

PULA IMVULA

Umhlabathi, amanzi nokuphatha izitshalo ngoFebruwari

Incwadi yeGrain SA
yabalimi abasakhulayo

FUNDA NGAPHAKATHI:

- 3 > Konke kuqala ngabantu abasha
- 9 > Ubungcweti obufika kanye empilweni kaWilliam
- 10 > Izindlela zokuphatha izingcebo zabantu (ubuntu)

ABALIMI ABABHEKE ISIMO SOMHLABATHI EMASIMINI ABO NASEMADLELWENI, BABONILE UKUTHI BEKUKHONA UKUGUQUKA OKUKHULU KULESO SIMO NGOBA BEKUKHONA UHLOBO NOKWINDLA OKUQALE NGEMVULA ENINGI KWASE KWAQHUBEKA KWAYA KUHLOBO OLUSHA OLUNGENALO IMVULA.

Izazi ezibheka izulu zithe ngaphambi kokuqala ukutshala izitshalo zasehlobo ngoOkthoba kuzobakhona imvula engaphezu kwa – 40% - 50% ngokwejoyelekile ngoOkthoba nangoNovemba 2011 nangoJanuwari 2012. Kodwa ngoOkthoba bekomile ezindaweni eziningi nangoNovemba futhi, kodwa bathe ukuthi imvula izofika ngoDisemba ngesikhathi ngibhala lokhu.

Isimo somhlabathi ngokwamanje sizokhombisa indlela yokuphatha izitshalo nakusasa

Eziningi izinhlobo zomhlabathi ezilinywa ngendlela yakudala zivela esikhathini sasebusika zibe lukhuni

futhi zomile. Abanye abalimi bahlulekile ukulima lawo masimu ngamagaja anemizinyo echijile ukuxegisa ipani eliqinile ukuze umoya ukwazi ukungena emhlabathini. Lokhu kuyinto ebalulekile ngoba kuzosiza amabhaktheria ukuqala ukusebenza ukubolisa izinhlanga ezisalile ukuze inani lenayithrojeni emhlabathini likhuphuke ngaphambi kokuqala ukutshala izitshalo ezinsha. Khumbula ukuthi lokhu kungathatha amaviki amahlanu ngaphambi izitshalo zikwazi ukudla leyo nayithrojeni.

Ukubheka ukukhula nesimo somvuno wokolo wamanje emasimini alinywe ngendlela ejwayelekile nangendlela ezokonga umhlabathi kukhombise okulandelayo: Ukuqina komhlabathi akuzange kwalungiswa ngesikhathi sokutshala noma ukolo watshalwa emhlabathini omanzi kakhulu futhi kusetshenziswe amadiski amabili (*twin coulters*), kanjalo izimbewu nomhlabathi akuzange kwahlangana kahle. Ukubanda kobusika nakho kuvimbile futhi ukutholakala kwenayithrojeni emhlabathini nasempanjeni zezitshalo. Abalimi abazange



6



11



Unkz Jane uthi...

Uhlobo lokutshala ukudla kwalonyaka odlule belunzima, kodwa abalimi abaphumelele ukutshala zonke izitshalo zabo sifuna ukuthi qhubekani! Imvula ifike emva kwesikhathi nasendaweni eziningi ayizange ine ngekwanele ukuthola umvuno omuhle.

Kufanele sikhumbule sonke isikhathi ukuthi ukulima akusiyo into elula – kungakulethela injabulo ngoba usebenza phandle lapho kukhona izinto zemvelo ezihlanzekile, kodwa awekho amagaranti ukuthi uzophumelele. Njalo ngonyaka uqala phansi. Khumbula, sibheka njalo imvula, sithemba yona ukukhiqiza ukudla kwethu. Kubalulekile ukuthi thina esingabalimi sivame ngawo onke amandle ethu ukusebenzisa imvula efikayo.

Abalimi abaningi abezomnotho bayakwazi ukulungisa amasimu abo ngaphambi kwesikhathi sokutshala. Lapho imvula ina bayakwazi ukutshala masinya. Abalimi abasakhulayo abakwazi ukulungisa konke ngaphambi kwesikhathi – ngokwejoyelekile imishini iphukile futhi kushoda imali nomaimishini lapho imvula ifika. Abalimi bezomnotho baqala ukutshala, kodwa abalimi abasakhulayo baqala ukulungisa umhlathi. Kanjalo ukutshala kwabo kwenzeka emva kwesikhathi, umvuno uyehla abatholi inzuzo.

Bheka ezindaweni lapho uhlala khona – bheka ukuthi amasimu lapho kukhona izitshalo ezinhle bese ubuza ukuthi zitshalwe nini. Masizame ngawo onke amandla ethu ukulungisa amasimu ethu masinya ukuze ngentwasahlobo ngonyaka ozayo sikwazi ukutshala lapho kusenesikhathi.

Umhlathi, amanzi nokuphatha izitshalo ngoFebruwari

babone ukuthi inayithrojeni eningi ilahlekile ehlobo ngesikhathi bekukhona imvula eningi. Futhi abazange batshelwe ukuthi kufanele kufakwe inayithrojeni enye. Konke lokhu kwenze ukuthi izimpande zingamili kahle. Izindlejana zikakolo zincane nezimbumbulu endlebeni zifika ku-30 - 35. Ukushisa kakhulu ngoOkthoba nangoNovemba kwenze ukuthi konke lokhu kubaluleke kakhulu uma sibheka eminye iminyaka.

Lezi zifundo zingasetshenziswa lapho uqala ukukhiqiza izitshalo zasehlobo. Thatha ithuba lokugubha njalo imigodi emhlathini ukuhlola isimo somhlathi sonke isikhathi kuzo zonke izinhlobo zomhlathi epulazini lakho. Njalo lapho uya emasimini bheka umhlathi ngokushona okuya ku-150 - 180 mm ukubona isimo somhlathi namanzi emhlathini.

Isimo semvula nokutshala emva kwesikhathi

Uma ungekwazi ukutshala ngesikhathi esifanelekile, wase watshala ngesikhathin esisanda ukudlula, cabanga ngalokhu okulandelayo. Bheka umbala wamakhasi ngesikhathi sokukhula kommbila, usoya noma ubhekilanga noma thatha amasampula kulawo makhasi ahlolwe. Uma amathesti amakhasi akhombisa ukuthi bekushoda umanyolo, kungafakwa inayithrojeni emaceleni kwemisele noma kungahlanganiswa inayithrojeni nesalfari kufakwe yona. Khumbula ukuthi ukugezeka kwenayithrojeni ngonyaka odlule kungadala ingozi ezitshalweni zalo nyaka. Lokhu ukusweleka kuzobonakala masinya uma usihlola kahle isimo sezitshalo zakho.

USoya

Lapho kutshalwe emva kwesikhathi hlola izitshalo njalo emva kweviki lokuqala kuze kufike isikhathi sokuvuna ukuthi akuzange kwavela izigaxana. Uma izigaxana zingefani kuzo zonke izitshalo noma ezindaweni ezihlukene esimini kungasiza ukuzama ukufaka inayithrojeni emaceleni kwezitshalo. Amathani amabili kasoya azokhokha amaphrothiyini angu-800 kg ehekteleni. Lokhu kusho ukuthi kudingeka inayithrojeni eningi. Ngokwejoyelekile izigaxana zikasoya zidinga 75% futhi zikuthola kum-

abhaktheriya e'rhibium'aphakathi kwezigaxana. I-25% esele izothokala emhlathini.

Lapho kungekho izigaxana kuzodingeka ufake inayithrojeni enye ukuze uthole umvuno omuhle. Khumbula ukuthi kuyizigaxana ezibomvana kuphela ezinikeza isitshalo inayithrojeni. Uma kukhona umswakamo okwanele nesimo sezulu esihle, inani lezitshalo ezikwanele nokuphatha kokhula okusebenza kahle mhlawumbe ungathola umvuno omuhle. Lapho ungaqondi kahle ukuthi izigaxana zakho zinjani, buza kumnikezi wezimbewu, kufanele abenolwazi ukukusiza.

Lapho imvula ine kakhulu ngoDisemba, ukufaka umanyolo emaceleni kwezitshalo kuzoxegisa umhlathi futhi kuzongenisa umoya emhlathini, futhi kuzosiza ukubulala ukhula lapho kutshalwe ngendlela yakudala.

USoya, ubhekilanga nommbila

Ezinye izinhlobo zezitshalo nezinto eziphathelele nokwezimali kufanele zinakwe ziphathele ngoFebruwari. Lezo zinto ziyalandela:

- Ukuhlola izitshalo zakho njalonjalo ukubona ukuthi akukho izilokazane nezifo zama-baktheriya noma ukhunta. Kanjalo uzokwazi ukungena emasimini ngogandaganda nemishini yokufafaza kusekhona isikhathi.
- Ukuhlola isitshalo ngasinye nkubheka ukuthi umvuno ozuba ngakanani ukuze uzokwazi ukuthola inshuwalense yesichotho efanelekile. Lokhu kuzosiza ngoba uzokwazi ukuthi izoba ngakanani i'cash flow' bese ungazisa labo abakusiza ngokuthola imali yokusebenzisa ibhizinisi lakho.
- Qaphela ukuthi izintengiso zivama ukuyaphi bese ucabange ukungena uthole indawo yokuma kule makethe yakusasa (*futures market*). Ungaxoxa njalo nabaseGrain SA noma iCooperative lakho uzwe ukuthi bathini ngalokhu.
- Yenza konke okudingekayo lapho wakha amasu, lapho uhlanganisa lokhu, lapho uzobeka umvuno wakho nakho konke okunye okudingekayo.

LOKHU KUBHALWE NGUMLIMI OTHATHE UMHLALAPHANSI

Konke kuqala ngabantu abasha



INDAWO YASESENEKAL ISINIKEZA ABALIMI ABASAKHULAYO ABAHLE ABAKHQIZA NGOKUMANGALISA. NGO-2010 BEKUNGUWILLIAM MATASANE. NGO-2011 BEKUNGUKOOS MTHIMKULU, WAYETHOLE UMKLOMLO NGOBA WAYENGUMLIMI WONYAKA.

Ngabe lokhu kukhombisa ukuthi indawo yaseSenekal inhle ukuba nepulazi khona? Kuyini okuspheshiyali kangaka okwenza ukuthi abalimi bethu baphumelele phambili uma sibheka silinganise isimo sezulu kule ndawo evama ukoma kakhulu ngezinye izikhathi?

UKoos Mthimkulu wakhulela esigodini sasePaul Roux esicishe si-fane nesigodi saseSenekal. Isithando sakhe sokulima kwabonakala masinya asemncane. Wayesebenza imisebenzi eyehlukene ekulimeni futhi wathola izifundo ezinhle ngokusebenza emapulazini ahlukene.

Mhlawumbe umqashi wakhe, uFrikkie du Preez, wayengazi ukuthi wayefundisa, wayeqeqesha uKoos maqondana nesilinganiso sikaDr Moll esibizwa ngokuthi “*human resource management model*” esibhekene kakhulu ukukhulisa ngokufundisa umuntu. Wayefaka uKoos njalo ezindaweni ezinzima nasemisebenzini enezinkinga.

Ekugcineni uKoos wathenga imishini yakhe waqala ibhizinisi lokunkontilaka kanye noFrikkie du Preez. Labo balimi abengenayo enye imishini bebeqasha uKoos ukubasebenzela. UKoos usixoxela indaba, wathi uFrikkie umuphe ipulantulela wamtshela ukuthi alilinganise lingenise umanyolo othile ehektheleni nenani lezimbewu elithile lokutshala ehektheleni – wayengamsiziz nakancane. Wase wamshiya uKoos azibonele ngokwakhe ukuthi uzowenza kanjani lo msebenzi. Akudingeki ukunitshela ukuthi uKoos uthathe usuku lonke kodwa ekugcineni waphumelela. Akazange ashaye abanye ucingo noma izinkampani zezimbewu ukucela usizo, waphumelela ngokwakhe waqeda lo msebenzi wakhombisa ukuthi yena uyindoda enesithunzi. Kwaziwa ukuthi ukuphumelela kanye kuzalisa ukuphumelela kabili, kufana nokufukama.

Ngikholwa ukuthi nabo bobabili abazange bezwe ukuthi umsebenzi

ofana nalokhu wenwebisa izindlela zokucabanga, zize zifike lapho zingasakwazi ukubuyela, zingasakwazi ukukhawula (Winston Churchill).

UKoos uyahleka, “Uyazi, ekuqaleni bengithi uFrikkie ungisebenzisa kakhulu – kanti hhayi, wayengifundisa”.

UFrikkie wayengumlayezi futhi abantu ababemsebenzela bafanele bacabange bese bawenze umsebenzi wabo. Kodwa naye wayebona ukuthi ngamunye ngamunye unomkhawulo wakhe.

UPresident Mandela wake wathi: “Khuluma nomuntu ngolimi lwakhe bese uzokhuluma ngenhliziyo yakhe. Khuluma olunye ulimi, bese uzokhuluma nezindlebe zakhe”. UFrikkie ubekhuluma ulimi lwenhliziyo wayefana nolimi lwezokulima”.

UKoos ubefisa ukuba umnini wepulazi. UMnyango Wezokulima Nezindaba Zezomhlaba base bathi likhona ipulazi elibizwa ngokuthi Astoria (amahektheli angu-524) esigodini saseSenekal ayobheka nje ukuthi umsebenzi wokulima uqhubeka kanjani. Uma kukhona umphumelelo omuhle, uKoos uzothola i’title deed’ kodwa ngokwamanje konke sekushintshile futhi uKoos akazi ukuthi ikusasa lakhe lizoba njani.

Uhlelo lwamanje alubasizi abalimi, alubammeli ukukhokhela imali epulazini elingasilo elakho, awungeke ukhokhe imali lapho ukwenza konke kube ngcono.

Izinzuzo ziphansi futhi lokhu kwenza ukuthi kubekwa umthwalo onzima emahlonjeni ezizukulwane zakusasa. Ukuzama ukukhula nganhlanye nokula nezintengo ezikhuphukayo ngezikhathi ezibi kangadala ingozi.

UKoos noLydia, (umkakhe) bahlala endlini enhle. ULydia unengadi enkulu yamaveji atshalwe ngezimbewu ezinhlobonhlobo. Amaveji amaningi kakhulu athengiswa ezitolo eziduze. Umndeni kaKoos bahlala naye epulazini. Lapho uhambahamba epulazini uzobona okuningi okuzokumangalisa. Abasebenzi balungisa imishini endlini yokusebezela.

UClifford, ingane yakhe, isebenza naye uKoos, ifundiswa njalo sonke isikhathi ukuthi umsebenzi wasepulazini ufanele wenziwe kanjani.

Konke kuqala ngabantu abasha

UClifford ufunde isifundo Sokumaketha nokuPhatha. Kuyamsiza futhi uyakusebenzisa kahle lapho efanele ethathe izinyathelo ezithile. Ukwandisa komhlambi wabo wezinkomo ezingamaBonsmara kumjabulisa kakhulu.

Kukhona izinto ezimhluphuyo lapho kukhulunywa ngokufuya izinkomo.

- Izindleko zokuqala ukulima nokukhiqiza ukudla okuzinhlamvu epulazini labo zinezingozi eziningi esikhathini eside.
- Ukufudumala komhlaba jikelele ubeka ingozi esingakwazi ukuyingana.
- Ukuthola abasebenzi kuzoba inkinga kusasa. Abantu abasha abasafuni ukusebenza emapulazini ngoba umsebenzi unzima. Labo abafuna ukuthola umsebenzi besheshe bawuyeke bahambe.
- Umuntu ongaphakathi (*middleman*) uthola inzuzo enkulu ekulimeni. Asingeki siphumelele uma inani lezintengiso zokudla lingakhuphuki kakhulu.
- Ukumaketha ngeSAFEX akuqondwa njalo bese kuvela izinkinga lapho kuthathwa izinyathelo. Lokhu kufanele kuqondwe kahle.
- Imvula endaweni yethu ayinhle. Ukoma kufika njalo bese kulahleka imali eningi.

Isithembiso sikaMEC Wezokulima ukuniza abalimi izinkomo sithulile, abalimi abazi ukuthi kwenzekani. UClifford uphatha uhlelo oluhle lokuphatha impilo yezinkomo zakhe. Zinefolishi njalo. Utshala ummbila ukuzinikeza ukudla okuluhlaza bese kutshalwa amaledishi phakathi kwale misele ukukhiqiza ukudla kwasebusika.

UGavumente usinike leli pulazi ukuze sithuthukize amanye ama'borehole' akhona. Lokhu kuzosiza kakhulu ukuphatha amadlelo. Sithemba ukuthi sizokwazi ukukhulisa umhlambi wethu wezinkomo ufike ku-200. Abantu abanyama abasakhulayo bavama ukuba abalima ngokuqala. Abaningi bakhulele futhi basebenze emapulazini. Kodwa

abazange bangene ezindabeni zokucabanga ukuthatha ziphi izinyathelo. Lokhu kuyinto ensha kubaningi abalimi kodwa abanye bangathi bayaphumelela ukuthatha izinyathelo ezinhle.

UKoos noClifford basizwa nguFlip du Preez obafundisayo. Bathi okulandelayo: "Ngokwethu besingeki sikwazi ukukhetha umuntu ongcono. UFlip ukhuthele, unolwazi usisiza njalo. Ngosizo lwakhe siyakwazi ukuzama ukuya phambili ekugcineni sishaye igoli".

IGrain SA ihlanganisa njalo ngenyanga izinhlangano zamaqumbi okufunda, inikeza ukuqeqesha nokukufundisa ngezinto eziningi ezihambelana nokulima.

Izinhlangano ezahlukeni eziningi ezimmela izindaba Zezokulima ziyamhlupha uKoos. Yena uthi abalimi abamnyama nabamhlophe baqonde ukwenza into inye futhi izinkinga zabo ziyafana. Akukho ukuhlakanipha ukuba nezinhlangano eziningi. Ukuhlanganisa bonke abalimi kunokuhlakanipha. Hlangana, bamabana izandla bese niye kuGavumente nina nonke. Ukuneshuwanalisa akungeke kusebenze ngoba kuzogcina uGavumente abe umnini wazo zonke izinto lapha ezweni lethu.

Isimo sethu sakwamanje siyasikhombisa ukuthi kusazokwenzekani. Ukubheka nje ipulazi akufani nokuba umnini ngoba inhliyo yakho ayikho emsebenzini wakho ngenxa yizizathu zepolitiki.

Thina sizophumelela ngalokhu esikwenzayo. UFlip uvala izikhala zolwazi olungazange lufike kithi. Siyaqala kodwa siqonde ukuba abakhinqizi bokudla abahle.

Abalimi abathobile, abakhuthele, abaqotho, abankamunkamu babonga njalo lapho bathola usizo. Labo bantu bangabantu abahle impela futhi abangeke bahluleke ukukhiqizela abanye abantu ukudla.

UJAN DE VILLIERS, UMLIMI OTHATHE UMHLALAPHANSI
PHOTO'S SUPPLIED BY VKB



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

Izimbewu zikawoyela nezamaphrotheni

Izinhlobo zikasoya – izinhlobo ezibizwa ngokuthi “determinate” noma “indeterminate”

ISIKHATHI SIKAFEBRUWARI YISIKHATHI ESIHLE SOKUBHEKA KAHLE UKU-KUBHEKA UKUBHEKA UKUMILA NOKUSINDA KWEZINHLOBO ZIKASOYA OCA-BANGE UKUZITSHALA EPULAZINI LAKHO. ISIJWAYEZO SOKUMILA SESIHLOBO ESITHILE SINGABHEKWA KAHLE LAPHO ISIMO SEZULU SISHINTSHA ENDAWENI YAKHO. BESE IZINHLOBO EZIMILA KAHLE EZINIKEZA UMVUNO OMUHLE ZINGAKHETHWA UZITSHALE NGONYAKA OZAYO, EZINYE UZILAHLE.

Abanengi abakhiqizi abazi ukuthi izinhlobo ezibizwa ngokuthi “determinate” noma “indeterminate” kuthini. Futhi abakhiqizi bafuna ukwazi ukuthi kuzokhethwa ziphi izinhlobo ezingcono ukutshala.

Ukukhetha uhlobo

Kubalulekile ukukhetha uhlobo olunikeza umvuno omuhle esigodini sakho nasepulazini lakho ukuqinisa ukuthi uzothola njalo umkhqizo omuhle njalo epulazini lakho. Izinhlobo ezinsha ezingcono ziyafika njalo emakethini. Uma ungumkhiqizi omusha kasoya kuyinto ensima ukukhetha uhlobo olufanelekile. Lapho kukhona abanye abakhiqizi endaweni yakho, bavakashele ubheke ukuthi batshala kanjani futhi batshala ziphi izinhlobo futhi zikhqiza kanjani.

Kuyinto efanele inakwe ukubona ukuthi usoya unjani lapho umila. Bese kuzobonakala ukuthi izinhlobo ezahlukeni zizokhiqiza kanjani ekugcineni. Inyanga yaseFebruwari yinyanga enhle yokukhuluma nabanye abalimi nabammeli bezinkampani zezimbewu. Zama ukuya kuzo zonke izinsuku lapho kukhonjiswa khona izinhlobo zikasoya nokuthola ulwazi njalo. Kungaba kuhle ukuthola lezo zinkampani ukuza epulazini lakho noma endaweni yakho ukukhombisa amalanganiso. Kuzoba ngcono ukutshala izinhlobo ezahlukeni ukubona ukuthi zimila kanjani lapha isimo sezulu sishintsha njalo ngesikhathi izitshalo zimila.

Izinhlobo eziningi zihloliwe ukubona ukuthi zimila njani ezindaweni ezahlukeni futhi zikhqiza njani lapho kukhona izifo, ama-nematode, izilokazane nokulwa nomuthi wokhula ovama ukusetshenziswa.

Izinhlobo ezibizwa ngokuthi ‘transgenic’ zishintshiwe ukuze zikwazi ukungalinganyazwa umuthi obulala ukhula njengo-glyphosate (Roundup) namanye amakhemikeli abulala ukhula. Lezi zinhlobo zitshalwa kakhulu emhlabeni jikelele. Lokhu kusiza abalimi ngoba sebakwazi ukuphatha kahle ukubulala kokhula, manje konke kungaphathwa kahle bese inzuzo ingcono njalo. Uma ukwazi zama ukutshala izinhlobo ezibizwa

ngokuthi ‘transgenic’ ne ‘non-transgenic’ (ezijwayelekile) epulazini lakho uzokwazi ukubona ukuthi yiziphi izinhlobo ezingcono ezihambelana nezindlela zakho zokuphatha ukulima kwakho.

Uzobona masinya ukuthi yiziphi izinhlobo ezingazwani nendawo yakho. Khetha ezinye izinhlobo uzitshale ngonyaka ozayo.

Uhlelo lokukhula

Usoya ufakwa ohlelweni lokukhula (maturity group (MG)). IMG lingahlanganiswa futhi nendawo noma izindawo lapho uhlobo oluthile lumila kahle. Ukufaka IMG endaweni ethile akusho ukuthi lolo hlobo alungeke limile kwenye indawo. Izinhlobo eziphuma kwamaMG ahlukeni zingatshalwa futhi ezindaweni ezahlukeni bese zimila kahle. Kodwa uzobona kuphela ukuthi yiziphi izinhlobo ezikhqiza kahle uma uzama ukutshala izinhlobo ezahlukeni epulazini lakho.

Ukukhula nokumila kwesitshalo sikasoya kuhambelana nenani lokukhanya kwelanga nokushisa kwelanga ngaleso sikhathi. Kwa-ziwa ukuthi izitshalo zikasoya ziyinhlobo zezitshalo ezithanda usuku olumfushane ngoba ukuqala ukumila kwezimbali ohlangweni olukhulu (meristems) nakwezinye izinhlanga kwenzeka kuphela lapho izinsuku zimfushane zingalingani nezinsuku zasehlobo lapho ezinye izitshalo zikhqiza kahle. Izinhlobo ezahlukeni nazo zidinga ubude bezinsuku obuhlukeni. Emva kokuqala ukuvela kwezimbali ukushisa kwezinsuku kuzosiza ukumila kwezimbali.

Izinhlobo zihlelwa futhi ngezinhlobo: uhlobo omila kahle masisha onyakeni, olunye omila kahle phakathi konyaka nezinye ezimila kahle wonke unyaka. Usoya omila kahle wonke unyaka udinga ukufudumala okuningingi okudlula izinhlobo zaphakathi nalezo zaseqaleni konyaka. Usoya uthunuka masinya ngale ndlela, ngakho-ke abalimi bafanele bade izimbewu ezimila masinya nalezo ezimila isikhathi eside phambi kokuqala ukutshala. Ngonyaka ofana njengalo lapho imvula yasehlobo iphuzile ukufika (kanti bathe izosheshe ifike) kuzokusiza ukuba nohlobo olumila isikhathi esimfusha, mhlawumbe uzoba nethuba lokuthola umvuno.

Izinhlobo ezimila isikhathi eside ezitshalwe emva kwesikhathi ngoNovemba noma ngoDisemba ezindaweni ezipholile futhi lapho kuphakemakhona azingeke zinikeze umvuno omuhle. Ngezinye izikhathi kukhona amandla elanga nokufudumala okwanele ukuze kumile izinhlanga namakhasi kodwa akungeke kwanele ukukhlisa izimbewu.

Izinhlobo zikasoya – izinhlobo ezibizwa ngokuthi “determinate” noma “indeterminate”



Izinhlobo ezibizwa ngokuthi ‘determinate’ noma ‘indeterminate’

Amajini (*genes*) kasoya kakhulu asebenza ukusitshela ukuthi kukhona maphi ahambelana nokumila kwezinhlanga. Kufanele izitshalo zibe nama’apical meristem’ aqala ukumila izimbali lapho ubude bosuku buyanciphisa ngendlela engafaneli leso sitshalo.

Izitshalo ezi’determinate’ ama’apical’ namanye ama’meristem’ kuzinhlanga ezinkulu asintsha masinya aqala ukumilisa izimbali. Ngamanye amazwi, lapho isitshalo sikhula, zonke izindawo ezisamilisa izinhlanga kodwa kukhona izindawo lapho kungamila izimbali, ziyashintsha zikhqiza izimbali.

Izihlelo zokuthuthelwa kwesikhuphashe nokukhula kwezimbewu kucishe kuqale ukwenzeka sikhathi sinye. Amandla okukhiqiza manje sezitshalo ezi’determinate’ sekwenzekile futhi kuhambelana nokumila kwezinhlanga nokuvuthwa lapho usuku luqala ukuba mfusha.

Izimbali zicishe zibonakale kanyekanye kuwo onke amanodi nas-ekugcineni kohlanga. Lokhu kungabonakala lapho ikhasi langaphezulu lilingana nekhasi eliphansi kwalo, kodwa lingaba ncane uma ukumila kumiswe ukushintsha kobude kosuku. Lezi zitshalo zivama ukuba nesi-vukuthi zamapodi lapho izimbali sesitshalo zizovela khona.

Izitshalo ezi’indeterminate’, nazo ukumila kwezimbali kuqala lapho izimbali ziqala ukumila kuzo izinhlanga ezingama’apical meristem’ ngesikhathi lapho ubude bosuku bufika esikhathini esithandwa isitshalo,

kodwa izinhlanga zona ziyaqhubeka ukumila. Ukuvela kwezimbali kuyaqala kodwa kwenzeka ngesikhathi eside. Izimbewu ezimila kanjalo ziqala ukuhlala ezinhlangeni kodwa zisala khona isikhathi eside.

Ubude besitshalo nokuphakama kwamapodi emhlabathini

Abafuyi abakhiqiza izinhlobo ezinsha bazama ukukhiqiza izinhlobo ezinokuphakama okufika ku-10 cm okuya ku-10,7 cm kwezinhlanga ngaphakathi komhlabathi namapodi akuqala. Izinhlobo ezimila masinya ekuqaleni konyaka zivama ukuba ukusondela kakhulu emhlabathini, bese kulahleka izimbewu eziningi.

Kubalulekile ukulinganisa amapulantela akho nezindlela zakho zokulima ezenza imisele ezishonayo lapho amanodi angakwazi ukuhlalngani. Ukulima ngosoya kuhambelana nokuphatha izimfuyo ezincane, manje uma uhlobo lungamili kahle noma ezinye izimbewu ziyalahleka ngokuvuna zingasetshenziswa izimfuyo. Lokhu kudla kuamaphrothiyini amaningi, kungadliwa ebusika bese inani elizongena kuzikhotha zasebusika zingehla.

Ukukho indlela emfusha ukubheka indlela yokumila lohlobo olukhet-hile ukuze uzokwazi ukuthatha izinyathelo ezifanelekile lapho uqala ukubheka ukuthi uzoqala ini ngonyaka ozayo.

KUBHALWE NGUMLIMI OTHATHE UMHLALAPHANSI

Ukusikisela okuzosiza ukuthuthukisa ukuphatha komkhiqizo

NGEZEZIMALI KUBALULEKILE UKUTHI IZINDLELA ZOKUPHATHA IMISEBENZI YOKUKHIQIZA ZIFANELE ZITHUTHUKE NJALO NGONYAKA UMA UFUNA UKUPHUMELELA. UMA USEBENZISA UKUSIKISELA OKULANDELAYO KUNGAKUSIZA UKWENZA LOKHO.

Kwelinye i-athikeli elibhalwe ngesikhathi esidlule sixoxe ngezindlela zokuthuthukisa ukuphatha ukukhiqiza nakusasa uma silandela uhlelo lokuphatha. Kuleli-athikeli sizoghubeka ukuxoxa ngalezo zindlela nokuhlola okunye ukusikisela ukuthuthukisa indlela yokuphatha umkhiqizo.

Bhala phansi amarekhodi

Ngokokuqala khumbula ukuthi kubalulekile ukubhala njalo amarekhodi.

Ngaphandle kwalokhu awungeke ukwazi ukuthuthukisa izindlela zakho zokukhiqiza njalonjalo. Manje sesingakwazi ukubuza: “Kufanele ngibhale phansi amarekhodi anjani?” Kufanele kubhalwe phansi amarekhodi alandelayo:

- Amarekhodi omkhiqizo;
- Amarekhodi emakethe;
- Amarekhodi emvula.

Ngokwejawwelekile amarekhodi azezimali afanele abhalwe njalo, kodwa sizoxoxa ngalokhu kwelinye i-athikeli ngasinye isikhathi.

Amarekhodi omkhiqizo

Kulawa marekhodi kukhona yonke imisebenzi eyenziwa ukukhiqiza umvuno wakho. Isibonelo:

Amarekhodi omkhiqizo wommbila – 2011									
Phambi kokutshala									
Igama lensimu	Indawo/amahektheli	Faka umcako/isikhathi	Ukulima okuqalayo	Ukulima kwesibili	Ukulung- isela ukutshala	Isikhathi sokutshala	Uhlobo	Inani lezitshalo	Umanyolo/kg
Insimu 1									
Insimu 2									
Insimu 3									

Emva kokutshala							
Igama lensimu	Indawo/ha	Umuthi wokhula	Umuthi wezifo	Umanyolo phezulu/kg	Isikhathi sokuvuna	Umvuno/kg	Kg/ha
Insimu 1							
Insimu 2							
Insimu 3							

Ukusikisela okuzosiza ukuthuthukisa ukuphatha komkhiqizo

Amarekhodi okumaketha

Lokhu kukhombisa ukumaketha komvuno wakho.

Amarekhodi omvuno					
Uhlobo: _____		Inyanga: _____			
Ukuvuna		Okumakethiwe		Okulahlekile	Konke
Isikhathi	Inani	Isikhathi	Inani	Inani	Isikhathi nokulahlekile
Konke					

Onke la marekhodi angashintshwa asetshenziswe kwezinhlobonhlobo zezindlela zokukhiqiza nezinhlobonhlobo zezitshalo njengezimballi namaveji.

Amarekhodi emvula

Bhala amarekhodi ezinsuku zonke ngendlela oyithandayo. Bala inani lemvela lenyanga nalonyaka. Lapho unamarekhodi ahamba isikhathi eside azokunikeza isithombe esikhombisa inani lemvela ejwayelekile epulazini lakho. Ungasebenzisa lokhu lapho ukhetha isikhathi sokuqala ukutshala neminye imisebenzi njengokuzalisa izinkomo noma izimvu nokusebenzisa amadlelo.

IENZELELO sokuba nalawa marekhodi yilokhu: azokutshela kahle ukuthi wenzeni ngonyaka odlule, manje uzokwazi ukubheka ukuthi kufanele wenzeni ngonyaka ozayo – ungathuthukisa kanjani ukukhiqiza nokumaketha? Amarekhodi asiza futhi ukuthuthukisa ukuphatha nokusebenzisa amasu akho ukukhiqiza. Ukuba umlimi ophumelelayo kudingeka kakhulu wena ukwazi ukubamba izintambo ukuze zonke izinto zenzeke kahle, ngesikhathi esifanelekile, kwenzeke futhi ngabantu abafanelekile.

Kufanele ube nemephu lepulazi

Kubalulekile ukuba nemephu lepulazi lakho elikhombisa konke okukhona epulazini, amasimu, amakamu, imigwaqo, imifula, njalonzalo. Khombisa ukuthi utshale ini kuyiphi insimu nangasiphi isikhathi. Khombisa amakamu, indawo (amahektheli). Mhlawumbe ungathi akudingeki ngoba ipulazi lakho lincane uzokhumbula konke. Kuyiqiniso lokhu? Yenza konke kubelula udwebe imephi. Uzothola ukuthi konke kuzohamba kangcono, ukwakha amasu. uku-oganayiza nokwenza umsebenzi.

Imephu lomhlabathi liyadingeka

Imephu lomhlabathi likhombisa uhlelo lwezinhlobo zomhlabathi epulazini lakho. Kodwa lokhu kuyinto eyitheknikali, ngakho-ke uzodinga omunye umuntu oyisayintesti ukukusiza ngalokhu. Kufanele umhlabathi wakho uhlolwe kahle. Lokhu kuqonde ukunikeza irekhodi elihle lomhlabathi ukuze ubone ukuthi kukhona izingcebo ezinjani emhlabathini

wakho. Lapho udwebe lelo mephu uzobona ukuthi kungenzeka ini kule pulazi, futhi kukhona izivimbo ezinjani (njengezindawo eziqinile ezidalwe ukulima) nezidingo zokuphatha amasimu kulelo pulazi. Emva kokudweba lelo mephu uzokwazi ukuwaphatha kanjani onke amasimu akho. Mhlawumbe kuzodingeka ulime kwezinye izindawo, kodwa lokhu bese kusho ukuthi uyaqhubeka.

Lapho uhlanganisa imininingwane yokuhlola umhlabathi njalo ngonyaka uzobona kahle ukuthi uzokwazi ukuthuthukisa ukuphatha nokusebenzisa umsebenzi wakho epulazini njalo ngonyaka – ukulungisa amasimu, umsebenzi wokutshala – izikhathi zokutshala nenani zezitshalo, nenani likamanyolo, njalonzalo.

Ukuphatha kuyinto ebalulekile ekulimeni, futhi ngokwamanje ukuphatha nokulondoloza izinto zemvelo njengomhlabathi kuzohambelana nokuthola inzuzo kule bhizinisi lethu.

Okunye okusikisela

- Yiya kuzo zonke izifundo, izinsuku zabalimi, izinhlangano zamaqembu okufunda, funda izincwadi ukwandisa ulwazi lwakho maqondana nokukhiqiza izinhlobo zokudla ozikhiqizayo. Uzoba namandla ukuhamba phambili lapho kukhona okusha uma sikhuluma ngokuphatha ukukhiqiza ukudla kwakho. Umlimi kufanele abe ngumfundi sonke isikhathi esasemhlabeni.
- Uma sibheka lokhu esikhusho phezu, kufanele ukhiqize ukudla ngendlela efanelekile. Lapho bathi kufanele utshale isitshalo esithile ngokujula okufika ku-5 cm, emhlabathini othile kufanele usitshale kanjalo.

Ngenxa inkinga yezezimali lapho sikhuluma ngokuphumelela esikhathini eside (*cost-price squeeze*) ngokuphatha umsebenzi wokulima, kubalulekile ukuthuthukisa indlela yokuphatha ukukhiqiza njalo ngonyaka. Sebenzisa loku okusikisela, kuzokusiza.

IMININGWANE ITHATHWE KUMENYUWALI YE'FARM
MANAGEMENT FOR PROFITS' EBHALWE NGUMARIUS GREYLING

Lo mbhalo okhethekile ubekhona ngenxa yomnikelo ovela ku-Oil and Protein Seeds Development Trust.

Ubungcweti obufika kanye empilweni kaWilliam

AMAPHUPHO ANGAPHENDUKA ABE YIZINTO EZENZEKAYO. KODWA UWILLIAM MATASANE AKAZE ACABANGE UKUBONA LA MAPHUPHO AKHE NGAMEHLO AKHE. WABONA NJE UKUTHI AVUKILE WASITSHELE NGAWO THINA LAPHA KU PULA/IMVULA:

Bekuyinto evusa inhliyiyo, kodwa ngase ngalala ngoba bengikhathele. Besindiza amahora angu-17 ukuya kuSydney, bekungeke inking ngase ngalala.

Sasuku eSydney sandiza saya eBrisbane ngoba besiyohlala naban-deni baseAustralia. Bekukhona abantu abaningi lapho indiza ihlale phansi abavela kwezizwe ezahlukene. Kwangimangalisa ukubona isenzo sabo sobungane nokusisiza.

Isivakashi sethu sokuqala bekungumndeni abatshala izitshalo ezingathengiswa ukuthola ikheshi. Lapho bekukhiqizwa ummbila, ukolo, ukotini, nobhekilanga kumahektheli angu-20 000. Lonke ipulazi beliphathwa ngabantu abathathu kuphela. Yibona abenze wonke umsebenzi.

Ukungalimi kuyinto eyenziwayo (*zero till*). Akukho ukulungisa umhlambathi njengokulima, kukhona nje ukuphattha ukhula ngamakhemikeli, futhi ubukhulu bemishini buyamangalisa.

Lapho sekufika isikhathi sokuvuna, umsebenzi omningi unikezwa kubankontilaki. Njengentilansiposti. Imigwaqo iphilile yonke indawo futhi umsebenzi uyagijima. Amalifti (*elevators*) emapulazini uwabona yonke indawo.

Emva kwalokhu savakashela uLeigh noMegan abanepulazi elingamakeka angu-35 000, bafuya izinkomo ezibizwa ngokuthi Angus. Inyama yalezi zinkomo ithandwa kahulu ngabantu abadla ama'hamburger'.

Lapho sekufika isikhathi sokuthengisa izimfuyo, kufika abasizayo abagibela amahhashi nezinja ezilusayo ukulanda nokungenisa imfuyo ngoba indawo inkulu kabi, kungatha izinsuku ezimbili noma ezintathu ukuthola inani lezimfuyo ezingathengiswa.

EAustralia akukho izifo zemfuyo eziningi futhi awungeke ubone umkha-za. Lokhu kwenza ukuphattha kubelula.

Izingane zihlala nabazali epulazini bese kufika ibhasi elibasa esikoleni. Bayabuya futhi entambama emva kwesikole.

Simenywe ukuyobheka umdlalo weragbi. Sahamba nabo ngemoto yabo, sayishiya lapho sagibela ibhasi, bona bashiye ukhiye emotweni. Sihambe nabo ukuyobheka umdlalo. Ngokubuya kwethu sithole ukuthi imoto isekhona nokhiye. Akukantshontswa lutho.

EBrisbane kuyakhanya zonke izindawo, kungathi kuyahlanzeka njalo ngosuku. Kukhona imithetho evimba labo abalahla udodi phansi. Konke okulahlwayo kuyabuthwa bese kuphinda kusetshenziswe ukwenza ezinye izinto ezinsha – lokhu futhi kusiza ukunikeza umsebenzi kulabo abangenawo umsebenzi. Futhi kulondolozela iAustralia imali.

UMrs Morgan oneminyaka engu-70, nezinsizwa zakhe ezintathu naba-sebenzi abathathu baphatha izinkomo ezifika ku-60 000 njalo ngonyaka. Kuyamangalisa!

Nabo bane i'Brahman stud' elizalisa izinkunzi ukuthengisela kubanye abafuya amaBrahmani ukuze nabo babe nazo izinkunzi eziphilile. Amankonyanya afuywa ngezandla ukufaka iqanda lenkukhu ekudleni ukunikeza i'colostrum' elizotholakala lapho kungekho ubisi lwenkomazi.

ITheknoloji liya phambili futhi liyasiza ukwenza ukulima kubelula. Ngoba mina bengingumpheki ngesikhathi ngisemusha, ngamenywa ukwenzela



Ubungcweti obufika kanye empilweni kaWilliam

isiqumbi sabalimi i 'braai', ye'boerewors' – ukubosela inyama. Sisebenzise itheknoloji neresiphi laseSouth Africa, masinya sithole i'boerewors' esihlaheni esiduze. Yeyi! Sidle kamnandi emva komdlalo.

Ukuvakasha kwethu eSydney bekumnandi kakhulu. Siye ku-opera eOpera House. I-'aquarium' bekuyinto emangalisayo – zonke izinhlobo zezinhlanzi nezinyoka zasemanzini. Namanje sisakhuluma ngakho lokhu ekhaya.

Izitolo zivama ukuvula nango-1 ekuseni, abantu bathenga sonke isikhathi. Basebenzisa imali efana ne'plastiki', besicabanga ukuthi basebenzisa imali ye'monopoly'.

Lapho sigibela umshini ukubuyela ekhaya bengicabanga ngezinto eziningi. Ngacabanga ukuthi kukhona okunye engingakwenza okuhlukene? Kukhona izinto engizifundile? Kahle nginitshale izifundo ezihamba name: ngizoqala ukuhlamba indawo lapho nihlala khona, lapho ngiphila

khona phinda ukusebenzisa lokho esikulahlayo, kudala umsebenzi. Abantu badinga ukuba banini bezwe lethu elihle.

Emva kokubhala konke engikhumbulayo, ngicishe ngakhohla ukunitshela ukuthi ngubani umngani wami omkhulu engihambe naye, uJohan Kriel waseGrain SA. Ngicabanga ukuthi sengiyazi kungani lokhu kwenzekile. Ngi'skore ithrayi' kulowo mdlalo, kodwa uJohan wathalwa nge'stretchers', wasuswa lapho sidlale khona ngoba wayekhathale.

Ngifisa ukuthi kuJohan, kuGrain SA nabo bonke abanye abasizile ukuhlenganisa ukuya kwethu eAustralia, sibonga kakhulu. Lokhu ukuhamba kwethu kuvule amehlo ami futhi sengibona konke emhlabeni ngamanye amehlo kakhulu.

UJAN DE VILLIERS, UMLIMI OTHATHE UMHLALPHANSI

Izindlela zokuphatha izingcebo zabantu (ubuntu)



AMANINGI AMABHIZINISI ANEZINGCEBO EZININGI – EZEZIMALI (UKUQHUBEKISA IBHIZINISI) IZINGCEBO ZEMVELO (UMHLABA, IMIFULA, IZINTABA), IZINGCEBO EZAKHIWEYO (IMIGWAQO, IZINDLU, AMASHEDI), IZINGCEBO ZEMISHINI (OGANDAGANDA, IMISHINI, NJALONJALO) NEZINGCEBO ZOBUNTU – SIKHULUMA NGOKUNCANE NJE LAPHA.

Lapho ibhizinisi lokulima lakho likhula, kubalulekile ukuba nabantu abathembekayo abakusebenzelayo, nogoba awungeke ukwazi ukusebenza uwedwa. Uzodinga abanye abantu abanolwazi ukwenza okuthile uma wena wenza omunye umsebenzi.

Ukuphatha Izingcebo Zabantu (*Human Resource Management*) kuhambelana nokuphatha nazo zonke izinto zezingcebo zokusebenza nabantu abasebenzayo. Ekugcineni ukuma komholi nesisebenzi sakhe kuhambelana nemithetho ethile, kodwa ubuholi obuhle nokuzwana kuyizinto ezibalulekile. Ukuphatha lezi zinto kufanele kubhekwe kahle, kuhlenganiswe kahle futhi kuphathwe kahle.

Ngokwejoyalekile kuyavunywa ukuthi abasebenzi banelungelo ukuthemba ukuthola okulandelayo kumholi/kumphathi:

- Iholo elifanele umsebenzi owenziwayo; (lapho umsebenzi unzima, iholo liyakhuphuka; lapho usebenze isikhathi eside, iholo liyakhuphuka; lapho isibopho sikhulu, iholo liyakhuphuka. Abantu bonke abafani ngakho-ke abaholi ngokufana).
- Izimiselo zokusebenza ezifaneleyo (amakhona ukusebenza, amaholide, njll).
- Ukuqhubeka komsebenzi okuhamba kahle nemishini efaneleyo ukwenza umsebenzi.
- Ukufundiswa ukusebenza kahle ngendlela efanelekile engeke ilimaze muntu.
- Ukucabangelwa izidingo zomuntu.

- Ukukhulumisana nokuzwana okuhle, njengokwazisa abasebenzi masinya uma kuzoshintsha izinto emsebenzini wabo.
- Ukutshelwa kahle ukuthi kufanele benzeni futhi bawenze kahle umsebenzi noma qha.

Kodwa naye umnini unelungelo ukuthemba ukuthola okulandelayo kubasebenzi bakhe:

- Ukuqala ukusebenza ngesikhathi esifanelekile nokushayisa ngesikhathi esivunywile.
- Ukusebenza ngespidi esijwayelekile njalo ngehora.
- Landela izindlela nokwezomthetho okubekwe phansi kulowo msebenzi.
- Sebenza ngokuphepha maqondana nemigomo eqinile esemfihlweni.
- Shintsha nawe uma kushintsha izindlela zokusebenza ukuze umsebenzi wenzeke kangcono (kodwa isimo sabo emsebenzini singalimali).
- Mtshele njalo umholi ukuthi umsebenzi uqhubeka njani.
- Ukusebenza maqondana nezindlela nemithetho okuphatha impilo nokuqhubeka kwabasebenzi.

Impilo yesikhundla nokuphepha endaweni yokusebenza

Lokhu kusho ukuphepha endaweni yomsebenzi nokuphatha kwempilo enhle yabasebenzi nabaholi.

Impokophelo yokuPhatha Impilo

Nokuphepha Esikhundleni (emsebenzini)

(OHS - Occupational Health and Safety in the workplace)

- Ukuqhubeka ukuphepha nempilo enhle emsebenzini.
- Ukwandisa ukuhlalanyela kubasebenzi lapho kuqhubekiswa ukuphepha nempilo emsebenzini.
- Ukungenisa imithetho enamandla ezovimba ingozi emsebenzini uma sikhuluma ngokuphepha nangempilo.

Ububanzi bomthetho

Umthetho uvikela cishe bonke abaholi nabasenzi nalabo abasebenzisa, abakha, abanikeza abafaka imishini. Uvjeka futhi abasebenzi ezindlini nalabo abasebenza empulazini. Lo mthetho awufani neminye evikela ukuhlanyela komholi nomsebenzi kuphela ngoba iOHSA livikela nalabo abazisebenzela noma labo abakha, abakhizayo noma abathengisa imishini nokunye okusetshenziswa ezindaweni lapho kusetshenzwa khona. Abaholi badingeka ukuqinisa ukuthi impilo nokuphepha kwabasebenzi babo kuvikelwe sonke isikhathi.

Izibopho zabaholi

Umthetho unezibopho ezivamileyo nezibopho eziqondene. Isibopho esivamileyo somholi yilokhu: ukunikeza nokuphatha konke okusemandleni akhe indawo yokusebenza ephephile engenangozi kubasebenzi. Ukwenza lokhu, umholi kufanele enze lokhu:

- Hlola ukuthi izingozi zingavela kuphi;
- Bheka ukuthi lezi zingozi zingadala ukulimaza komsebenzi okunjani;
- Emva kwalokhu, thatha izinyathelo zokususa lezo zingozi.

Ingozi singathi kuyindawo lapho ingozi ingasuka khona, futhi kungaba into engalimaza umuntu noma indlu. Isibopho esivamileyo singathi sihambelana nalokhu:

- Ubunzima nobukhulu bengozi esikhuluma ngayo;
- Ulwazi olukhona maqondana le ngozi nezindlela zokususa nokunciphisa le ngozi;
- Izindlela ezikhona ezizokwazi ukususa nokunciphisa leyo ngozi manje nakusasa;
- Izindleko zokususa noma ukunciphisa leyo ngozi nosizo oluzotholakala.

Ukuze umholi ekwazi ukwenza izibopho esivamileyo, kufanele enze lokhu:

- Abasebenzi bafundiswe kahle (ukusebenza ngemishini, ukuvika ingozi, njll) nokuqaphela njalo.
- Izingubo ezivika ingozi zinga gqokwa kuphela lapho kuvamekile ukususa nokunciphisa ingozi.
- Akuvunyelwa ukuthi kudonswe imali ukuvikela ingozi emsebenzini noma ukuthenga izingubo zokulondeka nemishini lokulondeka.

Izibopho eziqondene zihambelana nalokhu: kungavimba umholi enze eminye imisebenzi endaweni yokusebenza, ukuqinisa ukuthi imishini isetshenziswa maqondana nezincasiselo, noma qinisa ukuthi akudingeki izingubo zokulondeka. Lezi zibopho eziqondene zingabhalwa zifakwe kuwo umthetho bese bonke bazokwazi ukuthi umthetho uyalandelwa sonke isikhathi.

Ngakho-ke wena ongumholi unesibopho somthetho uma unebhizinisi kufanele ubambelela kulo mthetho uma unabantu abakusebenzelayo. Uma uhluleka ukwenza lokhu uzozifaka enkingeni. Khumbula, Umnyango Wezomsebenzi basebenzisa abaholi abakwazi ukuza ukufika ukuhlola ibhizinisi lakho. Uma befika empulazini lakho bathola ukuthi awuvumeli lo mthetho, bangavala ibhizinisi lakho khona lapho bakutshele ukuthi kufanelwe kulungiswe zonke izinkinga kuqala.

Ezinye izinkinga ezinkulu yilezi:

- Amankontilaki ukusebenza angekho;
- Abasebenzi abaholelwa maqondana nomthetho – baholelwa phansi;
- Abatholi ilivi efanelekile;
- Abasebenzi abatholi amapheyislipi;
- Imali edonswayo ayiphathwa kahle;
- Izindlela zokujwayeza umthetho awulandelwa ngendlela efanelekile;
- Abasebenzi basebenza isikhathi eside kakhulu futhi abatholi i-'overtime';



PULA IMVULA

**Leminingwane yenziwe
ngabakwa Maize Trust.**

GRAAN SA

Posbus 88, Bothaville, 9660
► (056) 515-2145 ◀
www.grains.co.za

UMPHATHI WEPHROGRAMU

Jane McPherson
► 082 854 7171 ◀

OQOBELELANA NOLWAZI: UKUQEQESHA NOKUTHUTHUKISA

Willie Kotzé
► 082 535 5250 ◀

OQOBELELANA NOLWAZI: FIELD SERVICES

Danie van den Berg
► 071 675 5497 ◀

UKUSAKAZA: PULA-IMVULA

Debbie Boshoff
► (056) 515-0947 ◀

ABAHLANGANISI BEPROVENS!

Daan Bosman
Mpumalanga (Bronkhorstspuit)
► 082 579 1124 ◀

Johan Kriel
Vrystaat (Ladybrand)
► 079 497 4294 ◀

Jerry Mthomboti
Mpumalanga (Nelspruit)
► 084 604 0549 ◀

Lawrence Luthango
Oos-Kaap (Mthatha)
► 083 389 7308 ◀

Jurie Mentz
KwaZulu-Natal en Mpumalanga
► 082 354 5749 ◀

Ian Househam
Oos-Kaap (Kokstad)
► 078 791 1004 ◀

Naas Gouws
Mpumalanga (Belfast)
► 072 726 7219 ◀

UMSHICILELI

Infoworks
► (018) 468-2716 ◀
www.infoworks.biz



IPULA IMVULA ITHOLAKALA NGALEZI ZILIMI EZILANDELAYO:

IsiZulu,

IsiNgisi, IsiBhunu, IsiTswana, IsiSuthu,
IsiSuthu saseNyakatho, IsiXhosa.

**Sizimisele ukukhipa incwadi enhle
kakhulu. Uma ufisa ukuxoxa ngokuphakathi
noma ngendlela kubhaliwe ungathintana
noJane McPherson.**

Izindlela zokuphatha izingcebo zabantu (ubuntu)



- Ukusebenzisa abantwana;
- Isiphosiso somthetho ophatha impilo nokulondaka.

Lapho ungumholi ume ngaphansi kwesibopho somthetho ukuphatha abasebenzi bakho ngendlela efanelekile. Uma ukhumbula, lokhu kuyinto eyodwa ehambelana nenkambo elungileyo, okunye ngulokhu "okunye". Kodwa lokhu akusho ukuthi uziphathe njengomuntu othambile (*softy*). Kufanele ubaphathe kahle ubaphathe ngenhlonipho, kodwa ungaziyeki izintambo.

Indlela abasebenzi babangwa kanjani ukusebenza kahle kungaba nomthelelo masinya kuleyo nzuzo oyithembe ukuyithola. Abasebenzi abakhuthele bayasiza ngoba basebenza kahle abacithi izingcebo

Izibonelo

Masibheke izibonelo:

Khumbula

- Lapho kuxoxwa ngebhizinisi, konke okuhambelana nebhizinisi, abaholi noma abasebenzi, abaphathi, lokhu abakwenzayo noma lokho abangakwenzi, kuzobonakala lapho kuhlolwa inzuzo noma izindleko zebhizinisi.
- Ukuma komnini nabasebenzi kuhambelana nemithetho eminingi ethintana nemisebenzi.
- Impilo nokulondaka kwabasebenzi bakho kuhambelana nokuphila nempilo yabasebenzi bakho.
- Abasebenzi ababangekile bazosebenza ngendlela ekuthele.

Umkhuba ovumayo

- Vumela zonke izidingo zemithetho lapho zifunekayo. Ngaphandle kwamafayini noma ukuvalelwa lapho ungavumi nemithetho, ibhizinisi lingavalwa futhi isikhathi eside ukulungisa konke.
- Beka onke amarekhodi angadingeka njengamankontilaki ukusebenza, imininingwane yabantu abakusebenzela, okunye okuhambelana nesikhathi esisetshenziwe, iholo, amarekhodi elivi, njll.

- Yiya kusifundo noma i'workshop' ukuthola ulwazi nokwazi ukuphatha kanjani le ndaba ngendlela efanelekile.
- Yiya kusifundo noma i'workshop' ukuthola ulwazi ngokuphatha ukulondaka kwabantu nempilo yabo emsebenzini.

Umkhuba ophikisayo

- Lokhu kungaphikisa nakho konke okubhalwe phezu:
- Ukungakhokhi iholo eliminimumi ne'overtime'.
- Ukungarejista ukukhokha iUIF ne 'workmen's compensation';
- Ukungabeki onke amarekhodi adingekayo;
- Ungantshontshi ilivi labasebenzi bakho;
- Ungabashayi abasebenzi bakho;
- Ukunganaki nokulondaka impilo yabasebenzi bakho nempilo yabo, kodwa ufuna ukuthi baqhubeke ukusebenza njalondaka ezindaweni nangemishini engaphili kahle.

Kodwa, okubaluleke ngenye indlela yilokhu ngoba kubanga abasebenzi: bayazi ukuthi baphathwa kahle, bayahlonishwa, kodwa izintambo zibanjiwe. Khumbula ukuthi abasebenzi baxoxa ngabaholi babo lapho bahlangana, bonke bazokwazi ukuthi awuzange uphathe lo nalo kahle. Bese uzosala nabasebenzi abangasebenzi kahle futhi kuzongena abasha njalo.

Lapho uphatha abasebenzi bakho ngokuhlomphe, nabo bazokuphatha ngokuhlomphe.

Impumelelo

- Kufanele kukhethe wena. Ufuna ukuba umphathi ohlonishwayo?
- Khumbula ukuthi lapho Umnyango Wezomsebenzi unegama lakho kumarekhodi abo, bazophinda bakuvakashele. Lapho sekuvela inkinga, ngubani ozosolwa?



**IMININGWANE ITHATHWE KWESIFUNDO
SIKAMARIUS GREYLING ESIBIZWA
NGOKUTHI: BUSINESS ETHICS COURSE**