



NEW ZEALAND

DAIRY INDUSTRY
• AWARDS •

PASSION FOR PROGRESSION

Winners Field Day

Bay of Plenty

Winners:

Share Farmer – Cameron & Marg Bierre

Dairy Manager – Hayden & Linda McCartie

Dairy Trainee – Hayden Goodall

Tuesday 28 March 2017

246 Te Rahu Road, Whakatane

Handout prepared by:

Wilma Foster - DairyNZ Senior Consulting Officer

Field Day Programme

28 March 2017

10:30am **Welcome, Introductions and Health & Safety**
Natasha and Brett Grindrod - BOP NZDIA Regional Manager

Lead facilitator of today's field day is Wilma Foster – Senior Consulting Officer BOP Region

10.35am **Dairy Trainee of the Year – Hayden Goodall**
Jordyn Crouch – Consulting Officer BOP DairyNZ

10.45am **Dairy Manager of the Year – Hayden and Linda McCartie**
Jordyn Crouch – Consulting Officer BOP DairyNZ

11.15am **Share Farmers of the Year – Cameron and Marg Bierre**
Wilma Foster – Senior Consulting Officer BOP DairyNZ

12:55pm **Past Winner's Reflection – Richard and Joanna Greaves**

1.05pm **BBQ lunch kindly sponsored by Farm Source**

Health and Safety notices:

- All children must be supervised by an adult at all times
- Visitors must remain with the group and follow signs and directions
- The farm has a non-smoking policy
- This is an agricultural workplace, please take care
- Please see one of the DairyNZ team if you require any assistance

2017 Results

Share Farmer of the Year	Cameron and Marg Bierre
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Dairy Manager of the Year	Hayden and Linda McCartie
Runner Up	Bridie Virbickas
Third	Andre Meier

Dairy Trainee of the Year	Hayden Goodall
Runner Up	Joe Braybrook
Third	Nick Body

Merit Awards

Dairy Trainee of the Year

Waiotahi Contractors Ltd Most Promising Entrant Award	Rich Pulman
Gallagher Group Farming Knowledge Award	Mason Moij
Pacific Toyota Communication & Engagement Award	Cameron Law
Haddock Spraypainters & Panelbeaters Community & Industry Involvement Award	Joe Braybrook
DairyNZ Practical Skills Award	Joe Braybrook

Dairy Manager of the Year

BOP Regional Council Most Promising Entrant Award	Joe Kehely
BlackmanSpargo Rural Law Ltd Leadership Award	Andre Meier
The Business Results Group Employee Engagement Award	Hayden & Linda McCartie
Fonterra Farm Source Dairy Management Award	Hayden & Linda McCartie
DeLaval Livestock Management Award	Jessica Judd
PrimaryITO Power Play Award	Bridie Virbickas
Fonterra Farm Source Feed Management Award	Hayden & Linda McCartie
Westpac Financial Management & Planning Award	Andre Meier

Share Farmer of the Year

DairyNZ Human Resources Award	Cameron & Marg Bierre
Ecolab Farm Dairy Hygiene Award	Andrew Strawbridge
Federated Farmers Leadership Award	Josh & Shaz Cozens
Honda Farm Safety and Health Award	Cameron & Marg Bierre
LIC Recording and Productivity Award	Cameron & Marg Bierre
Meridian Energy Farm Environment Award	Andrew Strawbridge
Ravensdown Pasture Performance Award	Cameron & Marg Bierre
Westpac Business Performance Award	Cameron & Marg Bierre

DAIRY TRAINEE OF THE YEAR

Hayden Goodall



Judge's Comments

Hayden entered this competition to develop self-confidence and we certainly see that. He was able to make regular eye contact with judges and present himself as confident and knowledgeable across all aspects of the competition. It shows he has practical and technical excellence, as well as the personality needed to succeed in the industry.

Background

- Hayden was brought up in Tauranga township and left school with no qualifications
- Following school Hayden started a labouring job
- At the age of 21 he decided he wanted to pursue a career and it was either commercial fishing or farming. With a fiancé and a 3 year old daughter at the time, farming was a more viable option for raising a family
- Moved to Whakatane to work on Matt Gows farm as a farm assistant
- One year later moved into position as herd manager

Farm Overview

- 215 ha flat farm on Rangatekei plains
- Irrigation on farm through two centre pivots
- 720 crossbred cows (3.3cows/ha)
- High BW/PW herd
- Rearing high quality young stock is a big priority on farm
- Spring calving
- Pasture is a focus on farm with weekly farm walks to monitor-growth rates, surplus and deficits with supplement to fill in the gaps when needed
- 7-8ha maize grown on farm to be under irrigation and used as a regressing programme

Goals

- To progress to a management role next season
- Gain maximum equity/savings over the next 5 years
- Purchasing replacement young stock to hopefully carry into a self-employment job
- To enter a role where I am self employed e.g. contract milking or lower order sharemilking
- Win DTOTY
- Once in a management role win DMOTY
- Complete diploma in agribusiness with my wife
- Continue to utilize available resources to gain further knowledge that will help with future goals as they are set
- Go fishing more

Training

- Primary ITO Level 4 Dairy Farming

Off Farm interests

- Fishing
- Spending time with family
- Trying new things or activities

DAIRY MANAGER OF THE YEAR

HAYDEN AND LINDA McCARTIE



Merit Awards – Judges Citations

The Business Results Group Employee Engagement Award:

Hayden and Linda exemplified dairy leaders, striving to provide staff with an enjoyable work environment and team culture. They displayed examples of off farm team building through touch rugby and fishing together. They took time to celebrate special occasions with their team and had excellent ways of communicating farm goals through weekly meetings.

Fonterra Farm Source Dairy Management Award:

Hayden and Linda's cowshed was impeccable. They have consistently supplied excellent quality milk and have clear and concise procedures for everything from greasing the irrigator to monitoring milk cooling. They have excellent recording and monitoring systems. The farm surrounds looked a show piece and was a credit to their attention to detail; the dairy industry could be proud of them.

Fonterra Farm Source Feed Management Award:

Hayden and Linda showed us best practice in how to monitor and allocate grass. They regularly pasture walked and used this data to fully utilise feed and ensure cows were being fed optimum quality to perform to a high level. Their understanding of the feed wedge meant they were proactive in managing any feed deficits or surpluses in a timely manner.

Hayden and Linda's Background

- Hayden grew up on a sheep and beef farm in Whakamaru. He spent 3 years building when he left school before starting dairy farming. Linda grew up in Levin, where she worked in advertising and design before she started farming
- Hayden and Linda met 14 years ago on a dairy farm and have been farming together ever since. They have 2 children, Jack and Tessa, both 11 years old
- Hayden and Linda farmed in the Waikato for 11 years before making the decision 3 seasons ago to shift closer to family (EBOP or Horowhenua/Manawatu area). They were offered and accepted a position with their current employers (Gow Family Trust - Matt and Laura Gow)

Farm Overview - Gow Family Trust

- Gowlands (home dairy farm) 65ha milking 180-230 cows
- Plattfields (main dairy farm) 215 ha milking 710-760 cows
- Waimana Runoff 160 eff ha, Brophy Lease Block 24ha
- 940 cow herd is predominately kiwi cross with approximately 120 Friesians
- All cows are calved on Plattfields. When milking numbers are high enough to have both farms sending milk then milkers move to Gowlands and the late calvers come home from runoff
- Farm is system 3
- 24ha of maize is grown and a small amount of balage harvested off the Brophy lease block
- 167ha (80% of the property) is irrigated with 27 ha by travelling irrigator and 140ha by 2 pivots
- 50 bale internal rotary, 600 cow feed pad and a 300 cow stand off pad
- Staff include 3 full time employees, 2 permanent part-time employees, a mechanic and a maintenance staff member

Responsibilities

- Day to day running of the farm
- Planning of feed throughout the season
- Hiring, working with staff and ensuring their progression
- Ensuring farm targets are being met e.g. mating, pasture covers, death rates, cow condition, production, SCC etc

Challenges of the farm

- Paspalum management in summer involves grazing areas with a high proportion of paspalum on a 14 day round
- The short rotation length through summer makes pushing round length to 120 days by mid-May difficult
- Wet winters are challenging to ensure cows are still being adequately fed while minimising feed wastage and pasture damage

Strengths of the farm

- Relationship with the farm owner
- Layout of cowshed in relation to paddocks, pivots, and machinery

Training and Development

- Worksafe training
- DairyNZ courses
- Agribusiness Diploma

Goal setting

- 3 Years – Invest in property or a lease block to rear stock to help build equity
- 20+ years: Own a lifestyle block/contracting business. This allows us to still be involved in farming without being as physically demanding

Financial

- Pay off debt
- Continue to build equity through a savings plan to purchase house - this can be done faster now that it's a smoke free zone!

Pasture Management

- Weekly farm walks. From these the grazing plan is developed, and to identify whether there is a surplus or a deficit coming
- Grazing targets
 - Milking pre grazing 2800-2900kgDM/ha for milkers when grass is at optimum ME residuals of 1500kgDM/ha
 - Dries pre grazing targets whichever paddock is longest residuals of 1200
- Any surplus is baled as identified, the farm has its own equipment. This means that supplement made is of a good quality and paddock are are not locked up for bulk silage – i.e. they're not taken out of the round any longer than grazed paddocks
- Autumn and spring rotation planners used. Targeting 22 days @ 20th September and 120 days mid-May
- Round will be sped up to as short as 14 days in late summer to control paspalum
- Cows are stood off over winter when wet to minimize pasture damage

- Feed pads used for all maize and silage if it's too wet to feed out in paddocks, which minimizes feed wastage and pasture damage
- Thistles and ragwort are grubbed/pulled as each paddock is grazed
- Undersowing is regularly done to keep ryegrass numbers high and prevent unfavourable species coming through
- Last 2 seasons they've grown 7ha of maize on farm. This has a higher yield of 25t/DM/ha being under the pivots compared with the lease block yielding 20t/DM/ha. 4ha on the dairy platform yields the equivalent of 5ha on the lease block. Next season they want to plant more or all maize on farm and use the lease block for baleage. Planting maize on farm also works in well with the pasture renewal programme
- One of the biggest focuses for re grassing on our farm is to try and eradicate the paspallum

Building and running a successful team

- Weekly meetings help keep everyone informed of what's happening on farm. Minutes from each meeting are taken and then emailed out to all staff so that if someone can't attend they still can read the notes
- They have rosters for annual leave/rostered days off, milking roster and a rotating job roster so that no one is stuck doing the same job all the time.
- Certain days for certain jobs e.g. Tuesday - meeting, Wednesday - Farm walk, Saturday - fishing
- Clear communication
- Regular performance reviews to identify areas where each employee needs further challenging or training
- On and off the job training
- **Communication, encouraging career progression, performance reviews and rosters** are what they have identified as some of the most important points in building strong relationships. These are the ones that they can manage in their position
- **Leading by example, being firm but fair, having good communication, being understanding, actively listening and showing people that we care and appreciate them** are what they think are essential characteristics when managing people

What is the biggest challenge facing you now?

Finding the right job that we know we will be happy to settle into for at least 6 years while the kids go through college. They have changed primary schools several times and Hayden and Linda would really like for them not to have to do that once they start secondary school.

SHARE FARMER OF THE YEAR



Judges citations for Marg & Cam's Merit Awards

DairyNZ Human Resources Award:

Cameron and Marg demonstrated excellent systems around staff management and welfare. They provide encouragement and support for training both on and off farm using a buddy system to share skills between staff. They showed a commitment to recognising the needs of staff for family and recreational time.

Honda Farm Safety and Health Award:

Cameron and Marg have a very strong desire to see all staff return home safe every day. This is evident by a strong commitment to understanding and implementing health and safety policies. These policies are regularly reviewed and refreshed keeping everyone on farm up to date.

LIC Recording and Productivity Award:

Cameron and Marg take great pride ensuring herd records are accurate, and use the records well to support all decisions made around breeding, culling and herd management.

Ravensdown Pasture Performance Award:

It is obvious that pasture is a passion for Cameron. He has a very in-depth knowledge of soil fertility and pasture and the attributes required to run a successful low input system.

Westpac Business Performance Award:

Cameron and Marg displayed an exceptional understanding of financial planning and management. They demonstrated a very clear set of goals and the steps required to achieve them. The skills they possess will serve them well in a successful career in the dairy industry.

Cameron & Marg Bierre

- This is their 4th season working for Scottie and Jill McLeod. First season was under a management agreement, and currently in their 3rd season under variable order contract (24%)
- Prior to this Cam was a Consulting Officer for DairyNZ in the Whakatane region for 3 years and Ballance Rep in the Bay of Plenty after university. Marg has had several roles in the kiwifruit industry for the past 9 seasons, currently working for EastPack Edgecumbe
- Both hold Qualifications from Massey University. Cameron a Bachelor of Science (BSc) in Agriculture and Agribusiness, and Marg BSc in Ecology and Horticulture. Both also hold various industry certificates
- They always had desire to go back onto farm (both brought up in rural NZ) and sought a position on this farm as it had scale and a lot of potential to meet their goals
- Expecting their first child in the next 4 weeks



Vision and goals

Short-Term Goals:

- Equity growth / build cash flow security / settled family life
- Position ourselves in a resilient dairy business
- Develop a diverse portfolio within primary industry ventures and property rentals (residential and/or commercial)

Long-Term Goals:

- Comfortable equity position to be able to travel every year
- Hold a diverse portfolio of primary property with self-generating income. Land holdings in dairy or similar to 400-500 cow property
- Family home



Age 60+:

- Leave a land based legacy: hand on dairy or similar to 400-500 cow property to next generation.

“Te Rahu Farm Limited”

Farm Owners:	Scottie and Jill McLeod								
Area:	263ha (effective)								
Soil:	Peat over sand on the heavy country Sandy loam on the high land								
Altitude and rainfall:	10 Year average: 1,340ml. Last season 973ml (from NIWA).								
Fertility:	<table><thead><tr><th>pH</th><th>P</th><th>K</th><th>S</th></tr></thead><tbody><tr><td>6.2</td><td>47</td><td>7</td><td>8</td></tr></tbody></table> <p>16ha of development land, rest mining soil fertility</p>	pH	P	K	S	6.2	47	7	8
pH	P	K	S						
6.2	47	7	8						
Pastures:	<p>Between 17 – 30ha of new grass is sown as part of the summer cropping program (chicory). Trojan with NEA2 was selected using the forage value index. The chicory crop is hard-grazed before applying a half rate of Round-Up spray. This enables 20% of the chicory to come through in the permanent pasture.</p> <p>The new grass paddocks are growing about 30% greater than the average. The poorest performing paddock is growing at 47% of the average.</p> <p>The farm has paspalum (summer grass), mostly in small areas of a paddock which creates grazing management challenges.</p>								
Drainage:	Heavy peat soils drained with NovaFlo and significant surface drainage. High land naturally free draining soil.								
Farm Dairy:	50 bail rotary. Mi-Hub system with in-line mastitis detection based on milk conductivity. Auto draft.								
Special Features:	Feed race with capacity for 300 cows. Wet land vs. dry land is used strategically throughout the season. APC is 200kgDM/ha higher on the high ground in winter/spring as flood insurance. The farm is centrally raced in ring system allowing for easy management of two herds.								

Stock and Production

	kg/MS Cow	Cows	kg MS	kg MS/ha
13/14	411	775	318,500	1,300
14/15	397	780	309,365	1,289
15/16	379	800	303,325	1,153
16/17 (est)	375	800	300,000	1,140

Farm KPI's (targets)	2016/2017 Target	2015/2016 achieved
Production (kg MS)	300,000*	303,325
Cows Milked	800	800
Effective ha	263	263
Stocking Rate	3 cows/ha	3 cows/ha
6 week in-calf rate	78%	73%
Empty Rate	10.5%	14%
FWE/kgMS combined costs	\$3.00/kgMS	\$2.86/kgMS

* Reduced system level down to system 1-2 with 2.6% of feed brought in including grazing off

Herd Details:

Breed of herd:	Kiwi Cross (Bred from a large Friesian herd)
BW:	92/46
PW:	118/67
Recorded Ancestry:	96%
Calving Date:	14 July (Hfrs from 1 st July)
6-week in-calf rate:	78% excl Hfrs (720 in by 5 th August)

Mating Management:

- Pre-mating heats completed every 4 days, cows are re-painted and bulling cows noted. They have gone to this method as opposed to daily picking to take pressure off the staff. Allows everyone to concentrate on cow selection over the crucial AB period. Historically found staff were not fresh and enthusiastic halfway through AB
- 250 cows are selected and run with polled Hereford bulls. These cows are picked on traits that aren't wanted in the herd. For example udder conformation, teat placement, low PW. These cows are not necessary culled but acts as one strike against them. The polled herefords allow us to sell sound white-faced calves. The remainder of the herd, around 600 animals, are mated to LIC bull of the day. Cam now selects the breed for mating of each cow, Jersey to a Friesian, Friesian to a

Jersey, to even the herd size out. The ideal cow is a chocolate brown, 430 to 450kg live weight animal, producing 90% of her live weight in milk production. Batch metric checking is done by the farm staff and the vet metricure treats infected cows. The goal is to find and treat infections early, allowing time for healing before the start of mating

- The farm also focuses on mineral status. Since a more disciplined approach has been used cows now receive injections of Selenium & B12 from dry off through to December resulting in a marked decrease in retained membranes. Historically over 100 cows to now below 10
- Minimal intervention is used for mating. Thirty CIDR's are used in first and second calvers.
- The focus is on protection of first and second calvers BCS

On Farm Management

Staff: Cameron is full-time on the farm and Marg works full-time off farm. They have three full-time employees - 2IC Andrew Porter, Senior Farm Assistants Logan Moore and Jimi Bennett-Collier.

Staff management and building the farm team:

- Timesheets completed by all staff. They trialled apps but preferred paper copies
- Hours are calculated and checked, both to ensure compliance, but also as a guide to where efficiencies can be made. They can give an indication to where a staff member might require more coaching/training e.g. know which staff member has completed that task and time complete compared to the average
- Really value staff and accommodate special occasions as required
- Induction programme - all new staff go through induction on property, signed forms are kept on file, run through, and sign off SOPs for tasks on farm
- Milking roster (12 on 2 off). Pre-Xmas, everyone, including Cam are included in the roster Everyone is in the shed 2-3 days a week milking no more than 400 cows at one time. Every third day get a 6 a.m. start. Before summer, get a good sleep in once a fortnight. Only critical work completed on weekends
- It's important to respect employee's holidays and family time. For example leave is granted as required throughout the entire season, not just in down time
- Key Milestones are celebrated e.g. BBQ / dinner out
- Support and highly value formal training

Health & Safety:

Our Commitment to Health and Safety

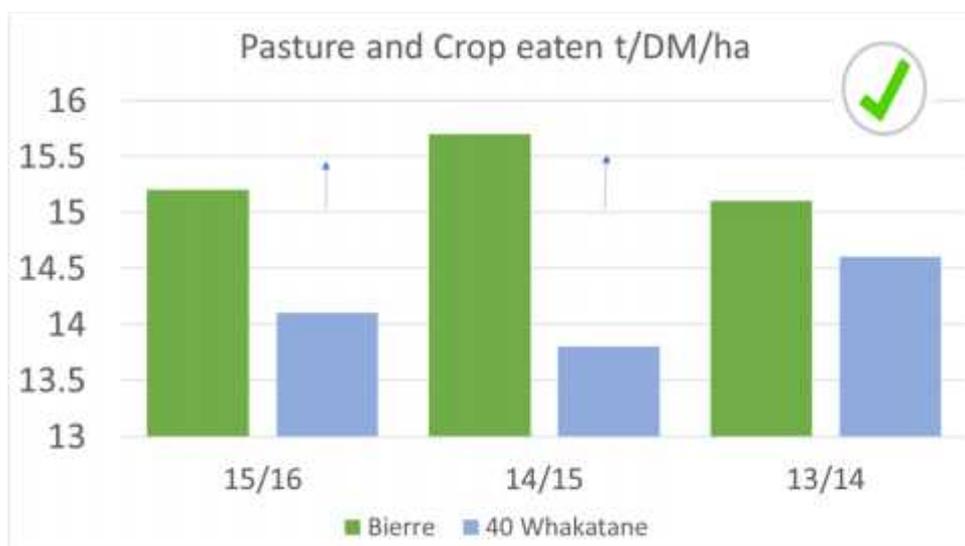
We are committed to ensuring that everyone that works on our farm comes home safely at the end of every working day.

We recognise that our farm, like every farm, has risks associated with it. But we are committed to providing a safe work environment by identifying those risks and eliminating or minimising them.

We will make sure that workers know how to do their jobs, handle stock correctly and that they can safely use farm vehicles and equipment. We will talk regularly with all workers and ensure that everyone understands how things are to be done.

- A Health & Safety Plan is in place and is a continual working document
- Staff are encouraged to take an active role in Health & Safety; all suggestions are taken into consideration and implemented
- The document is continually developing into a system that is practicable for our workplace. Don't have all the answers, always seeking new information and methods
- We understand the legalisation and all practicable and reasonable steps are taken to improve work place safety, with "achievement an on-going process"
- Simply want all people on this farm to return home safe at the end of every day
- Safe Work Practices developed for common tasks e.g. Tractor Operation example below.
Continual training and development

A modified spring rotation planner is used. This was originally developed for high stocking rate farms. In it the rotation speeds up quickly in the first seven days, it is then held to regain the accumulated area and follow the line to a target balance date of 10th of September (which accommodates the rapid calving we have). The balance date is pulled forward through the use of Pro-Gibb and nitrogen application.



Young Stock Management: 80 R1's are grazed off farm from weaning
 150 R1's stay on farm until 1st April
 R2's come home on 1st April

Winter grazing: Majority of the herd is wintered on farm
 In 15/16 season wintered off 200 cows for five weeks
 In 16/17, 270 head were grazed off farm on annuals for five weeks. They also were supplemented with 5 kgDM/cow/day of maize silage taken from the milking platform

Environmental:

- All waterways are fenced
- The effluent is currently spread via travelling irrigator to 40ha. This has been extended to incorporate high dry land for the wet seasons
- The effluent application depth has been checked, and small engineering changes made to the irrigator to decrease the application depth down to 11ml, which then means there is 50kgN/ha, 39kgK/ha and 8kgP/ha per application. The aim is to apply no more than 3 applications per season. An auto timer cut out switch helps reduce human error. Simple checks are done e.g. pressure gauge, to ensure the system is operating efficiently
- Though there is no cap to the use of N on farm. The farm policy is to put N on under ideal conditions aiming for a 10:1 response rate. This has resulted in 110 units of N being used in the 15/16 season. Self-application means that sides of paddocks, around troughs and gateways where there is natural fertility due to stock camps can be avoided. As a result N is applied to about 70% of the paddock. N Guru is used for targeted application, e.g. high response rates to N on the high land with little and often application, with only moderate response rates in the high fertility peat soils (as calculated through total N availability test completed bi-annually by fertiliser rep)
- Nutrient removal is done through cropping on historical effluent areas with maize and chicory

Communication & Human Resources

Farm owners:

- Monthly farm reports to owner and consultant
- In critical times of the year will give an “FYI” update
- Catch up briefly most weeks for a casual chat – Scottie’s very good with ‘new age texting’. Great non-invasive form of communication
- There are meetings every month with the farm consultant present

Staff:

- Operate an “open door” policy – welcome to chat whenever they want
- Texting is used a lot with staff as this provides a written record which they can refer to. Doing this has meant 6-7 jobs are completed correctly vs verbally people find it hard to remember more than 1 or 2
- ‘Fence Post’ meetings once a week recorded. During critical times/high work load periods may be daily
- Staff are informed of the bigger picture of what needs to be completed over the month (brings focus). This is broken down into weekly and daily tasks dependant on the staff member’s skill level and their requirement for direction (most of time it’s about working out what is priority)

- All staff have phones so they can be contacted (also a health and safety strategy) and are provided with a communication allowance as part of their contract

Business team:

- Still building a trusted team of rural professionals
- Accountant (as required)
- Bank manager (as required)
- Farm advisor (monthly)
- Networking – good group of contacts nationwide, which we talk to regularly

Financial key performance indicators (KPIs) - for the LOSM operation

Profitability	2015/16		2014/15	
	Farm	DairyBase Benchmark	Farm	DairyBase Benchmark
kg MS/FTE	91,917	60,761	88,390	
Gross Farm Revenue/kg MS	1.07	1.12	0.98	1.46
Op Expenses/kg MS	0.96	1.36	0.88	1.36
Op Profit (EFS)/kg MS	0.11	-0.24	0.11	0.11
Op Profit Margin	10.10%	-21.80%	10.80%	7.30%
Return on Assets	<i>Irrelevant figure with variable order sharemilking as is inflated figure due to minimal assets. We use ROE and ROA when assessing future investment</i>			
Return on Equity				

Strategic Risk Assessment of 2017 Opportunities

Proposal: A). B). C). D). E). F).

Op Profit

ROA

ROE

Off farm \$	5	4	0	4	5	5
Life style	5	2	1	2	5	5
Family	5	2	2	2	5	5
Progression	0	3	5	5	5	5
Control	0	2	2	3	5	4
Risk	5	3	2	4	3	4
OPEX Margin	4	4	1	5	3	4
Scale	4	0	5	5	3	5
	28	20	18	30	34	37
Rating	70%	50%	45%	75%	85%	93%
<i>*Higher the % the more in line job is with complete goal set.</i>						

Fertility Focus 2016: Seasonal

Te Rahu Farms Ltd - Te Rahu Road
Scotty McLeod

Report date:	07/02/17
PTPT:	DDD
Herd Code:	3/3625
No of cows included:	820
These cows calved between:	28/05/16 and 03/12/16
Mating start & end date: (based on AB or pregnancy test date)	05/10/16 - 22/12/16
Next planned start of calving:	14/07/17
Duration of mating:	79 days
Duration of AB period:	78 days



1 Overall herd reproductive performance

6-week in-calf rate
Percentage of cows pregnant in the first 6 weeks of mating

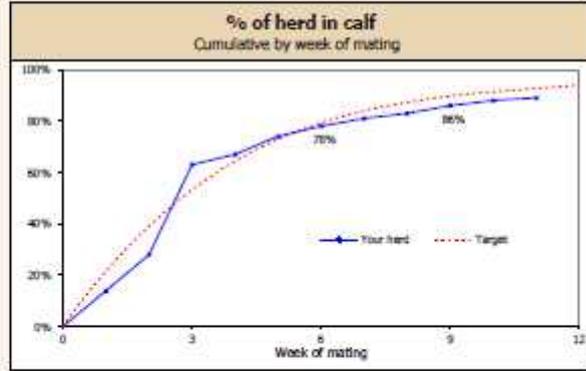
Your herd ☆☆☆☆

Aim above

Not-in-calf rate
Percentage of cows not pregnant after 79 days of mating

Your herd ☆

Aim for



2 Drivers of the 6-week in-calf rate

3-week submission rate
% of cows that were inseminated in the first 3 weeks of mating

Your herd ☆☆☆☆

Aim above

Non-return rate
% of inseminations that were not followed by a return to heat

Your herd

Aim above

Conception rate
% of inseminations that resulted in a confirmed pregnancy

Your herd ☆☆☆☆

Aim above

3 Key indicators to areas for improvement

Calving pattern of first calvers
Well managed heifers get in calf quickly and calve early.

Calved by	<input type="text" value="Week 3"/>	<input type="text" value="Week 6"/>
Your herd	<input type="text" value="81%"/>	<input type="text" value="98%"/>
Aim above	<input type="text" value="75%"/>	<input type="text" value="92%"/>

☆☆☆☆☆ ☆☆☆☆☆

Calving pattern of whole herd
Did late calvers reduce in-calf rates?

Calved by	<input type="text" value="Week 3"/>	<input type="text" value="Week 6"/>	<input type="text" value="Week 9"/>
Your herd	<input type="text" value="71%"/>	<input type="text" value="90%"/>	<input type="text" value="99%"/>
Aim above	<input type="text" value="60%"/>	<input type="text" value="87%"/>	<input type="text" value="98%"/>

☆☆☆☆☆ ☆☆☆☆☆ ☆☆☆☆☆

Pre-mating heats
A high % of well managed cows will cycle before the start of mating.

Your herd ☆

Aim above

3-week submission rate of first calvers
Well managed heifers cycle early

Your herd ☆☆☆☆

Aim above

Heat detection
A high % of early-calved mature cows should be inseminated in the first 3 weeks of mating.

Your herd ☆☆☆☆

Aim above

Non-cycling cows
Treated non-cyclers get in calf earlier.

Treated	<input type="text" value="By MSD"/>	<input type="text" value="Wks 1-3"/>	<input type="text" value="Wks 4-6"/>
Your herd	<input type="text" value="0%"/>	<input type="text" value="0%"/>	<input type="text" value="0%"/>

Rating	What does it tell me?	What should I do?
☆☆☆☆☆	Top result	Ideal - keep up the good work!
☆☆☆	Above average	Getting there - focus on getting the details right.
☆	Below average	Plenty of room to improve - seek professional advice.
	No result	Not enough information provided - seek help with records.

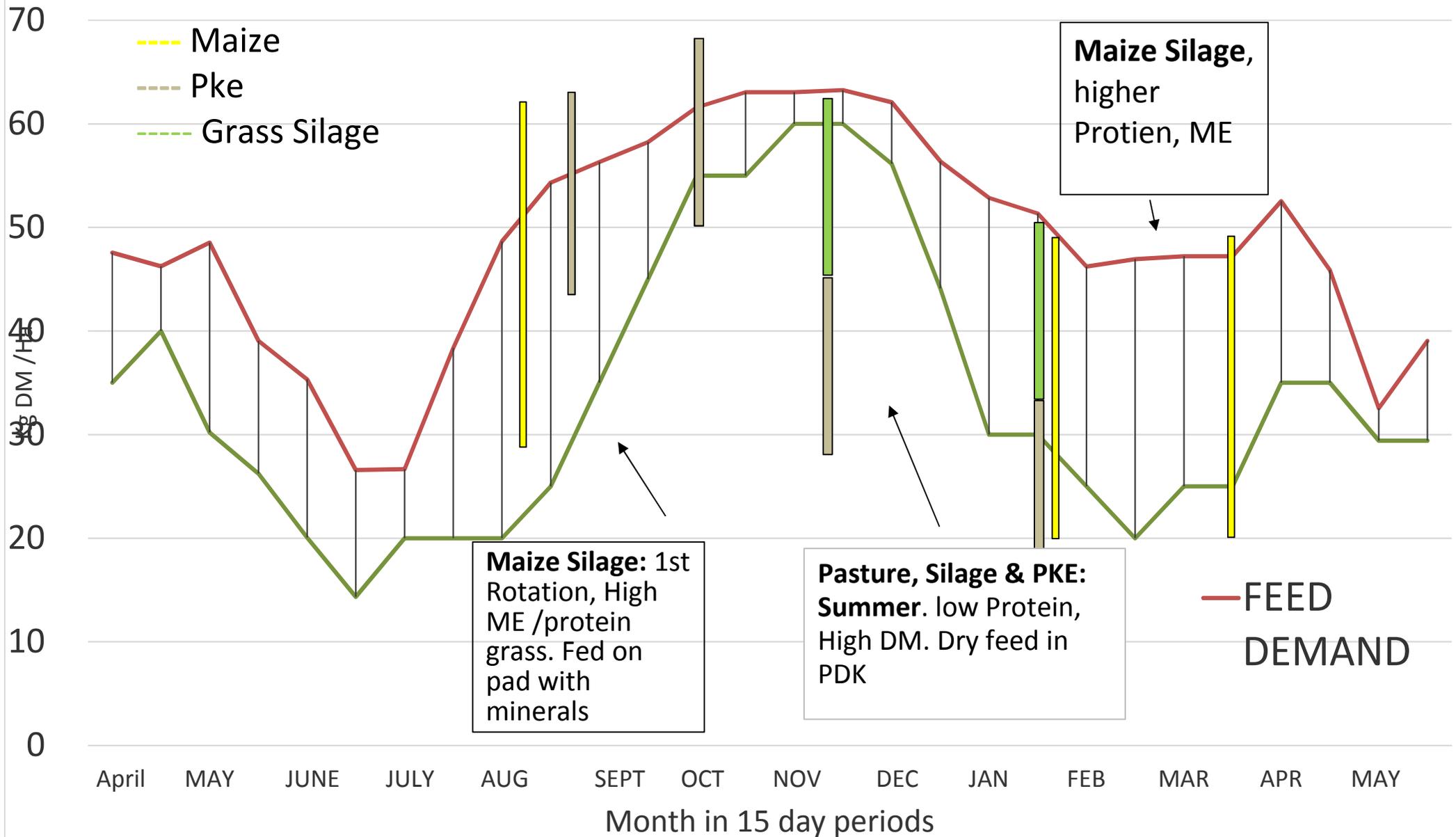
Performance after week 6
Expected not-in-calf rate helps assess management affecting performance after week 6 (including bull management and herd nutrition).

Your herd

Expected

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Te Rahu Farm Pasture Growth Rate vs Demand excl Sup & N



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