

NOVEMBER 2009

AGRA CO-OPERATIVE LTD MEMBERS' NEWSLETTER

AGRA KOÖPERATIEF BPK SE LEDE NUUSBRIEF



AGRA NEWS

AGRA BETREE NUWE ERA MET INTERNET VEILINGS



Die besigheidswêreld het dramaties verander as gevolg van tegnologiese veranderinge. Dink maar net aan die twee tegnologiese toevoegings wat heel waarskynlik die grootste bydrae hiertoe gemaak het, naamlik die internet en selfone. Dit het groot verandering te weeg gebring in die verhandeling van produkte – alle produkte. Die Namibiese boer word ook hierdeur geraak en indien hy met die tegnologiese ontwikkeling tred wil hou sal hy 'n definitiewe besluit moet neem om die wêreld daarbuite in te bring in sy studeerkamer.



Sidney Kahimise en Danie Byleveld,
Bestuurder Lewende hawe toets die e-Auctions

Agra het 'n belegging gemaak in die ontwikkeling van 'n elektroniese platform vanwaar elektroniese veilings kan plaasvind. Dit plaas die elektroniese aankope en -verkope van lewendehawe, wild, eiendomme en losgoedere binne die bereik van elkeen in Namibië. Die uitdaging is nou om veral die Namibiese boer/spekulant sover te kry om hierdie addisionele bemarkingskanaal te aanvaar en te benut.

Agrauctions.com.na is uiters gebruikersvriendelik. Deur slegs 'n paar stappe te volg, kan u sonder moeite insleutel en deelneem aan verkope en aankope. Die verkope vind per veiling plaas. Produkte het dus nie vasgestelde pryse waarteen u dit kan aankoop vanuit die stelsel nie. U moet fisies bie deur die volgende bod elektronies te aanvaar op die skerm. Dit is dus 'n werklike veiling.

Hou sulke veilings voordele in? Oorweeg die volgende ten opsigte van die lewendehawe en besluit self:

- U lewendehawe wei rustig in hul eie omgewing terwyl hulle verkoop word. Geen bymekaar maak op die plaas, geen vervoer na 'n sorterings by 'n veilingskraal nie, geen oorsaak en wag op die volgende vervoer-aksie nie en geen gewigsverlies as gevolg van dors /uithongering en veiligsgestoei nie. Die proses van diere-bymekaar-maak en versending na die nuwe eienaar geskied nou op 'n gerieflike tyd wat u kies en oor 'n drastiese korter periode.
 - As die prys nie reg is nie, het u geen groot kostes aangegaan nie. U hoef nie diere teen verminderde pryse te verkoop nie; u hoef nie diere terug te ry plaas toe nie.
 - U produk word aan 'n baie wyer kopersmag aangebied.
 - Kopers het 'n groter keuse aangesien daar binnekort groter getalle via hierdie tipe veiling beskikbaar sal wees.
 - Diere kom nie direk in kontak met ander diere nie - wat uiteraard siekte risiko beperk
 - U het baie meer tyd om ander noodsaaklike dinge te doen.
 - Bemerkingskoste is laer.
 - U het aansienlik meer tyd om te besluit om te koop of nie.
- Opsommend kan dit beslis gestel word as kostebesparend, tydbesparend, stresbeperkend en meer in u sak!!

As u 'n Braunviehbul wil aankoop sal u byvoorbeeld na die opsommende data van die bul in Auction 102 kan kyk. Deur op View Auction te klik sal u 'n groter foto van die bul kan sien asook die volledige gegewens (bv. Alle "Breedplan" data en teeltwaardes) . U kan ook die huidige bod sien en direk daar langsaan u eie bod klik as u sou wou bie op hierdie uitstaande Braunvieh bul van Lourens le Grange.

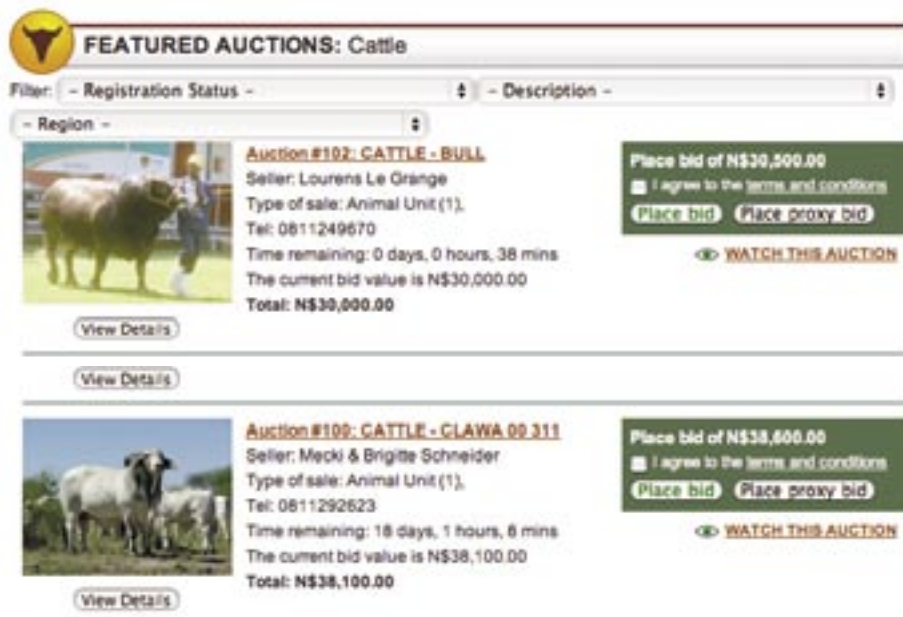
Die stelsel leen hom uitstekend vir die verkoop van onder andere karakoel. Goeie foto's en korrekte inligting direk uit die Karakoel Telers Genootskap se databasis maak dit 'n baie aantreklike en effektiewe kanaal vir die verkope van Karakoelramme. Hou dus Agrauctions.com.na dop vir die eerste ramme wat binnekort op veiling gaan kom.

Dieselfde geld ook ten opsigte van perde. Dit is veral aanloklik ten opsigte van die Arabierperde wat deesdae groot in aanvraag in die midde Ooste is wat natuurlik binne die reikwydte van die internet is.

Of dit wild (trofee diere, teeltroppe, wild om te jag), skape, bokke, eiendomme of losgoed is- die geleentheid om per internet te verkoop skep nuwe moontlikhede wat kopers en verkopers behoort aan te gryp.

to continue on page 2...

...continued from page 1



FEATURED AUCTIONS: Cattle

Filter: - Registration Status - - Description -

- Region -

Auction #102: CATTLE - BULL
Seller: Lourens Le Grange
Type of sale: Animal Unit (1),
Tel: 0811249670
Time remaining: 0 days, 0 hours, 38 mins
The current bid value is N\$30,000.00
Total: N\$30,000.00

Place bid of N\$30,500.00
 I agree to the terms and conditions
[Place bid](#) [Place proxy bid](#)
[WATCH THIS AUCTION](#)

[View Details](#)

Auction #100: CATTLE - CLAWA 00 311
Seller: Mecki & Brigitte Schneider
Type of sale: Animal Unit (1),
Tel: 0811292623
Time remaining: 18 days, 1 hours, 6 mins
The current bid value is N\$38,100.00
Total: N\$38,100.00

Place bid of N\$38,600.00
 I agree to the terms and conditions
[Place bid](#) [Place proxy bid](#)
[WATCH THIS AUCTION](#)

[View Details](#)

As u op soek is na 'n beproefde Brahmanbul kan u na veiling 100 kyk. U kan weer eens meer data van die bul sien deur op View Auction te kliek. U kan egter ook op Mecki en Brigitte Schneider se FARM SITE kliek en baie meer van die OKABRA stoet daar lees. CLAWA hieronder het 'n groot bydrae in die OKABRA stoet gelewer en behaal ook nou die onderskeiding dat dit die eerste dier is wat op Agraauctions.com.na gelys is vir verkope.

Agra onderneem om die ook hier 'n diens van hoogstaande gehalte te bied.



Sidney Kahimise, Bestuurder
Agra e-Auctions

Agra nooi u uit op van hierdie diens gebruik te maak. Om maklik en gou kontak te maak kliek u in Agraauctions.com.na op [Contact Us](#) Die onderstaande kontakbesonderhede sal dan ook daar verskyn:

Sidney Kahimise: sidneyk@agra.com.na Cell +264 81 236 0290
Pieter Hugo: pieter@agra.com.na Cell +264 81 127 8522
Accounts: accounts@agraauctions.com.na
Administration: admin@agraauctions.com.na Office +264 61 2909208
OR +264 61 2909263

Agraauctions.com.na neem u boerdery buite bestaande grense.
U kan dit nie bekostig om nie van hierdie diens gebruik te maak nie!

Vir meer inligting kontak

Sidney (081 324 6079)
Pieter (081 127 8522) of
Marieta (061 2909208)

EDITORIAL

Sommige boere was gelukkig om al in hierdie seisoen welkome reenbuie te ontvang. Vir die meeste van ons is die afgawing egter steeds groot en as ons na die weerprofete luister, maak ons ons reg vir 'n droë en warm somer. In hierdie uitgawe gee Dr Rothauge juis raad vir boere ten opsigte van u weidingsbestuur in die lig van die voorspelde periode. Dr Hassel kyk verder na soonotiese siektes en bespreek 'n paar belangrike siektes in hierdie uitgawe. Ons bring u ook veilingsuitslae en ander nuus, wenke vir organiese tuine en die gereelde artikel rakende die arbeidswet.



Ons ontvang gereeld komplimente vir die waardevolle artikels wat geplaas word in die Ring, asook versoeke dat dit ook in Afrikaans geplaas word. Ons poog om die artikels afwisselend in Afrikaans en Engels te plaas, maar aangesien die bronne van baie artikels in Engels is, sal dit addisionele tyd en kostes vereis om dit vir u in Afrikaans te bied. Ons neem egter u versoeke ter harte en ons dank u vir u terugvoer.

Agra het huidig ongeveer 4 500 lede. Agra is sy lede, en Agra se lede speel 'n baie belangrike rol in die besluite wat geneem word rakende die besigheid. Op 27 November is die Algemene Jaarvergadering van Agra. In die belang van Agra, u belangrike vennoot in landbou, wil ons u versoek om hierdie jaarvergadering by te woon. Ons vertrou dat ons boere van dwarsoor Namibie op 27 November in Windhoek by die Agra Bank Windhoek Ring sal sien.

Groete tot dan.



Albé Snyman
Kommunikasiebeampte
Privaatsak 12011, Windhoek
Tel: 061-290 9273
Epos: albes@agra.com.na

Agra Head Office
Tel: 061-290 9111



KARAKOELPRODUSENTE HOU VERGADERING

Die jaarlikse Karakoel Produsente Forum(KPF) het plaasgevind op Dinsdag, 22 September 2009 te Keetmanshoop. Die Forum was 'n groot sukses met meer as 50 karakoel produsente en belangstellendes van dwars oor die land en ook Suid Afrika wat die vergadering bygewoon het.

Ten spyte daarvan dat die gemiddelde pelsprys tydens die afgelope twee veilings gedaal het, het daar steeds 'n positiewe gesindheid onder die produsente geheers.

Die voorsitter van die Karakoelraad van Namibië, mnr Kobus van Wyk som die jaar so op;

*“Die afgelope 5 jaar was 'n baie voorspoedige tydperk in die pelsindustrie. Die pels is reeds 'n geruime tyd in die mode maar die weer en ekonomiese werk nie saam nie. Die Karakoelraad probeer met sy beperkte menslike en finansiële hulpbronne, markkennis en -ervaring, maksimum produksiebevordering en produkpromosie te doen. Dit is nie altyd maklik om die sukses van projekte te meet nie maar die feit is dat **swakara** uitstaan as 'n gesogte en gewaardeerde produk in die pelsindustrie. Ongelukkig word hierdie status nie konstant weerspieël in die pryse wat ons pelse op die veilings behaal nie.”*

Die volgende belangrike besluite is geneem op die KPF 2009:

HEFFINGS

Die bestaande heffings van N\$4.00 heffing en N\$4.00 spesiale heffing verhoog na N\$12-00 (N\$6-00 heffing en N\$6-00 spesiale heffing) of 4% van nasionale bruto pelsgemiddeld, welke bedrag die hoogste is wat dan 50/50 verdeel word tussen die heffing en spesiale heffing. RSA produsente sal dieselfde bydrae maak tot albei hierdie fondse.



Wessel en Marie Visser met die Goue Lam toekenning

NAVORSINGSFONDS

Die vergadering het 'n nie-statutêre aftrekking van N\$3-00 per pels goedgekeur vir toekomstige navorsing, voorligting en opleiding. Die fonds sal buite die Raad geadmistreer word, heel waarskynlik deur die organisasie wat benoem sal word vir die koördinerende van navorsingsprojekte, voorligting en opleidingskursusse.

NCA HEFFING - dit is heffings wat reeds deur vleisprodusente suid van die Noordelike Veterinêre Kordonheining of sogenaamde Rooilyn betaal word om te help met die verbetering in die dieregesondheidstatus noord van die Rooilyn.

Hierdie bestaande heffing op lewende hawe wat geslag word, word aangewend om te help met die bekamping van siektes bokant die Rooilyn en die opgradering van die gesondheidstatus. Veetiese siektes bokant die Rooilyn kan 'n invloed hê op die uitvoer van pelse en daarom het die vergadering 'n bydrae van N\$1 per pels goedgekeur. Die Karakoelraad sal self die fonds bestuur.

Die Karakoel Produsente Forum se Gala Dinee wat gehou was op 22 September in Keetmanshoop was weer eens 'n reus sukses. Die glansgeleentheid was onder andere deel van die 90ste bestaansjaarviering van die Karakoel Telers Genootskap.

By hierdie spoggeleentheid is rolspelers, produsente en telers ook vereer. Daar was onder andere pryse toegeken vir die Beste **swakara** produsent, die Top Tien, Goue Lam Toekenning en Kopenhagen Fur / AGRA Kwaliteit toekenning.



Piet Steenkamp ontvang sy Kopenhagen Fur/AGRA Kwaliteit Toekenning

Die volgende pryse is oorhandig:

Top Tien:

PA Karsten
Lovedale Farming cc
JHK Vlok
GT Karsten
A & H Farmpartners
Wyle JT Meyer
LJ Kotze
PJH Jacobs
D Motinga
P Steenkamp

Beste- en Naasbeste Pelsprodusent:

A&H Farm Partners
Wyle JT Meyer

Goue Lam toekenning :

WH Visser

Kopenhagen Fur / AGRA Kwaliteit toekenning:

P Steenkamp

Op 23 September is die Elite ramveiling gehou. Die verbasing was groot dat die daling in pelsprys nie 'n effek op die rampryse gehad het nie. Al 74 ramme is verkoop teen 'n gemiddelde prys van N\$10 013.

Na die ramveiling is A&H Farmpartners se uitverkoop van wit ooie en ramme aangebied. Al die diere is ook verkoop teen 'n gemiddelde prys van N\$ 1 542 per ooi en N\$ 6 333 per ram.

Dit is met leedwese dat ons kennis geneem het van die afsterwe van Truter Meyer, een van die vasbyters en toproduseerders in die Karakoelbedryf. Ons innige meegevoel met sy familie. Baie sterkte aan Julene en Elma wat voortgaan met die boerdery.



Die Top Tien Karakoelprodusente saam met Agra se Senior Bestuurder: Korporatiewe Aangeleenthede, Birgit Hoffmann



Jack Albertyn Beste Karakoelprodusent en wyle Truter Meyer saam met Birgit Hoffmann



The re-opening of the new Mariental branch took place from 22-27 November...more in the next edition of the RING

NOTICE



KENNISGEWING VAN DIE 29ste ALGEMENE JAARVERGADERING VAN LEDE VAN AGRA (KOÖPERATIEF) BEPERK

KENNIS geskied hiermee van die nege-en-twintigste Algemene Jaarvergadering van Lede van AGRA (KOÖPERATIEF) BPK. wat gehou sal word op die plek en datum soos hieronder aangedui.

PLEK: Agra/Bank Windhoek Ring
Windhoek Skougronde, Bell Straat, Windhoek

DATUM: 27 NOVEMBER 2009
TYD: 09:00 (registrasie 08:30)

IN OPDRAG VAN DIE RAAD
L van Wyk - Sekretaris, Privaatsak 12011, WINDHOEK
11 September 2009

NOTICE OF THE 29th ANNUAL GENERAL MEETING OF AGRA (CO-OPERATIVE) LIMITED

NOTICE is hereby given that the twenty ninth Annual General Meeting of members of AGRA (CO-OPERATIVE) LIMITED will be held at the place and date as mentioned below.

PLACE: Agra/Bank Windhoek Ring
Windhoek Showgrounds, Bell Street, Windhoek
DATE: 27 NOVEMBER 2009
TIME: 09:00 (registration 08:30)

BY ORDER OF THE BOARD:
L van Wyk - Secretary, Private Bag 12011, WINDHOEK
11 September 2009

SAKELYS VIR DIE
29ste ALGEMENE JAARVERGADERING
VAN AGRA (KOOP) BPK OP 27 NOVEMBER 2009



1. **Opening, verwelkoming en konstituering**
 2. **Goedkeuring van die notule van die Agt en Twintigste Algemene Jaarvergadering van lede soos gehou op 27 November 2008 te Windhoek**
(Bogenoemde notule sal by alle takke ter insae wees)
 3. **Oorsig deur die Hoof Uitvoerende Beampte ten opsigte van die finansiële jaar geëindig 31 Julie 2009**
 4. **Goedkeuring van:-**
 - 4.1 Verslag van die Raad van Direkteure
 - 4.2 Honorarium van Direkteure en Toesighoudende Komiteelede
 - 4.3 Ouditeursvergoeding vir die afgelope finansiële jaar
 - 4.4 Finansiële state soos op 31 Julie 2009
 5. **Begroting 2009/2010**
 - 5.1 Oorsig
 - 5.2 Goedkeuring
 6. **Verkieping van Direkteure:**

Streek 1 (Noord)
Herkiesbaar: Mnr P Schonecke
Geen nominasies ontvang

Streek 3 (Suid)
Herkiesbaar: Mnr LC van Wyk
Herkiesbaar: Mnr JW Visagje
Geen nominasies ontvang

Aanwys van Toesighoudende Komitee Lede:

Streek 1 (Noord)
Een vakature
Geen nominasies ontvang

Streek 3 (Suid)
Een vakature
Genomineer: Mnr JH Nieuwoudt
 7. **Intrekking van aandele** kragtens Artikel 10.3 van die Statuut ten opsigte van lede wat boerdery permanent **gestaak** het. (Vergelyk inligtingstukke wat by alle takke ter insae sal wees)
 8. **Intrekking van aandele** kragtens Artikel 13.1 van die Statuut ten opsigte van lede van Agra wat **bedank** het. (Vergelyk inligtingstukke wat by alle takke ter insae sal wees)
 9. **Mosies:**
Geen mosies is ontvang nie.
 10. Kragtens Artikel 22.1.5 van die Statuut, **enige ander besigheid** wat tydens 'n algemene jaarvergadering hanteer mag word:
 11. Aanbieding oor die moontlike omskakeling van die koöperasie in 'n maatskappy.
- GEREGISTREERDE ADRES:**
Bessemerstraat 8, Privaatsak 12011, Windhoek.
BANKIERS: Bank Windhoek Beperk
UDITEURE: PricewaterhouseCoopers
PROKUREURS: Engling, Stritter & Vennote
- REGISTERED ADDRESS:**
8 Bessemer Street, Private Bag 12011, Windhoek
BANKERS: Bank Windhoek Limited
AUDITORS: PricewaterhouseCoopers
ATTORNEYS: Engling, Stritter & Partners
- IN OPDRAG VAN DIE RAAD**
L van Wyk
Sekretaris
PRIVAATSAK 12011, WINDHOEK
12 Oktober 2009



AGENDA FOR THE 29th ANNUAL GENERAL MEETING OF AGRA (CO-OP) LTD OP 27 NOVEMBER 2009



1. **Opening, welcome and constitution.**
2. **Approval of the minutes of the Twenty-Seventh Annual General Meeting of members held on 27 November 2008 in Windhoek.** (Refer to the abovementioned minutes, available for inspection at all branches)
3. **Overview of the financial year ended 31 July 2009 by the Chief Executive Officer of Agra**
4. **Approval of:-**
 - 4.1 Report by the Board of Directors
 - 4.2 Honoraria for Directors and Supervisory Committee members
 - 4.3 Auditors remuneration for the past financial year
 - 4.4 Financial statements as at 31 July 2009
5. **Budget 2009/2010**
 - 5.1 Overview
 - 5.2 Approval
6. **Election of Directors:**

Region 1 (North)
Eligible for re-election: Mr. P Schonecke
No nominations received

Region 3 (South)
Eligible for re-election: Mr. LC van Wyk
Eligible for re-election: Mr. JW Visagie
No nominations received
7. **Withdrawal of shares** in terms of Section 10.3 of the By-Laws in respect of members who have **ceased farming activities** permanently. (Refer information available for inspection at all branches)
8. **Withdrawal of shares** in terms of Section 13 of the By-Laws in respect of members of Agra who **resigned** (Refer information available for inspection at all branches)
9. **Motions:**
No motions have been received.
10. Subject to Section 22.1.5 of the By-Laws any other business that may be dealt with at an Annual General Meeting.
11. Presentation on the possible conversion of the co-operative into a company.

REGISTERED ADDRESS:

8 Bessemer Street, Private Bag 12011, Windhoek

BANKERS: Bank Windhoek Limited

AUDITORS: PricewaterhouseCoopers

ATTORNEYS: Engling, Stritter & Partners

BY ORDER OF THE BOARD

L van Wyk
Secretary
PRIVATE BAG 12011, WINDHOEK
12 October 2009

Appointment of Supervisory Committee:

Region 1 (North)
One vacancy
No nominations received

Region 3 (South)
One vacancy
Nominated: Mr. JH Nieuwoudt





ANIMAL HEALTH

ZOONOTIC DISEASES

PART 2

Zoonoses caused by Bacteria

1) Brucellosis

Brucellosis is a highly infectious bacterial disease in cattle sheep, goats, pigs and dogs which can be transmitted to and affect humans. Farmers, veterinarians and abattoir workers or other persons handling live stock are mainly at risk due to direct contact with infected animals, but the general public is also at risk, if they should consume raw milk and milk products contaminated with *Brucella* organisms. Only disease caused by *Brucella abortus* (cattle) and *Brucella melitensis* (goats) are of public health importance in this region. *Brucella melitensis* infection occurs in isolated parts of northern Namibia.

Human Brucellosis is also known as: "Malta Fever", "Mediterranean Fever" or "Undulant Fever", while bovine brucellosis is also known as "Contagious Abortion" or CA.

Transmission

Brucellosis in pregnant cows causes abortion or the birth of premature abnormal calves.

Transmission to humans is direct (droplet infection) through contact with aborted or abnormal calves, the placenta, which may be retained, or discharge from the uterus of an infected cow, by people handling or treating such animals. Since the *Brucella* organisms are excreted by an infected cow in the milk for a long time the general public can

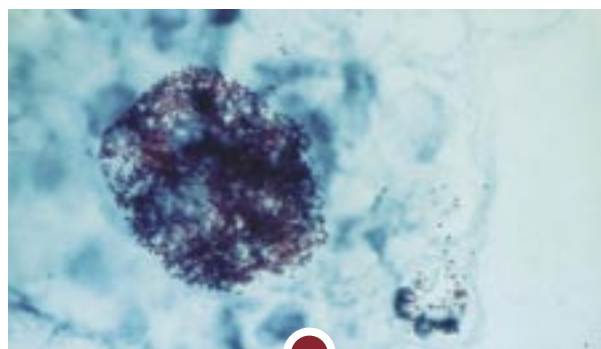


Bovine placenta showing necrosis of the cotyledons due to *Brucella abortus* infection, which would lead to abortion

become infected by consuming unpasteurized or unsterilized milk and milk products. The same applies to raw sheep and goat milk and is of particular importance where babies are fed goat milk in cases of cow milk intolerance.

Prevention and Control

- Compulsory vaccination of heifer calves between 3 and 11 months of age.
- Prevention of accidental self injection with *Brucella* vaccine.
- Disposal of infected material like aborted foetuses and placentas by incineration.
- Protection by wearing overalls, gum boots, gloves and face masks of people who have to handle or treat infected animals, aborted foetuses, etc.
- Dairy products must only be produced from pasteurized milk or milk originating from disease free dairy herds.



***Brucella abortus* organisms under the microscope**

2) Anthrax

Anthrax is a direct zoonosis. It is an infectious bacterial disease caused by *Bacillus anthracis*. It is also a scheduled disease, controlled by the state. Anthrax is particularly dangerous for workers in abattoirs, tanneries and in the wool processing industry. Ruminants are more susceptible than humans, who in turn are more susceptible than pigs and dogs.

Other names in humans: "woolsorter's disease", "malignant pustule".

Transmission

- Ingestion of meat from animals that have died of anthrax or drinking the milk of infected animals leads to gastro-intestinal infection and systemic disease.
- Infection via skin wounds leads to a localized cutaneous form. More than 90% of human cases are of the cutaneous form.

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Cutaneous form of anthrax

Inhalation of bacterial spores leads to a respiratory infection. This is a common route of infection if spores are present on hides and skins, wool carcass meal and bone meal and are inhaled by people handling these products.

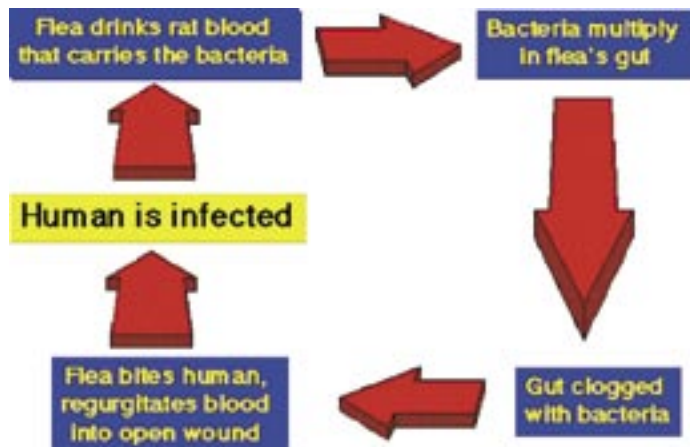
Prevention and control: Anthrax is a scheduled disease. Suspected cases must be reported to the state veterinarian and annual vaccination of cattle is compulsory by law. (See also vaccination programs). The vaccine consists of inactivated anthrax spores. Wide spread compulsory vaccination over the years has significantly reduced the incidence of anthrax in live stock, with a concurrent reduction in human cases.

3) Plague or Bubonic Plague

Plague is a severe bacterial infection caused by *Yersinia pestis*. It is a disease of rodents like rats and mice and is transmitted from them to humans by the bite of an infected flea. Humans can also be infected by inhaling bacteria or handling and eating infected meat. Human fleas and lice can transmit the disease between humans. It is a disease associated with dirty and unhygienic conditions. It is a disease with a very high potential mortality in humans.

Plague in humans can take the following forms:

- The bubonic form, affecting and causing severe swelling of the glands.
- The septicaemic form, characterized by severe generalized blood infection.



Swelling of the lymph nodes; bubonic plague



Acral gangrene or "black hand"; bubonic plague

- The pneumonic form causing severe lung infection. 95 – 100% of untreated cases die.
- The menigeal form affecting the central nervous system. This is a rare form.

Prevention and Control:

This depends on breaking the rodent/flea/human transmission cycle.

- Strict hygiene.
- Rodent eradication.
- Flea eradication.
- Isolation of affected people to prevent the pneumonic form due to direct human to human transmission.

4) Campylobacter Enteritis

This intestinal bacterial infection is caused by *Campylobacter jejuni* and is characterized by fever, listlessness, abdominal pain, headache, back pain, watery to bloody diarrhoea, nausea and vomiting. The organism occurs in the digestive tract of animals and humans and humans get infected as a result of ingestion of infected food, milk and water. Unchlorinated water, unpasteurized milk, and half raw poultry meat are the most common sources of the infection.

In animals *Campylobacter* causes abortions in sheep, diarrhoea in cattle, hepatitis in chicken and enteritis in cats, dogs, primates and horses.

Prevention and Control:

- Chlorination of water
- Pasteurization of milk
- Careful hygienic handling of food
- Strict personal hygiene
- Proper cooking of meat, esp. poultry.

5) Tuberculosis

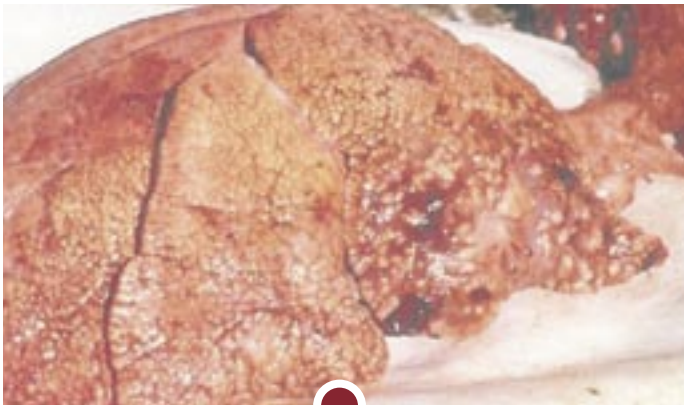
Tuberculosis (TB) is a chronic infection that can affect nearly all vertebrate animals. Bovine tuberculosis is caused by *Mycobacterium bovis*, human tuberculosis by *Mycobacterium tuberculosis* and tuberculosis in birds by *Mycobacterium avium*. Humans are, however, also as susceptible to *M. bovis* as they are to *M. tuberculosis*. The disease, which usually has a very chronic course, is characterized by the formation of typical tubercles, caseous necrosis of tissue and progressive wasting away. Tubercles are small rounded translucent nodules of a grayish colour. Bovine tuberculosis as a zoonosis is of enormous importance due to the danger it poses to humans. Currently 15 244 people in Namibia are suffering from tuberculosis, which is an infection rate of 722 per 100 000 people. Of these 8186 or 59% are HIV positive. There is also a worrying increase in the highly resistant XDR Tuberculosis cases. 75 – 85% of cases can be treated successfully. Namibia has the second highest TB infection rate in the world. TB is regarded as an indicator of poverty. Bovine tuberculosis is scheduled notifiable disease, controlled by the state veterinarian and involves annual testing of dairy cows used for commercial milk production. Due to the long chronic course of the disease, tuberculosis can remain inapparent in an infected herd and will then present variable symptoms depending on the organ system affected. The disease primarily affects the lungs but can also cause mastitis and can produce tuberculous

lesions in many other organs. Animals in advanced stages of TB are usually emaciated with a rough hair coat and may have enlarged lymph nodes. The disease can be diagnosed by post mortem examination and laboratory test or it can be detected in the live animal by a skin test. Positive animals are branded with a "T" brand and slaughtered in specified abattoirs. Poultry, pigs, sheep, goats, horses and certain game species like buffalo are also susceptible to TB and can cause a threat to human health. Humans are mainly infected by drinking raw unpasteurized infected milk, as well as direct or indirect contact with infected animals, through droplet inhalation, while working with animals, esp. in intensive farming operations, like dairies. Apart from the respiratory system, many other organ systems of humans can be affected. Humans suffering from starvation, malnutrition or from immune-suppressive diseases like HIV/AIDS, or living in crowded unhygienic poor housing conditions, are particularly at risk to contract TB.

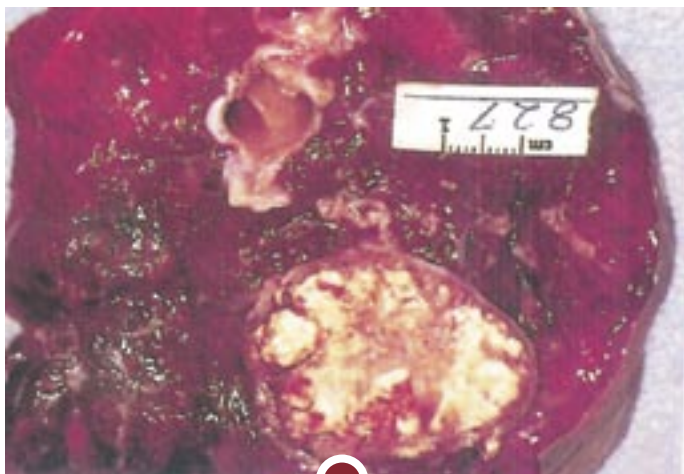
Prevention and control:

- Vaccination of babies.
- Pasteurization of milk.
- Annual testing of dairy cattle with intra-dermal tuberculin tests.
- Regular testing of dairy workers.
- Proper human nutrition and strict hygiene; elimination of poverty.
- Elimination of immune-suppressive diseases like HIV/AIDS.

Dr. Rainer Hassel
Animal Health Specialist



Severe extensive tuberculosis lesions in the lungs



Focal tuberculosis lesion in the lung



AGRA NEWS



The Veterinary Association of Namibia held their annual congress in Windhoek from 21-23 October



AGRA SPEENKALFSEISOEN SUKSESVOL

Die Agra speenkalfveilingseisoen van 2009 is iets van die verlede. Agra liewende hawe kyk terug na 'n baie suksesvolle seisoen met goeie kwaliteit speenkalwers wat aangebied is en goeie pryse wat behaal is. Besighede het deur die borg van pryse dit moontlik gemaak vir Agra om speenkalfkompetisies aan te bied en van die speenkalfveilings spesiale geleenthede te maak.

'n Totaal van 12 572 speenkalwers is verkoop teenoor 12 799 verlede jaar. Die pryse wat behaal is, is egter hoër as verlede jaar en 'n gemiddelde van N\$3146,51 is behaal teenoor die N\$2781,80 van verlede jaar.

Speenkalfkompetisies het ten doel om produsente bewus te maak van die ideale produk wat in aanvraag is vir gebruik op natuurlike weiding sowel as in die voerkraal.

Produsente wat die beste kwaliteit speenkalwers gelewer het, is beloon, nie net deur pryse nie, maar deur die erkenning wat sulke produsente tydens die speenkalfveiling ontvang. Agra bied aan rolspelers en

verskaffers van produkte en dienste die geleentheid om ons hand te vat in hierdie inisiatief. Borgskappe, ter waarde van meer as N\$100 000 in die vorm van kontant en produkte is deur borge geskenk en het dit vir Agra moontlik gemaak om 'n groot verskeidenheid pryse toe te ken op die speenkalfveilings.

Dit was verblydend om te sien dat meer en meer opkomende boere welverdiende pryse ontvang het. Dit toon dat die toewyding van hierdie boere asook die insette wat gemaak word tot ontwikkeling in landbou, vrugte afwerp.

Agra bedank al die verkopers, kopers, personeel en veral ons borge wat bygedra het tot hierdie suksesvolle speenkalfseisoen.



*Baie geluk aan al die wenners by die speenkalf-kompetisies.
Hier is 'n fotobeeld van sommige wenners saam met verteenwoordigers van borge*

THANKING OUR MAIN SPONSORS

FOR SUPPORTING AGRA'S WEANER CALF AUCTIONS 2009



**OKAHANDJA
PLASTIC CONVERTERS**





STOETVEE-UITSLAE

STOETVEE

Vrydag, 2 Oktober 2009: Windhoek Grootvee Skouveiling – Agra/Bank Windhoek Ring, Windhoek:

VERKOOP:	GEMIDDELDE PRYS (N\$):
8 Brahman Bulle	27 125.00
1 Braunvieh Bul	22 000.00
1 Limousin Bul	100 000.00
4 Simbra Bulle	30 750.00
8 Simmentaler Bulle	34 125.00

VERKOPER VAN DUURSTE BUL:	BESKRYWING:	BEDRAG (N\$):	KOPER:
E Lottering	Limousin Bul	100 000.00	S Wilckens, Windhoek
H Riedel	Simmentaler Bul	67 000.00	Dr O Herrigel, Windhoek
H Breedt	Simbra Bul	47 000.00	O M Steyn, Gobabis

Vrydag, 9 Oktober 2009: Paresis Gesamentlike Produksieveiling – Agra Veilingskrale, Otjiwarongo:

VERKOOP:	GEMIDDELDE PRYS (N\$):
9 Brahman Bulle	23 888.89
3 Simbra Bulle	32 000.00
3 Simmentaler Bulle	25 000.00

VERKOPER VAN DUURSTE BUL:	BESKRYWING:	BEDRAG (N\$):	KOPER:
Hardus Breedt	Simbra Bul	37 000.00	Chris Botha, Otjiwarongo
Kaspar Gunzel	Brahman Bul	30 000.00	W G Diekman, Otjiwarongo
Kaspar Gunzel	Simmentaler Bul	26 000.00	J H Oberholzer, Outjo

Dinsdag, 13 Oktober 2009: Hochfeld Gesamentlike Produksieveiling – Plaas: Okongeama, Hochfeld distrik:

VERKOOP:	GEMIDDELDE PRYS (N\$):
10 Bonsmara Bulle	21 600.00
26 Brahman Bulle	23 730.77
1 Braunvieh Bul	23 000.00
2 Hereford Bulle	24 500.00
1 Limousin Bul	20 000.00
10 Simmentaler Bulle	25 000.00

VERKOPER VAN DUURSTE BUL:	BESKRYWING:	BEDRAG (N\$):	KOPER:
Eberhard Fischer	Brahman Bul	38 000.00	Andrea Voigts, Windhoek
Kaspar Gunzel	Simmentaler Bul	30 000.00	O Rapmund, Okahandja
Harro Kebbel	Hereford Bul	27 000.00	M Wucher, Okahandja

Vrydag, 16 Oktober 2009: Khomas Gesamentlike Produksieveiling – Agra/Bank Windhoek Ring, Windhoek:

VERKOOP:	GEMIDDELDE PRYS (N\$):
20 Bonsmara Bulle	18 750.00
1 Braunvieh Bul	23 000.00
6 Sussex Bulle	25 500.00

VERKOPER VAN DUURSTE BUL:	BESKRYWING:	BEDRAG (N\$):	KOPER:
Daan Botha	Sussex Bul	31 000.00	G Tseub, Windhoek
E Freyer & Seuns	Bonsmara Bul	28 000.00	A Pretorius, Otjiwarongo
L le Grange	Braunvieh Bul	23 000.00	JNB Farming Trust, Windhoek



AGRA NEWS

AGRA SUPPORTS AGRICULTURAL CONGRESSES

Agra supported the official opening of the NAU congress on 7 October and the NNFU National Council on 15-17 October



Sidney Kahimise introduces Agra e-Auctions to the LPO congress



NNFU National Council

Desember  **2009**
SERVICE-RANGE-COUNTRYWIDE

Maandag	Dinsdag	Woensdag	Donderdag	Vrydag	Saterdag	Sondag
30	1 Rehoboth Grootvee Gibeon	2 Okahandja Karasburg Bok Aminius	3 Otjiwarongo Bethanie	4 Koës Gobabis @ 09:00 Khorixas	5	6
7	8 Asab Rehoboth Kleinvee Outjo Otjinene	9 Windhoek Grootvee Grootfontein Samehaling	10 Menseregte-dag	11 Mariental	12	13
14 Windhoek Kleinvee @ 14:00	15 Keetmanshoop Rietfontein	16	17	18 Gobabis @ 09:00	19	20
21	22	23	24	25 Kersfees	26 Gesinsdag	27
28	29	30	31	Ons drink uit die piring, want ons bekere loop oor - SY liefde en genade is vir ons genoeg!		


Navrae:
Grootvee Stoetveilings: Kiep Lepen 081 124 0648
Kleinvee Stoetveilings: Gerhard Vermeulen 081 124 0775
Kommersiële Veilings: Naaste Agra-tak

www.agra.com.na

Grootvee Stoetveilings begin om 11:00:
Kleinvee Stoetveilings om 10:00 &
Kommersiële Veilings om 10:00
tensy anders aangedui

AUCTION

www.agra.com.na




Ministry of Agriculture, Water & Forestry

Tsumkwe Auction

13 NOVEMBER 2009
11:00
TSUMKWE BREEDING STATION

6 Sanga Bulls (Registered)
4 Sanga Cows (Not Registered)
15 Sanga Heifers (Not Registered)
14 Sanga Oxen (Not Registered)
1 Sanga Tolly (Not registered)

Navrae:
Kiep Lepen: 081 124 0648
Barend Dorfling: 081 127 8806
Amos K Hengua / Melba Kavari 067 - 243 926/7



STOETVEEDIENSTE



FARM AND FARMING CONSULTANCIES BY PROFESSIONAL SERVICES

KNOW YOUR PRODUCT

The aim of AGRA's relatively new division of Professional Services is to assist farmers to produce sustainably and profitably, thus developing Namibia's agricultural sector. If your farm is not profitable, we can help you turn it around and start paying income tax... We have been engaged in consultancies to farmers and producers for some time. This service has now been itemized and costed to give prospective clients a better idea of what is offered and for how much.

Resource-poor farmers can also make use of this consultancy service if funding can be sourced. We are currently negotiating with various development agencies to try and secure funds to consult farmers who need our professional input the most, but can afford it the least. Any assistance in this regard will be highly appreciated!

The cost per consultancy activity is highly variable and depends on the amount of work involved (e.g. area inspected, number of animals, etc.). Farmer expectations, determined at the start of a consultancy, will determine the scope of work and thus its cost. The following breakdown describes the main activities that are part of a farm and farming consultancy:

1. Farm inspection

The farm will be visited and inspected at least once, at the beginning of the consultancy, together with the farm owner and/or manager. Every farm visit will be charged separately, on top of any reports or other consultancy activities requested. One farm inspection may serve several consultancy activities (no double-billing).

Output: verbal communication on-site only.

Cost: N\$3,000/day plus accommodation and travel (kilometers only, at half the official rate; currently about N\$2.50/km)

2. Agro-ecological potential

Description of the agro-ecological potential of the farm based on its geology, soil type, climate, plant biomes and vegetation types, animal life, farming history etc. from a production or lifestyle or tourism perspective. Description will be based on physical inspection and appropriate literature sources.

Output: written report (descriptive and analytic)

Cost: N\$10,000. Farm inspection charged separately.

3. Rangeland capacity and condition

Determining the present condition of the rangeland and its capacity to support animal (livestock, game) production, based on farm inspection (without field measurements). Suggestions on how to improve rangeland condition, e.g. erosion control, bush control, grazing management, etc.

Output: written report (descriptive and analytical, with recommendations)

Cost: N\$10,000 but depending on the scope of work. Farm inspection charged separately.

4. Carrying capacity (grazing) of farm

Measuring the grass-based carrying capacity of the farm in the field. Determining various indicators of veld condition (e.g. botanical composition, health status, soil condition) in the field. Forage samples analyzed separately (N\$300 each).

Output: written report of analyzed field data. Carrying capacity, recommended stocking rate of grazing animals. Recommendations on how to improve rangeland.

Cost: N\$15,000 but depending on the scope of work. Farm inspection charged separately.

5. Carrying capacity (browsing) of farm

Measuring the bush-based carrying capacity of the farm in the field, for browsing livestock (e.g. goats) and game animals. Determining bush density, species composition, structure and recruitment potential. Forage samples analyzed separately (N\$300 each).

Output: written report of analyzed field data. Carrying capacity, recommended stocking rate of browsing animals. Recommendations on how to improve rangeland (e.g. bush control, utilization).

Cost: N\$15,000 but depending on the scope of work. Farm inspection charged separately.

6. Planning of camping and grazing system

Planning of camping system based on field conditions (requires items 2 and 3!) and objectives of owner. Design of grazing system. Grazing management plan.

Output: Camping and grazing plan with explanatory notes

Cost: N\$12,500 but depending on the scope of work. Farm inspection charged separately.

7. Animal production system

Determining the most suitable animal production system (livestock, game) for the farm, including a comparison of best options based on physical output and gross system income. System strengths and weaknesses. Recommended herd composition and stocking rates (including for various game animals), lick supplementation programme. Critical success factors and production targets. Routine monthly management programme included.

Output: written report with systems comparison, management programme and recommendations

Cost: N\$12,500. Farm inspection charged separately.

8. Animal health status

Evaluating the health of animals and herds on the farm, including clinical examinations (if required).

Output: summary of findings, herd health management programme

Cost: N\$10,000. Clinical examinations and laboratory analyses will be charged separately, at prescribed professional rates. Farm inspection charged separately.

9. Other consultancy items

Other consultancy items, e.g. business planning, gross margin analysis, financial record keeping etc., can be arranged on request.

All prices exclude VAT but no VAT is charged on travel (kilometer rate). Please contact advice@agra.com.na for more information or Dr. Axel Rothauge at 061-2909354 to initiate a farm and farming consultancy.



HOW RAINFALL CAN INFORM GRAZING MANAGEMENT

FIELD MANAGEMENT

The majority of forecasts for the 2009/2010 rainy season in Namibia predict normal to below-average rainfall, especially in the core months of January to March. Many important decisions taken on farms can be based on seasonal rainfall. If only its forecast was more reliable, then a farmer would be better able to plan ahead the production of animals and rangeland utilization! Once it really starts raining, perennial grasses will grow rapidly, limited primarily by the amount of available soil moisture. Only when rainfall exceeds 500-600 mm/year will soil fertility become a second limiting factor on grass growth.

Rainfall determines growth rate of grasses

Most of the correlations between seasonal rainfall and grass production calculated for semi-arid areas conclude that, at the end of the season, total rainfall received was responsible for more than 80% of the amount

of grass produced. The FAO¹ determined that 2.6 - 8.5 kg of grass growth (dry matter) per hectare results from every 1 mm of rainfall received in semi-arid Africa. Nolidep² estimated that every 1 mm of rainfall in Namibia leads to 3 kg of grass. My own calculations³ show that every 50 mm of rainfall causes 155 kg grass growth (dry matter) per hectare in the Sandveld (Omaheke) and 205 kg/ha in the Neudamm area (Komas) (Fig. 1). This is valid for swards consisting predominantly of perennial grasses but not necessarily for annual grasses, whose productivity is more dependent on intra-seasonal rainfall distribution than on total seasonal rainfall.

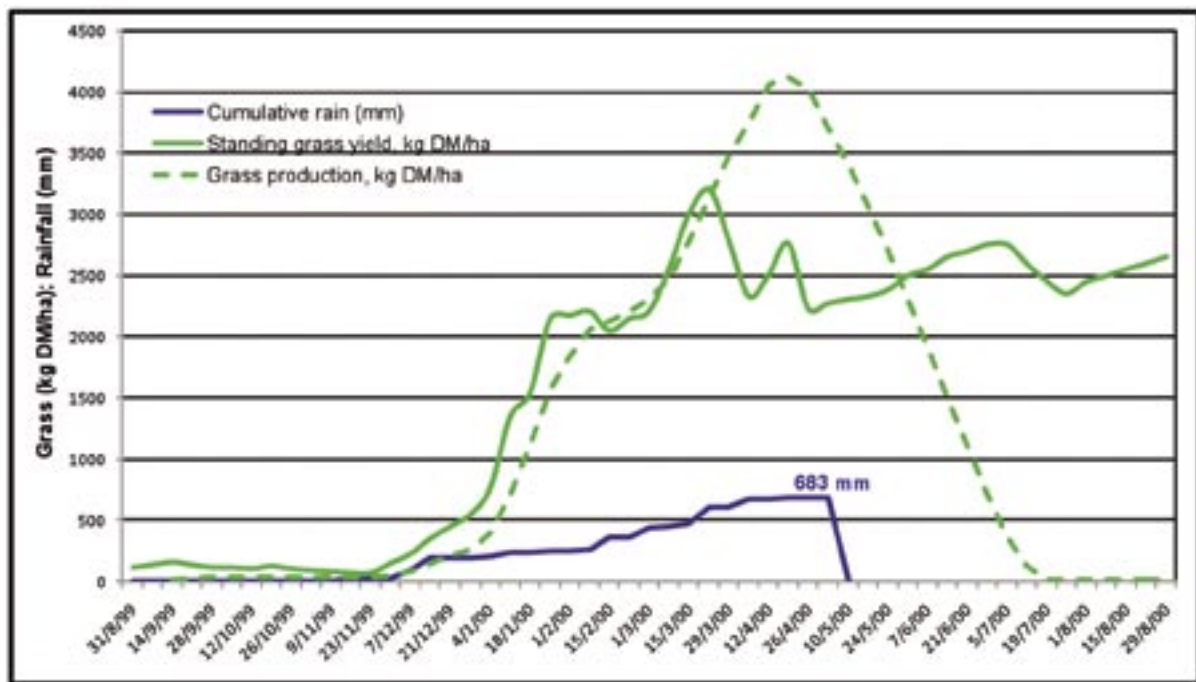


Figure 1: Data from Neu

The standing biomass of grass (solid green line) is much less than grass production because grass gets removed by grazing, wind, insects like termites and grasshoppers, etc.

1: FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS, 1991. *Guidelines: Land Evaluation for Extensive Grazing*. FAO Land and Water Development Division, FAO, Rome.
 2: SWEET, J., 1997. Towards sustainable range management in communal areas. *Proceedings, 6th AGRISSEON Congress, 4-6 November 1997, Neudamm Agricultural College, Windhoek, Namibia.*
 3: Unpublished data

...to continue on page 17



...continued from page 16

Animal numbers should track the rainfall

Experience has taught that the number of animals on a farm should follow the rainfall. If it rains well, animal numbers should increase but if the rains fail, animal numbers should decrease. This is easy in theory, but difficult to apply in practice. Several problems stand in the way of applying flexible stocking rates. The major issue is that marketing channels should enable farmers to de-stock rapidly in the face of an approaching drought. Agra is doing its part, through its Livestock Marketing division and lately, by electronic auctions (see e-Auction link on Agra website at www.agra.com.na) to assist farmers to get rid of their surplus livestock rapidly and profitably. However, the income derived from emergency sales is taxed and thus only partly available to re-invest into acquiring new livestock to re-stock when rainfall is again favourable.

This is a major disincentive to adaptive forage management in Namibia and should be addressed at policy level.

The second problem is the question of how many animals should be added or removed from the farm to maintain the balance between carrying capacity and stocking rate, and when to add or remove them? Ideally, as observed in large wild areas, the very close association between veld carrying capacity and animal stocking rate is separated by a delay period (Fig. 2) because the productivity of wild animals lags behind the productivity of the veld. The length of the delay period is determined by the rate at which animals die off or migrate out of an area when de-stocking, and migrate back into it and reproduce at an accelerated rate when re-stocking. In the wild, this delay period can last several months; even a year.

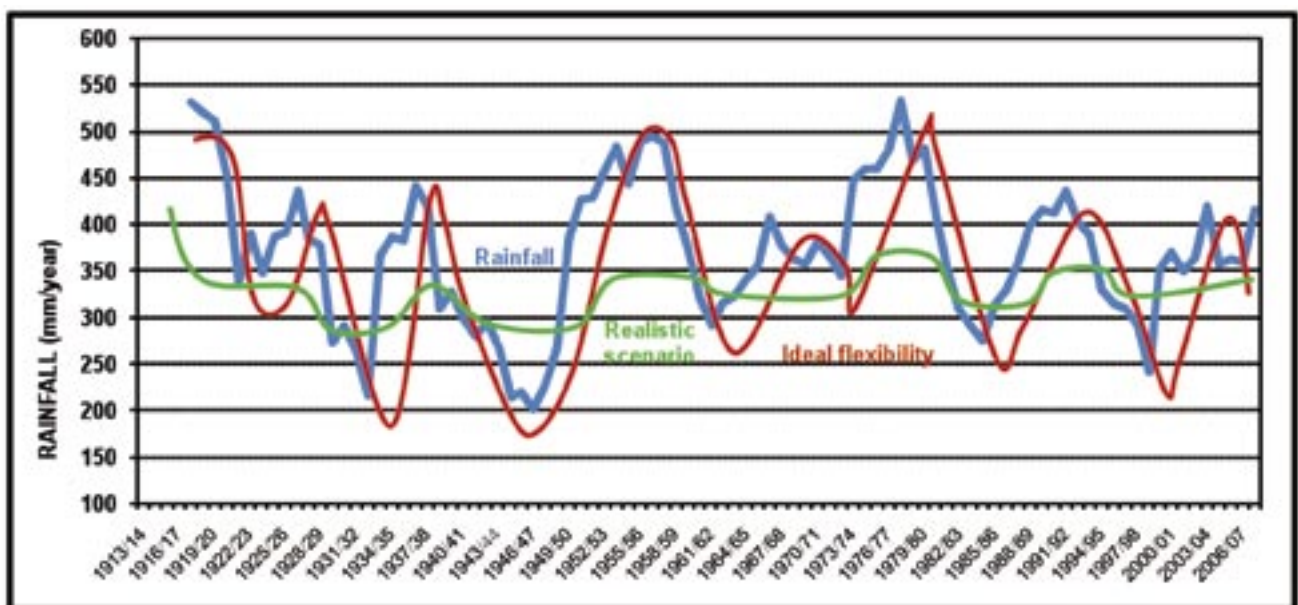


Figure 2: In large, wild ecosystems, animal numbers (red line) are highly variable because they are very closely associated with seasonal rainfall (blue line), but on a farm, they are much less variable (green line)

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How to determine the range of realistic stocking rates of a farm

Drastic changes in animal numbers (red line in Fig. 2) cannot be achieved on farms that are much smaller than wild ecosystems and subject to expectations of profit. A more realistic approach would be to adjust herd size within a more narrow range of stocking rates (green line in Fig 2). How can this range be determined? It should be deduced directly from the vegetation, but for lack of practically applicable and reliable data, rainfall records can be used instead. The Ministry of Agriculture, Water and Forestry (MAWF) has for many years investigated the possibility of calculating carrying capacities from remotely-sensed satellite images⁴. This research cannot yet be applied to farm level even though much of the ground-truthing was performed on farms⁵. It remains one of the objectives of Agra Professional Services to apply this information to farm level and in real time. However, lacking direct vegetation data and relying on the proven association between grass production and seasonal rainfall, animal stocking rate limits can be deduced from a farm's long-term rainfall. Fitting a five year moving average on the series of individual rainfall years identifies the rainfall range. This is an easy procedure as it is a function that can be selected in most computer spreadsheet programmes.

The Neudamm College data set, which has nearly a hundred years of rainfall records (Fig. 3), indicates tremendous variability of nearly 43% of individual rainfall years around the long-term average rainfall of 372 mm/year. This variability makes it very difficult to determine the "normal" range of rainfall. However, once a five year moving average is fitted onto this data, information that informs management becomes evident:

- Ø The succession of wet and dry spells is clearly visible. Spells last about a decade. We are currently in a wet spell, if past events are indicative of the future. This is a dangerous assumption given the havoc global warming is playing with weather patterns.
- Ø Stocking the farm at a fixed rate equivalent to the long-term average rainfall (green line in Fig. 3) is the worst possible option that would lead to an imbalance between carrying capacity and stocking rate in 90% of all years. Stocking rates have to be adjusted annually in accordance with veld productivity (indirectly measured by rainfall).
- Ø The moving average (red line in Fig. 3) indicates that most rain spells range between 200 and 500 mm/year. These are the limits of the rainfall range that we need to determine the range of realistic stocking rates of a farm.

Convert the rainfall range limits to a percentage of the average rainfall. Thus, the lower limit of 200 mm/year is equivalent to 54% of the average rainfall and the upper limit of 500 mm/year to 134%. Apply these same percentages to the average carrying capacity of the farm. On this point, opinions may differ but let us use the average carrying capacity as indicated in the "Atlas of Namibia"⁶, which is of course based on estimates produced by the MAWF. For the area around Neudamm, the average carrying capacity is 20-30 kg animal mass/ha. For ease of calculation, let's assume 25 kg animal mass/ha, equivalent to 18 ha/large stock unit (LSU). 54% of this average equals 13.5 kg animal mass/ha (33 ha/LSU) and 134% equals 33.5 kg animal mass/ha (13 ha/LSU). Neudamm farm is 10,182 ha in extent and should thus be stocked with 309 - 783 LSU.

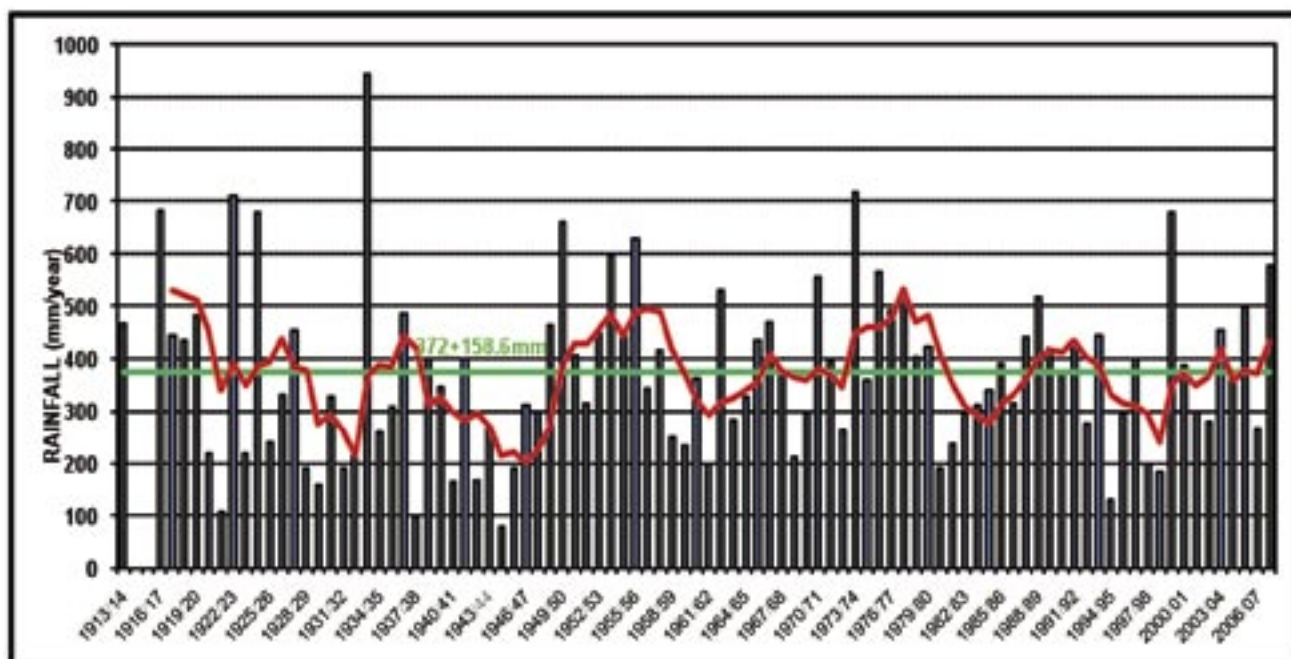


Figure 3: Nearly a century of rainfall at Neudamm College (blue bars); displaying large variability around the long-term average of 372 mm/year (green line) and clear wet and dry spells (red line)

Over the long term, the average herd size would be 566 LSU, but would have to be reduced to 309 LSU in times of drought and can be increased to 783 LSU in good years. This range of herd sizes assumes that the environment on the farm does not change significantly over the years because the stocking rate tracks the rainfall and catastrophic events

like bush encroachment, veld fires, locust swarms or termite attacks are managed separately. The difference of 2½ between smallest and greatest herd size indicates how well marketing services have to be structured to cope with such drastic, short-term changes in animal populations!

...to continue on page 19

When to de-stock?

The next challenge is to de-stock in time when it is clear that a drought is approaching, but not too early because sometimes, it is not an approaching drought but rather a late onset of rain. Can the opportune time to start early and progressive de-stocking of animals be “read” from the rainfall? At Neudamm, the chance that an above-average rainy season would follow good early rains in November/December was a mere 28%. The difference between wet and dry spells early in the rainy season was small and the difference only became obvious in the core season from January onwards. At Neudamm, early season rainfall was therefore not a good indicator of seasonal total rainfall.

On a farm in the Maltahöhe district where Professional Services was recently engaged in a farm consultancy and where 99 years of rainfall data was available, the chance that it would become an above-average rainfall year if the November monthly rainfall exceeded its long-term average, was 44%. A farmer de-stocking on the basis of

early-season rainfall would thus still be wrong half the time. The unfinished remotely-sensed carrying capacity research project of the MAWF, referred to earlier, that traces the development of carrying capacity every 10 days within a season, would again be the best tool to use for early and progressive de-stocking. Re-stocking after a drought is a matter of sustainable, long-term rangeland management and will be discussed another time.

Rainfall records are more than just interesting statistics. The above suggestions demonstrate how rainfall records can inform grazing and farm management. They may not always be the best basis for decision-making because rainfall predictions are so unreliable, but they are worth much more to adaptive forage management than a retrospective look at the past season.

Dr Axel Rothauge
Animal Production Advisor

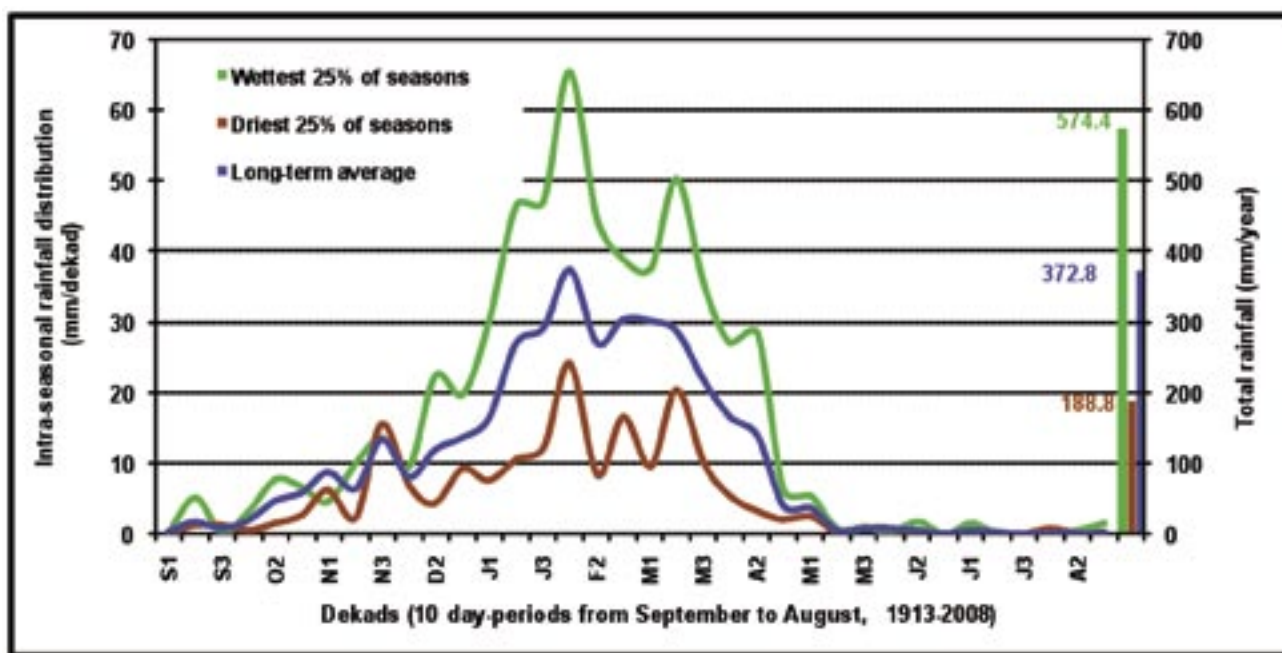


Figure 4: Intra-seasonal rainfall. The brown line refers to the 25% driest seasons and the blue line is the average over nearly 100 years. Similar, the columns on the right reflect the seasonal total rainfall in the 25% wettest (green), 25% driest (brown) and in average (blue) years.

4: GANZIN, N., A. ROTHAUGE, M.E COETZEE & A.L DU PISANI, 2003. Rangelands resource assessment with satellite imagery: an operational tool for national planning in Namibia. *Proc. 7th International Rangeland Congress* p. 2013-2015, 26 July – 1 August 2003, Durban, South Africa.
 5: ROTHAUGE, A., N. GANZIN & M.E. COETZEE, 2003. A case study of the application of satellite imagery to estimate biomass production of a semi-arid rangeland in Namibia. *Proc. 7th International Rangeland Congress* p. 942-945, 26 July – 1 August 2003, Durban, South Africa.
 6: MENDELSON, J., A. JARVIS, C. ROBERTS & T. ROBERTSON, 2002. *Atlas of Namibia*. David Philips Publishers, Cape Town, South Africa.



LABOUR ARTICLE

PART B: REMUNERATION

Calculation of remuneration and basic wages

10. (1) This section applies when, for any purpose of this Act, it is necessary to determine the applicable hourly, daily, weekly or monthly rate of pay of an employee -

- (a) whose remuneration is based on a different time interval; or
- (b) who is remunerated on a basis other than time worked.

(2) If an employee is remunerated on a basis other than time worked, that employee must be considered, for the purpose of this section, to be remunerated on a weekly basis, and that employee's weekly remuneration or weekly basic wage must be calculated as follows:

(a) calculate the total amount of remuneration or basic wage earned by the employee during -

- (i) the immediately preceding 13 weeks of work; or
 - (ii) if the employee has been in employment for a shorter period, that shorter period of work; and
- (b) divide that total by the number of weeks the employee worked to determine the employee's average weekly remuneration or basic wage.

(3) To determine the comparable hourly, daily, weekly or monthly remuneration or basic wage of an employee who is paid on an hourly, daily, weekly, fortnightly or monthly basis -

- (a) in the first column of Table 1 below, locate the line for that employee's applicable pay period;
- (b) read across on that line to the column for the desired comparable rate of remuneration or basic wage, as indicated in the first line of the table; and
- (c) apply the formula set out in the cell of the table thus located.

(4) For the purposes of Table 1 in subsection (3) -

(a) 'ordinary hours' -

(i) must not exceed the maximum number of ordinary hours referred to in section 16;

IMPORTANT NOTE

The calculate of 4.333 being used is the AVERAGE NUMBER OF WEEKS IN A MONTH OVER A TWELVE MONTH PERIOD as some months have 30 or 31 days and of course February month has 28 or 29 days!

An easier form of calculation to remember is....

STEP 1 (to determine employee weekly earnings).

MONTHLY REMUNERATION (OR BASIC WAGE) DIVIDED BY 4.333

=

WEEKLY REMUNERATION (OR BASIC WAGE).

STEP 2 (to determine employee daily earnings).

WEEKLY REMUNERATION (OR BASIC WAGE) DIVIDED BY

WORKING DAYS IN A WEEK =

DAILY REMUNERATION (OR BASIC WAGE).

STEP 3 (to determine employee hourly earnings).

DAILY REMUNERATION (OR BASIC WAGE) DIVIDED BY HOURS

WORKED PER DAY =

HOURLY REMUNERATION (OR BASIC WAGE).

Table 1 – Calculation of remuneration and basic wages

	To calculate hourly rates	To calculate daily rates	To calculate weekly rates	To calculate monthly rates
Employees whose remuneration is set by the hour		Multiply the hourly rate by the number of ordinary hours of work each day.	Multiply the hourly rate by the number of ordinary hours of work each week.	Calculate the weekly rate, then multiply the calculated weekly rate by 4,333.
Employees whose remuneration is set by the day	Divide the daily rate by the number of ordinary hours of work each day.		Multiply the hourly rate by the number of ordinary hours of work each week.	Calculate the weekly rate, then multiply the calculated weekly rate by 4,333.
Employees whose remuneration is set by the week	Divide the weekly rate (or calculated weekly rate) by the number of ordinary hours of work each week.	Divide the weekly rate (or calculated weekly rate) by the number of ordinary days of work each week.		Calculate the weekly rate, then multiply the calculated weekly rate by 4,333.
Employees whose remuneration is set by the fortnight	Divide the fortnightly rate by two times the number of ordinary hours of work each week.	Divide the fortnightly rate by two times the number of ordinary days of work each week.	Divide the fortnightly rate by two.	Calculate the weekly rate, then multiply the calculated weekly rate by 4,333.
Employees whose remuneration is set by the month	Divide the monthly rate by 4,333 times the number of hours ordinary worked each week.	Divide the monthly rate by 4,333 times the number of days ordinary worked each week.	Divide the monthly rate by 4,333.	



BACK TO NATURE

ORGANIC GARDENS

Organic gardens are helping to bring nature back to the suburbs. A few changes in the products you use can make your garden a place where plants, insects and animals will thrive.

Conserving the environment, energy and water are causes modern man must adopt in order to save the planet. Eco-gardeners are finding new ways to bring nature back to the suburbs by creating gardens where plants, insects, birds and small mammals can live in harmony. South African gardeners are embracing this new trend by using products that are wildlife friendly and discarding those that are harmful to the environment.

Getting started

When making the decision to 'go organic' in your garden you should have a clear idea of the plants and insects found in there. Not all insects are pests and some are necessary for good garden health, keeping down the populations of unwanted insects. It's also good to know at which time of the year certain pests are more prevalent and the plants they target. In these cases, companion planting may be used to deter destructive pests. Organic pest control brings the populations of harmful down to acceptable levels in the garden without destroying both the good and bad insects. Note that all organic products must be registered through Act No 36 of 1947. Organic products need to be regulated and certified by an accredited laboratory as per the regulations of the Registrar Act No 36 of 1947.

Natural nourishment

Products manufactured for the nourishment of the garden degrade naturally into the soil. They enhance soil structure and general health. Organic fertilisers provide a slower release of nutrients as the organic matter is broken down by micro-organisms. They are known to improve the soil's structure and improve the water-holding capacity of sandy soil. This significantly reduces the risk of plants getting burned by chemical fertilisers and makes nutrients available to plants for longer periods.

Efekto's organic fertilisers are specially designed to safely and effectively feed your garden. Wonder Organic fertilisers are available for a variety of plants from lawns and shrubs to roses and seedlings. Compost provides an easy way to enrich your soil. Spread a 5cm layer of compost across your garden twice yearly for best results. Use Wondersol, Nitrosol, Organiksol, Seagro Emulsion and Seagro Seaweed Foliar Spray and apply to the leaves and stems of plants.

Natural protection

Protecting your garden from destructive insects is an essential part of gardening but many gardeners are taking a more natural approach to pest control. Products which contain natural, bio-degradable compounds rather than those which contain harmful chemicals are favoured.

A balanced eco-system in the garden means that insect populations are kept down to acceptable levels, while encouraging predator insects like ladybirds to feast on pests like aphids. A major disadvantage of using chemical pesticides is the imbalance it creates in the garden's fragile ecosystem. One pest may be destroyed by chemicals but often other pests that are resistant to pesticides take its place.

Efekto offers the eco-gardener a variety of natural pesticide products. The Natural Protection Range and Eco Products produced by the company in recent years have a short withholding period after application. They do not remain active in the soil, plant or pest for a long period of time, thereby reducing the chances of secondary poisoning. Products also break down quickly and are bio-degradable. Organic protection products should be applied more frequently than chemical products as they have a short time of activity within the soil, or plant, or pest.

Handy guide for natural pest protection:

Are you unsure of what natural product to use against the various pests in your garden? Here's a handy guideline:

American bollworm: Eco Insect Control, Natural Insecticide
Aphids: Natural Insecticide, Naturen Rape Oil
Astyllus beetle: Eco Natural Insecticide
Chafer beetle: Eco Natural Insecticide
CMR beetle: Eco Natural Insecticide
Fruitfly: Eco Fruitfly Bait GF120
Lawn caterpillar: Eco Insect Control
Lily borer: Eco Natural Insecticide
Loopers: Eco Natural Insecticide
Orange dog caterpillar: Eco Natural Insecticide
Powdery Mildew: Prev-Gard
Pumpkin fly: Eco Fruitfly Bait GF120
Thrips: Eco Insect Control
Whitefly: Natural Insecticide, Prev Gard