-iselela umandlalo wezithole	Umhla wokutyala	Umhlanganiselwa	Amanani ezityalo	Isichumiso sohlobo lwesityalo nee- kg
Intsimi 1									
Intsimi 2									
Intsimi 3									

Emva kokutyala							
Igama lentsimi	Ziihektare ezi-	Izitshabalalisi zokhula	Izitshabalalisi zezidalwa	Uhlobo lomaleko ongaphezulu & kg	Umhla wokuvuna	Kg isivuno	Kg/ngehektare
Intsimi 1							
Intsimi 2							
Intsimi 3							

Amacebiso asebenzisekayo ngokuphuculwa kolawulo lwemveliso

lingxelo zokuthengisa

lingxelo zokuthengisa ezibonisa ukuthengiswa kweemveliso zakho.

Ingxelo ngemveliso					
Imveliso: _____		Inyanga: _____			
Evuniweyo		Umhla		Isixa esingathengisekanga	Isixa esipheleleyo
Umhla	Isixa	Wokuthengisa	Isixa	Isixa	Okuthengisiweyo nokungathengisekanga
Isixa esipheleleyo					

Ngokucingisisa nje kancinane ezi ngxelo zingalunga-lungiswa ukuze zifanele izicwangciso zobuchule ezahluka-hlukileyo kunye nalo naluphi uhlobo lwesityalo kuquka iziqhamo nemifuno.

lingxelo zemozulu (imvula)

Gcina ingxelo yemvula yemihla ngemihla obona buncinane ngendlela ekufanele. Bala isixa esipheleleyo semvula ngenyanga nganye nangonyaka ngamnye. Iingxelo ezifanelekileyo zemvula kwithuba elide ziya kunika umfanekiso ocacileyo wokufumaneka kwemvula jikelele kwifama yakho. Ngokusebenzisa ezi nkukacha unako ukusebenzisa ubuchule bobungcali xa usenza isicwangciso semihla yokutyalala neminye imisebenzi, nkqu nemisebenzi ephathelene neenkomo okanye neegusha – amaxesha onyaka okwandiswa kwemfuyo, ukuqikelela isakhono sokutyisa neminye imisebenzi.

Uncedo ngokugcina iingxelo kukuba into oyenze kwixesha lonyaka elidlulileyo uyazi kakuhle, ukuze olo lwazi lube sisiseko sesicwangciso sexesha elilandelayo lonyaka – ndingaphucula ndawoni ngokuphathelene nemveliso kunye nokuthengisa? Iingxelo ezigcinwa kakuhle ziyamnceda umntu ukuba aphucule izicwangciso zolungiselelo lwakhe nempumezo yemveliso. Iingxelo ezigcinwa kakuhle kwakhona zincipha ekuphuculeni umsebenzi wolawulo lokunxulumanisa uqwalaselo. Ukuze ube ngumlimi ophambili kufuneka ube nolawulo ngokuqinisekisa ukuba kwenziwa izinto ezilungileyo zisenziwa ngendlela elungileyo, ngabantu abalungileyo nangexesha elilungileyo.

Yiba nemephu yefama

Kuluncedo kakhulu ukuhlenganisela imephu yefama yakho ebonisa ukuma kwayo nendawo yazo zonke iziseko zophuhliso namasimi, iikampu, iindlela, imilambo nezinye. Bonisa iindawo zeentsimi neekampu (ngokwehektare). Sebenzisa imephu ubonise ngonyaka ngamnye ukuba (yeyiphi intsimi) oyityalileyo kwaye utyale ntoni. Kusenokubonakala ngathi akuyomfuneko ukwenza oku, ngakumbi xa ifama yakho ingenkulwanga kakhulu, kuba uza kucinga ukuba unako ukukhumbula yonke into. Ngaba yinyaniso leyo? Kutheni ungabenzi lula ubomi bakho ngokusebenzisa imephu yefama. Okunye oya kukubona kukuba isenza lula isicwangciso sakho, ulungiselelo lwakho, nkqu nempumezo ngakumbi imisebenzi yonxulumaniso loqwalaselo.

Imephu yomhlaba yimfuneko

Imephu yomhlaba yimephu ebonisa ukuhlelwa komhlaba kwifama yakho. Esi

sisixhobo esisemgangathweni ophezulu wobuchule kwaye kuya kufuneka ukuba ufumane uncendo lwengcali yomhlaba ukuze ukwazi ukuhlenganisela le mephu. Ukuze uyichonge ngokuchanekileyo imihlaba, kuyimfuneko ukwenza uphengululo lomhlaba. Injongo kukunika ingxelo echanekileyo lwemithombo yobutyebi esemhlabeni wentsimi esefama. Xa kuzotywe imida yemihlaba kwimephu esisiseko, imephu leyo isetyenziselwa ukufumanisa isakhono, izithintelo (iimaleko ezisisithintelo ezifana neso senziwa likhuba) neemfuno zolawulo lwentsimi nganye. Ngoko ke emva kokuhlenganiselwa kwale mephu uya kuba nolwazi ngesakhono semveliso yawo onke amasimi. Oku kunokukhokelela kwizicwangciso ezitsha zamasimi akho, ngaloo ndlela uziphucule.

Ngokudibanisa iinkcukacha zophengululo lomhlaba nezohlalutyo lomhlaba ngonyaka ngamnye, uya kukwazi ngenene ukuphucula iinkqubo zakho zolawulo lwemveliso – ukulungisa umhlaba, imisebenzi yokutyalala – imihla namanani ezityalo, ukufakwa kwesichumiso nezinye inkqubo.

Ulawulo lunendima ebalulekileyo emsebenzini wokufama kanti nenqanaba lolawulo olusetyenziswa kubutyebi bendalo, umhlaba lolunye uhlobo lobutyebi bendalo, iya kuxhomekeka kulo inzuzo yeshishini.

Amanye amacebiso

- Yiza ezifundweni, iintsuku zabalimi iintlanganiselo zamaqela ofundo-nzulu, kananjalo funda ukuze uphucule ulwazi lwakho nezakhono zobuchule beenkqubo zemveliso oyikhuphayo. Kwakhona uya kuxhotyiswa ukuze uhlale usazi ngeziganeko zamva zophuhliso kwaye uphucule nolawulo lwemveliso yakho. Umlimi kufuneka abe ngumfundi ongayekiyo ukufunda kubo bonke ubomi bakhe.
- Ngokubhekiselele kwiicebiso lethuba elidlulileyo, khupha iimveliso zakho ngobuchule ngokwendlela ekunokwenzeka ngayo. Ukuba kufuneka ulime kubunzulu beesentimitha ezintlanu, kuxhomekeke kuhlobo lwezityalo nomhlaba njalo njalo kuxhomekeke kuwe ukwenza oko ncam.

Ngenxa yomceli-mngeni wolawulo (ukucinezeleka kwexabiso lokuthenga) lwemali, kubalulekile ukuba xa ufuna ukuba semandleni kwithuba elide kwifama yakho (kwicandelo lemveliso), kunyanzelekile ukuba uphucule ulawulo lwakho lwemveliso ngonyaka ngamnye. Wasebenzise la macebiso, uya kufumana lukhulu kuwo.

IINKCUKACHA EZIHLANGANISELWE NGUMARIUS
GREYLING UKUSUKA KULAWULO LWEEFAMA UKWENZELA IINZUZO

Olu phawu lohlobo olulodwa lwenziwe lwaba yinto enokubakho ligalelo leTrust Yophuhliso Lwembewu eOyile neProtheyini.

Amava ethuba lonke lobomi bukaWilliam

NAXA AMAPHUPHA EFEZEKA, uWILLIAM MATASANE ZANGE ALILINDELE ITHAMSANQA ELINGAKO LEMFEZEKO YAMAPHUPHA AKHE. uWILLIAM UCHAZELE iPULA IMVULA NGOLU HLOBO:

Uchulumanco lwaluphuphuma ndada ndaziva ndidiniwe. Ibiluhambo lwase-moyeni lweeyure ezili-17 oluya eSydney kodwa ukuba kwinqwelomoya bekungenamagingxi-gingxi ndakwazi nokulala.

Ukusuka eSydney sibhabhe saya eBrisbane apho siye sahlala khona neentsapho zase-Australia. Bebebaninzi abantu kwisikhululo seenqwelomoya bevela kumazwe ahlukahlukileyo nakwizizwe ngezizwe. Ndamangaliswa yindlela abanobubele nabanoncedo ngayo.

Utyelelo lwethu lokuqala lwaba kukuya kusapho olulima izityalo zemali esesandleni. Izityalo ezilinywayo ezahluka-hlukileyo ziquka umbona, ingqolowa, umqhaphu nojongilanga kwintsimi yeehektare ezingama-20 000. Ifama iphelele yayilawulwa ngabantu abathathu kuphela. Umsebenzi bewenza wonke.

Ukungahlakuli sesona siqhelo senziwayo. Akukho kulungiswa komhlaba kwenziwayo ngaphandle kokutshatyalaliswa kokhula ngemichiza kanti izixhobo ezisetyenziswayo zininzi kangako.

Xa lifika ixesha lonyaka lokuvuna, umsebenzi omninzi, ofana nowothutho unikwa ababhambathiswa. Iindlela zikwimeko entle kwaye umsebenzi uhamba ngesantya esimangalisayo. Oomatshini abanyusela phezulu kwiifama baxhaphakile.

Utyelelo olulandeleyo lube kukuya kuLeigh nakuMegan abalima intsimi engama-35 000 yee-ankile kwaye bagxininisa kwiinkomo ze-Angus. Uhlobo lwe-Angus luthandwa kakhulu xa kusenziwa iihambhega.

Lakufika ixesha lokuthengisa impahla kuncedisa abantu abakhwele amahashe nezinja zabelusi ukusa impahla kwindawo ethile kuba leyo yindawo enkulu kakhulu, kuthatha iintsuku ezimbini ukuya kwezintathu ukuqokelela amanani afunekayo aza kuthengiswa.

I-Australia phantse ayinazo izifo zempahla kanti namakhalane akakho, ngoko ke luba lula ulawulo.

Abantwana bahlala nabazali babo efama kuba kukho inkonzo yebhasi ebasa esikolweni ize ibabuyise ukuphuma kwesikolo.

Siye samenywa ukuba siye kumdlalo webhola yombhoxo, imoto ebesihamba ngayo yapakishwa emdibanisweni weendlela izitshixo zayo zijinga kuyo. Sidibene nabanye apho saza saya nebhasi encinane ukuba emdlalweni. Ekubuyeni kwethu siyifumene imoto iselapho izitshixo ziselapho. Akukho busela tu phaya.

I-Brisbane icokeke kakhulu gqitha kwaye imithetho yokutsiba imida ingqongqo. Kanti yonke into enako ukuhlaziywa iyahlaziywa ukuze kulondolozwe imali yelizwe kwaye kudalwe amathuba engqesho abantu abenza olo hlaziyo.

UNksk Morgan oneminyaka engama-70, oonyana bakhe abathathu nabasebenzi abathathu baqhuba ishishini lokondliwa kweenkomo eziza kuthengiswa ezingama-60 000 kwiinyanga ezilishumi elinesibini zonyaka.

Banayo nendawo yamahashe eBrahman ukuze banike abafuyi iinkunzi. Amathole akhuliswa ngokongeza ngeqanda kwisondlo sawo ukuze ngokwenza njalo kongiwe ubisi lukanina.

Ubuchule bobugcisa buhambela phambili kwaye buwenza lula umsebenzi wasefama. Njengoko ndandingupheki wasezihotele ngeentsuku zobutsha



Amava ethuba lonke lobomi bukaWilliam

bam, ndacelwa ukuba ndojele iqela labalimi “i-boerewors”. Sasebenzisa ubuchule bobugcisa nezithako zaseMzantsi Afrika saza ngexesha elingephi saba “ne-boerewors” eyayifumaneka kwisilarha esikufutshane. Sasingemnandi ngako eso sidlo sasemva komdlalo webhola yombhoxo.

Utyelelo lwethu lwaseSydney lwaba lolona lumnandi. Sala nasemdlalweni womculo e-Opera House. Indawo yezidalwa zaselwandle yaba luvuyo olukhulu kukho neentlobo ezahluka-hlukileyo zentlanzi nkqu “nenyoka engumamlambo” esikholisa ukuthetha ngayo emva ekhaya.

Iivenkile zikhohisa ukuvulwa kude kube yintsimbi yokuqala kusasa abantu bephithizela bethenga ngalo lonke ixesha. Kusetyenziswa imali yeplastikhi engamacwecwe kunye neenozo kanti kuqala sasicinga ukuba yimali yomdlalo wemonopholi leyo.

Sathi sakukhwela inqwelomoya ngomhla wokugoduka, zaninzi iingcinga

ezifika engqondweni yam ndizibuza ukuba yintoni endinokufika ndiyenze ngokwahlukileyo? Ndifunde ntoni? Ukubala izinto ezimbalwa, ndiza kuqala ngokucoca indawo esihlala kuyo – ngohlaziyo, kudaleke amathuba emisebenzi. Abantu kufuneka bazive bengabanini beli lizwe lethu lihle.

Ndibona sendibhale ndatyatyadula, ngoku ndikhumbula umhlobo wam ebendihambe naye uJohan Kriel waseGrain SA. Ndinga ukuba ndiyayazi indlela eyenzeke ngayo loo nto. Mna ndifumene amanqaku etrayi emdlalweni kodwa uJohan ukhuthshwe ebaleni ethwelwe nesitretsha, enxaphile.

KuJohan, waseGrain SA nakubo bonke ababandakanyekayo abaye baququzelela uhambo lwam lwase-Australisa, ndibulela kangangoko. Ou khenketho luvule amehlo am lwaza lwandisa kakhula iindlela endizibona ngayo izinto.

NGUJAN DE VILLIERS, UMLIMI OTHATHE UMHLALA-PHANTSI

Amahlandinyuka olawulo lwabasebenzi



AMASHISHINI AMANINZI ANEZINTO EZILIQELA EZISETYENZISWAYO – IMITHOMBO YEMALI (IMALI YOKUQHUBA ISHISHINI), IMITHOMBO YOBUTYEBI BENDALO (UMHLABA, IMILAMBO, IINTABA), IZINTO EZISETYENZISELWA UPHUHLISO (IINDELELA, IZAKHIWO, IISHEDI), IZINTO EZIPHATHEKAYO ZOKUSEBENZA (IITREKTARA, IZIXHOBO ZOKUSEBENZA NOOMATSHINI) KUNYE NABASEBENZI – XA KUKHANKANYWA EZIMBALWA KUPHELA.

Ngokuya likhula ishishini lakho lokufama, kuya ngokubaluleka ukuba nesiseko esomeleleyo sabasebenzi njengoko ungasayi kukwazi ukuwenza wedwa umsebenzi. Uya kunyanzeleka ukuba uthembele ebantwini abanesakhono sokwenza imisebenzi ethile xa wena usaxakeke nabanye.

ULawulo lwabaSebenzi luphathelene nolawulo lwayo yonke imiba ebhekiselele kubasebenzi okanye kubaqeshwa okanye abantu abasebenzayo. Okuqhelekileyo kukuba ubudlelwane bengqesho kwishishini bulawulwe ngegela lemithetho kodwa ukhokelo olulungileyo nonxibelelwano, uqhagamshelwano neminye imiba inendima enkulu nayo. ULawulo lwalo mba wabasebenzi kufuneka ucwangciselwe, ulungiselelwe, uphunyezwe kwaye ulawulwe ngononophelo.

Kwamkelekile jikelele ukuba abaqeshwa babe nelungelo lokulindela okulandelayo kumnini-shishini/kumlawuli:

- Intlawulo efanelekileyo ngomsebenzi owenziweyo; (ngokuya uba nzima umsebenzi, umvuzo uyenyuka; ngokuya lisiba lide ithuba lenkonzo, uya ngokunyuka umvuzo; ngenqanaba elithe chatha loxanduva, nawo umvuzo uthi chatha. Asingabo bonke abantu abafanayo ngoko ke bahlawulwa ngokwahluka kwabo).
- Limeko ezifanelekileyo zengqesho (iiyure, ithuba lokuphumla, njalo njalo.).
- Umqquqelo womsebenzi ocwangciselweyo neenkqubo kunye nezixhobo zokwenza umsebenzi.
- Ukuxhotyiswa ngolwazi ngeendlela zokusebenza ezikhuselekileyo nezi-

fanelekileyo.

- Ukucingelwa okufanelekileyo ngokweemfuno zabantu ngabanye.
- Unxibelelwano olwaneleyo, kuquka iinkcukacha eziphathele neenguquko eziza kubachaphazela.
- Ukuxelelwa ngokucacileyo okulindeleke kubo nokuba ngaba bayahlanga-bezana na nezinto ezilindelwe kubo.

Kwelinye icala, umnini/umlawuli unelungelo lokulindela okulandelayo kubaqeshwa bakhe:

- Ukuba balungele ukuqalisa ngokusebenza ngexesha elibekiweyo kude kufike ixesha lokugqiba.
- Ukusebenza ngesantya esamkelekileyo sesiqhelo ngeyure nganye.
- Bagcine iindlela, imigaqo nemigangatho esekelwe umsebenzi lowo.
- Basebenze ngokhuseleko nangokwemithetho efanelekileyo malunga nokhuseleko nokucina amahlebo.
- Ukuziqhelanisa neenguquko ezenzelwe ukuphucula ukukhupha imveliso okanye isakhono, ngaphandle kokuthotywa kwezikhundla zabo.
- Ukumazisa ngemibandela echaphazela umsebenzi.
- Ukwenza imisebenzi ngokwemigqaliselo eyamkelekileyo yempilo nokhuseleko lwaseemsebenzini.

Iimpilo nokhuselo emsebenzini kwindawo yokuphangela

Iimpilo nokhuselo emsebenzini zibhekiselele kukhuselo kwindawo yokuphangela nokugcinwa kwempilo entle yabaqeshwa nabaqeshi.

Iinjongo zoLawulo lweMpilo noKhuselo eNgqeshweni kwiNdawo yokuPhangela (Objectives of the Management of Occupational Health and Safety in the workplace - OHS)

- Kukukhuthaza imigqaliselo yokhuselo nempilo emsebenzini kwindawo yokuphangela.

- Kukwandisa inxaxheba yabaqeshwa kwinkqubo yokukhuthaza ukhuselo nempilo kwindawo yokuphangela.
- Kukwazisa abantu ngemigqaliselo ebanzi yothintelo malunga nempilo kunye nokhuselo emsebenzini.

Umda womthetho omiselweyo

Umthetho omiselweyo uquka inkoliso yabaqeshi nabaqeshwa kunye nabo bawusebenzisayo, abayili, abaxhasi nabagxumeki boomatshini nezixhobo zokusebenza. Ukwaquka abasebenzi basemakhitshini nabasefama phakathi komda wawo. Awufani neminye imithetho enxulumene nabasebenzi ephelela kubudlelwane phakathi komqeshi-nomqeshwa, i-OHSA imisela imithetho yempilo nokhuselo kubantu abaziqeshileyo nabantu abasebenza ngokuyila, ukukhupha imveliso okanye ukuthengisa oomatshini okanye izinto ezisetyenziswa kwindawo yempangelo. Abaqeshi balindeleke ukuba baqinisekise impilo nokhuselo lwabaqeshwa babo kunye nabo bonke abantu abanokuchatshazelwa yimisebenzi yabo ngokungqalileyo.

Imisebenzi yabaqeshi

Umthetho omiselweyo uqulethe imisebenzi ebanzi nengqalileyo. Umsebenzi oqhelekileyo womqeshi kukunika nokugcina kangangoko kunokwenzeka, imo engqongile abasebenzi enokhuselo nengenamigcipheko kwimpilo yabasebenzi. Ukuze aphumelele koku, umqeshi makenze okulandelayo:

- Achonge iingozi ezikwindawo yokuphangela;
- Ahlalutye imingcipheko yempilo nokhuselo lwabasebenzi eyenziwa zezi ngozi; kananjalo
- Ngokuphathelele nolu hlalutho, athathe amanyathelo okususa okanye okunciphisa ezo ngozi.

Ingozi ichazwa “njengentsusa yokwenzakala” kanti ukwenzakala kuchazwa “njengayo nantoni enokubanga ukulimala okanye umonakalo ebantwini okanye empahleni”. “Isakhono esinokusebenza” sichazwa “njengokusebenziseka kwesakhono” ngokuphathelele:

- Nobuzaza kunye nomda wengozi okanye womngcipheko ekubhekiselelwe kuwo;
- Ubume bolwazi olukhoyo malunga nengozi okanye umngcipheko nendlela yokususa okanye yokunciphisa loo ngozi okanye umngcipheko;
- Ukufumaneka kwezisombululo zokususa okanye yokunciphisa loo ngozi okanye umngcipheko nolondolozo lwazo; kananjalo
- Inkxamleko yokususa okanye yokunciphisa loo ngozi okanye umngcipheko ngokuphathelele neenzuzo ezifumaneka ngayo.

Ukuze kuzaliseke lo msebenzi jikelele:

- Abaqeshwa bayalelwa kakuhle (ngendlela yokusebenzisa oomatshini, indlela yokuqinisekisa ukhuselo njalo njalo) nokuthi kuhanjwe ngokwemiqathango.
- Izixhobo zothintelo zingasetyenziswa kuphela xa “singekho isakhono esinokusebenza” esinokususa okanye sinciphise ingozi.
- Umqeshi makangatsali mali kwintlawulo yomqeshwa ukwenzela ubonelelo lwempilo nokhuselo emsebenzini okanye ngempahla yokhuselo okanye izixhobo zokhuselo ezinikwayo.

Imisebenzi engqalileyo yomqeshi iphathelele noxanduva olungqalileyo kwaye kungenzeka ibe yenqanda ukwenziwa kwezinto ezithile endaweni yokuphangela, amisele ukuba ukusetyenziswa kogxumeko, oomatshini nezixhobo kuthobelo imiqathango ebekiweyo okanye kusetyenziswe nezinye izixhobo zokhuselo. Loo misebenzi ipapashwa njengemigqaliselo ehamba nomthetho omiselweyo kwaye kungenzeka iseke umgangatho othile ophathekayo okanye ubhekiselele emgangathweni wokhathalelo.

Unyanzeleke ngokwasemthethweni wena mnini/mlawuli weshishini ukunamathela kule mithetho xa uqesha abantu. Ukuba akwenzi njalo, uzibeka esichengeni sezohlwayo ezinobuzaza. Khumbula ukuba iSebe labaSebenzi liqesha abahloli babasebenzi abanokutyelela ishishini lakho. Ukuba, xa betyelela ifama yakho, bafumana iintsilelo nokungathotyelwa kweemfuneko ngokwasemthethweni, banokulingumamisa ishishini lakho balindele ukuba kufuneka uqale ngokulungisa zonke iingxaki.





Olu papasho lwenziwe lwabakho ngabakwa Maize Trust.

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I-PULA IMVULA IFUMANEKA NGEELWIMI EZILANDELAYO:

isiXhosa,

isiNgesi, isiBhulu, iSeTswana, iSeSotho,
iSeSotho sa Leboa nangesiZulu.

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

Amahlandinyuka olawulo lwabasebenzi

Amanye amava eengxaki ezifunyenweyo ngala:

- Ukungabikho kobhambathiso lweenkonzo olufumanekayo;
- Abaqeshwa abangahlawulwa nganeno komlinganiselo wowona mvuzo uphantsi;
- Ukunganikwa kwamaxesha achanekileyo okuphumla;
- Ukungabaniki abaqeshwa amaphepha abonisa iinkcukacha zentlawulo;
- Ukutsalwa kwemali emvuzweni okungalawulwa kakuhle;
- Xa imigaqo yesohlwayo ingalandelwa ngokuchanekileyo;
- Xa abaqeshwa besetyenziswa kwiinyure ezinde kunezo zimiselweyo kodwa bangazihlawulelwa;
- Xa kuqeshwa abantwana; kananjalo
- Ukunxaxha malunga nemigqaliselo yempilo nokhuselo emsebenzini.

Njengomqeshi unyanzeleke ngokwasemthethweni ukulawula abaqeshwa bakho ngendlela echanekileyo. Ukuba uyakhumbula oko yinxalenye yeenqobo zokuziphatha, enye inxalenye ibisithi "into entsha". Naxa kunjalo akuthethwa ukuba kufuneka "uthambe." Into efunekayo kukuba ubaphathe ngokulinganayo abaqeshwa bakho kwaye ubonise intlonelo kubo, naxa ungagungqiyo kwimimiselo yakho engqongqo.

Indlela abakhuthazwa ngayo abaqeshwa ukuba benze umsebenzi wabo nayo inganefuthe elikhulu kwiinzuzo. Abaqeshwa abakhutheleyo banokuba luncedo ngokuthi bawenze ngocoselelo umsebenzi wabo ngaphandle kokumoshisa izinto ezisetyenziswayo.

Imizekelo yezinto ezenzekayo

Masithethe ngezinto ezenzekayo:

Khumbula

- Ngokoshishino yonke into, wonke umntu obandakanyeka kwishishini, nokuba ngumnini/umphathi okanye ngumsebenzi, xa esenza afanele ukukwenza okanye engakwenzi afanele ukukwenza, uchaphazela inzuzo yeshishini (ngamanye amazwi bachaphazela ingeniso kunye/okanye iinkcitho zeshishini).
- Ubudlelwane basemsebenzini buphantsi kweempembelelo zemithetho eliqela yabasebenzi.
- Impilo nokhuselo emsebenzini zichaphazela ubomi nempilo yabaqeshwa bakho.
- Abasebenzi abanomdla baya kukhuthala.

Isimilo esihle

- Namathela kwiimfuneko ezizezona ziphantsi zayo yonke imithetho ngokokusebenza kwayo. Ngaphandle kweentlawulo zesohlwayo kunye/okanye ukubanjwa ngenxa yokungathobeli imithetho yabasebenzi, isishini lisenokuvalwa kwithuba elithile ukuze kulungiswe zonke iziphene.

- Gcina zonke ingxelo zibhaliwe ngokwemfuneko njengobhambathiso lweenkonzo, iinkcukacha zobuqu zabasebenzi, iinkcukacha malunga nexesha elisetyenziswayo nentlawulo, iingxelo ngamathuba okuphumla njalo njalo.
- Yiya ezifundweni okanye kwiindawo ekuhlangelelwa kuzo ukuze ufumane ulwazi kwaye ukwazi nokulawula lo mba ngendlela efanelekileyo.
- Yiya ezifundweni okanye kwiindawo ekuhlangelelwa kuzo ukuze ufumane ulwazi kwaye ukwazi nokulawula ngendlela efanelekileyo impilo nokhuselo emsebenzini.

Isimilo esingamkelekanga

- Ukuziphatha okungalunganga kuneziphumo ezichasene nezokuziphatha okulungileyo ezifana nezi:
 - Ukuhlawula ngaphantsi komvuzo ongowona uphantsi uvumelekileyo nangamathuba ongezelelweyo okusebenza;
 - Ukungababhalisi kwi-UIF nakwimbuyekezo yabasebenzi;
 - Ukungagcini zonke iingxelo njengoko zifuneka;
 - Musa ukuliba ithuba labasebenzi lokuya kuphumla;
 - Musa ukubahlasela mhlawumbi ngokubabetha abasebenzi bakho;
 - Ukungayigcini yonke imigqaliselo ephathelene nempilo nokhuselo kwaye ulindele ukuba abasebenzi bakho basebenze phantsi kweemeko ezingenakhuselo ngezixhobo, oomatshini nezinto zokusebenza ezingenakhuselo.

Nangona kunjalo okubaluleke nangaphezulu lula lawulo olufanelekileyo lwalo mbandela wolawulo kuba lubakhuthaza ngakugqibeleleyo abaqeshwa, kuba bayazi ukuba baphethwe ngokulinganayo nangentlonelo, kodwa ngqongqo. Khumbula ukuba abaqeshwa bayancokola "ngabaphathi" babo xa bedibene ngoko ke xa ungabaphathi ngentlonelo abanye, baya kuyazi loo nto. Ungade uzibone usele nabasebenzi abanomsebenzi ongancomekiyo bahambe ngobuninzi abo basebenza kakuhle.

Ukuba ubaphatha ngentlonelo abasebenzi, nabo baya kukuhlonipha.

Isiphumo

- Uyazikhethelela. Ngaba ufuna ukuba ngumqeshi ohloniphekileyo?
- Khumbula ukuba xa ukhe wangena ezincwadini zeSebe labaSebenzi ungalandela amathuba athe chatha otyelelo. Kanti xa kuvuka ukuphikisana ngubani oza kumanyelwa?

IINKCUKACHA ZILUNGA-LUNGISWE
UKUSUKA KWIZIFUNDO NGEENQOBO ZOKUZIPHATHA KUSHISHINO NGUMARIUS GREYLING