Winners Field Day
Canterbury North Otago

Winners:

SHARE FARMER OF THE YEAR - Daniel & Paula McAtamney
Dairy Manager of the Year - Will Green
Dairy Trainee of the Year - Salem Christian

17th April 2018
131 Rangitata Island Road, RD 26 Temuka 7986

Handout prepared by:
DairyNZ

dairyindustryawards.co.nz
Field Day Programme

17th April 2018

10:30am  Welcome, Introductions and Health & Safety
          *Michael and Susie Woodward - NZDIA Regional Managers; Canterbury / North Otago*
          *Rob Wilson – Farm Supervisor; Rangitata Dairies, Makaiwai Farm*

          Lead facilitator of today’s field day is Erin Christian, Senior Consulting Officer, DairyNZ

10.35am  Dairy Trainee of the Year – Salem Christian
          *Trevor Gee - Consulting Officer; DairyNZ*

10.45am  Dairy Manager of the Year – Will Green
          *Trevor Gee - Consulting Officer; DairyNZ*

11.15am  Share Farmers of the Year – Daniel & Paula McAtamney
          *Erin Christian – Senior Consulting Officer; DairyNZ*

12:55pm  Past Winner’s Reflection – Matt Ward

1.05pm   BBQ lunch kindly sponsored by FarmSource

**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
- See page 3 for Makaiwai hazard map
# 2018 Results

<table>
<thead>
<tr>
<th>Share Farmer of the Year</th>
<th>Daniel &amp; Paula McAtamney</th>
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</thead>
<tbody>
<tr>
<td>Runner Up</td>
<td>Luke Doyle</td>
</tr>
<tr>
<td>Third</td>
<td>Glenn Jones &amp; Sarah Brett</td>
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<table>
<thead>
<tr>
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<th>Will Green</th>
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<tr>
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</tr>
<tr>
<td>Third</td>
<td>Russ Young</td>
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<table>
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<tr>
<th>Dairy Trainee of the Year</th>
<th>Salem Christian</th>
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<tbody>
<tr>
<td>Runner Up</td>
<td>Sarah Bunn</td>
</tr>
<tr>
<td>Third</td>
<td>Ryan Dickey</td>
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## Merit Awards

### Dairy Trainee of the Year

<table>
<thead>
<tr>
<th>Award</th>
<th>Winner</th>
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</thead>
<tbody>
<tr>
<td>Dairy Holdings Ltd Most Promising Entrant Award</td>
<td>Kate Reynolds</td>
</tr>
<tr>
<td>Ngai Tahu Farming Knowledge Award</td>
<td>Sarah Bunn</td>
</tr>
<tr>
<td>Alexanders Communication &amp; Engagement Award</td>
<td>Salem Christian</td>
</tr>
<tr>
<td>FarmRight Community &amp; Industry Involvement Award</td>
<td>Sarah Bunn</td>
</tr>
<tr>
<td>DairyNZ Practical Skills Award</td>
<td>Salem Christian</td>
</tr>
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</table>

### Dairy Manager of the Year

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</thead>
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<tr>
<td>NZ Funds Private Wealth Most Promising Entrant Award</td>
<td>Sacha McDougall</td>
</tr>
<tr>
<td>Craigmore Farming Employee Engagement Award</td>
<td>Jason DeBoo</td>
</tr>
<tr>
<td>VetEnt Feed Management Award</td>
<td>Jason DeBoo</td>
</tr>
<tr>
<td>TH Enterprises Ltd Leadership Award</td>
<td>Will Green</td>
</tr>
<tr>
<td>Fonterra Farm Source Feed Management Award</td>
<td>Sacha McDougall</td>
</tr>
<tr>
<td>DeLaval Livestock Management Award</td>
<td>Sameer Nimbalkar</td>
</tr>
<tr>
<td>PrimaryITO Power Play Award</td>
<td>Russ Young</td>
</tr>
<tr>
<td>Westpac Financial Management &amp; Planning Award</td>
<td>Will Green</td>
</tr>
</tbody>
</table>

### Share Farmer of the Year

<table>
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<tbody>
<tr>
<td>Ecolab Farm Dairy Hygiene Award</td>
<td>Luke Doyle</td>
</tr>
<tr>
<td>Federated Farmers Leadership Award</td>
<td>Daniel &amp; Paula McAtamney</td>
</tr>
<tr>
<td>Honda Farm Safety and Health Award</td>
<td>Glenn Jones &amp; Sarah Brett</td>
</tr>
<tr>
<td>LIC Recording and Productivity Award</td>
<td>Daniel &amp; Paula McAtamney</td>
</tr>
<tr>
<td>Meridian Energy Farm Environment Award</td>
<td>Daniel &amp; Paula McAtamney</td>
</tr>
<tr>
<td>Ravensdown Pasture Performance Award</td>
<td>Daniel &amp; Paula McAtamney</td>
</tr>
<tr>
<td>DairyNZ Human Resources Award</td>
<td>Grant &amp; Lucy Tremewan</td>
</tr>
<tr>
<td>Westpac Business Performance Award</td>
<td>Daniel &amp; Paula McAtamney</td>
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DAIRY TRAINEE OF THE YEAR

Salem Christian

Merit Awards – Judges Citations

Alexanders Communication & Industry Involvement Merit Award
Salem overall has a high level of communication, this is an asset not only to himself but also to any future work colleague. Salem presented himself well and was a pleasure to interview with his answers delivered in a clear and confident manner. Salem is a worthy recipient of this award.

DairyNZ Practical Skills Merit Award
Salem’s stock handling ability was skilful, and he managed to move the cows efficiently. In the fencing challenge, he was able to recognize the importance of safety by using the appropriate equipment. Salem demonstrated excellent fencing skills overall even with the added complication of a broken arm! Well done Salem!
**Background**
Salem grew up on a dairy farm on the West Coast where he learned a variety of skills. Two years ago he moved to a 350 cow 136ha farm on the West Coast which he managed for a season before moving to his current position as Assistant Manager on Longdowns for 2017/18.

**Goals**
Salem’s short-term goal is to work his way up through the dairy industry into a position where he is self-employed and uses the skills he is developing currently. He has a long-term goal of farm ownership. To work towards this, he is remaining in his Assistant Manager position at Longdowns and will continue to develop his on farm and communication skills there.

**Why dairying?**
Salem enjoys the lifestyle dairy farming provides. He likes working outdoors and with the animals and the challenges that the dairy industry presents. Salem also likes that there is a great opportunity to grow yourself in the dairy industry both in terms of skills and equity.

**Why Enter?**
Salem entered the Trainee of the Year competition for the feedback that he received from the judges to help him progress through the industry. This is his second year of entering the competition, and he felt last year’s feedback was invaluable for contributing to his success this year. Benchmarking against others was also a driver, and the competition was an ideal place to do that at this stage in his career.

**Farm Overview**
Longdowns, where Salem currently works, is LOSM by Mark and Larissa Drysdale, and owned by Keith and Margaret Lane. They run a grass focused system with supplements fed in the shoulders of the year. The farm is 198ha irrigated mainly by pivot, k-line and guns. 750 cows are milked through a 54-bail rotary shed with ACR’S and Protrack.

**Focuses**
Salem is focused on improving his communication skills, and sees communication as a key part of running a successful team. His current employers Larissa and Mark provide an ideal learning platform for developing these skills and achieving his goals.

**Training**
- Level 3 dairy livestock feeding (PrimaryITO)
- Milk Quality (PrimaryITO)
- Attended DairyNZ events

**Off Farm interests**
- He enjoys the outdoor lifestyle and is a keen hunter.
- Plays rugby for the local rugby team Geraldine
- In general likes to keep fit
DAIRY MANAGER OF THE YEAR

Will Green

Will Green and Thea Mould

Merit Awards – Judges Citations

**TH Enterprises Ltd. Leadership Award**
Will shows great leadership both on farm and within the community. He is an active member of the local young farmers and encourages his team to also join the club. In his spare time, Will plays rugby, social netball and rugby sevens. He is also busy studying for the regional finals of young farmer of the year competition later this month. Will’s passion for getting involved and taking the lead is infectious.

**Westpac Financial Management & Planning Award**
Will has clearly defined goals. He is determined to stay on the 15% equity growth pathway and has analysed numerous options to do this. Will is very aware of the farm’s financial performance and what factors can influence this. With a clear savings plan and prudent financial management, Will is well on his way to achieving his financial aspirations. Will has secured a LOSM position on this property next season.
**Background**

- Originally from Shropshire in England, Will was bought up on a 300ha tenant family farm with a mix of dairy, sheep, beef and arable enterprises.
- Will attended Harper Adams University studying a Bachelor of Science in Agriculture, gaining a degree (with honours) with an RSPCA award at graduation for work done on animal welfare.
- He believes that the contacts he made during his time at Harper Adams and the development in his people and social skills were some of the most valuable lessons he took away.
- Completing a 1 year industry placement as part of his course on a 3000ha sheep and beef farm in Taranaki, New Zealand became the most influential 12 months of his life.
- Will returned to the UK for a period of time before coming back to New Zealand on a 1 year working study tour but with a much clearer goal to learn about pasture utilisation.
- This is when Will started working for Kieran and Leonie Guniesy at Springfield Farm in December 2014
- After 3 months of working at Springfield, Will was offered the position of Farm Manager.
- Will acknowledges this was very very hard work and lots of mistakes were made but he is grateful he was allowed enough rope to make these mistakes as the lessons he learnt have been priceless.
- Will is now into his third season of managing Springfield.
- In June 2018 Will commences a lower order sharemilking contract for a further 3 years.

**Springfield Farm Overview**

- Springfield is a 255 effective ha farm sitting at 400m above sea level in the Fairlie basin, with an annual rain fall of 650mms, and Ashwick stoney soil type.
- There is 15ha of dryland support in winter crops (since half way through 2015/2016), 150ha is pivot irrigated, 40ha of k-line irrigated, 20ha sprinkler irrigated and a further 45ha of dryland. The irrigation takes about two hours a day to move.
- Currently milking 815 cows, split into two herds, through a 45 aside herringbone.
- This takes two people 3 ½ hours in the morning and 3 hours in the afternoon.
- Kieran and Leonie purchased Springfield in 2005, and Oak Park, a further 70 ha, was purchased in 2010 pushing the herd size up from 680 peak to 840 peak cows. Three other dairy farms and more recently 2 support blocks have been purchased since first buying Springfield.

**Springfield Farm Vision**

- There is no focus on production, rather on generating profit and free cash for future investments, debt repayment and lifestyle.
- Therefore, a profit rather than production mindset is crucial for a manager wanting to succeed in farming this system. A mindset that Will believes fully in and is very focused on, and a key area as to why Will is enjoying working with Kieran and Leonie so much and why he believes he has so much to offer.

**Responsibilities**

- Will believes he is very lucky to be given the huge amount of responsibility when running the farm by Kieran and Leonie.
- As well as all day to day management decisions he is also in charge of creating the roster, time sheets, environmental compliance, health and safety compliance and staff recruitment.
- Will has been fully responsible for staffing the farm for the last 3 seasons.
Managing the farm and team

- Will has strict pastoral management discipline, and prides himself on his people skills.
- He is a big believer in having science from industry scholars to justify that what he is doing is the most profitable and environmentally sound it can be.
- When creating the roster Will is very aware of keeping people well rested, their social commitments/desires, holidays and matching the required amount of staff hours for the work that has to be done. Throughout the season he runs several different rosters.
- Thanks to good networking and a good reputation for treating staff well, Will has yet not had to advertise for employees instead he has always been approached by more people than positions he has to fill.
- When it comes to the day to day running of the farm everybody is expected to be able to complete all tasks. To ensure that all staff can do this Will has created a farm manual along with detailed responsibilities of what each person’s responsibilities are.
- When developing the farm manual and the SOPs Will uses the MacDonald’s model to keep things simple. For example, he uses MaxT for milking times so the guys are always opening the gate at the same time for 8 minute milks to ensure efficient cow throughput.
- Rostered responsibilities create a sense of ownership.

Leadership and Development

- Will has always strived to be a valued and active member of his local community.
- In the UK he was an active member of his local young farmer’s club, taking on the role of club treasurer for two years before university and then club chairperson for two years after graduation. At the time the club was small and Will was determined to see it success, in size, socially and competitively. Before Will became club chairperson the club had 12 members and by the time he had finished his second year there were 96 paid members.
- Will is very keen on doing charity work to show the local community how hard the Young Farmers Clubs work and in his second year raised $20,000 for local charity.
- In New Zealand Will has been an active member of Mackenzie Young Farmers since arriving in the area. He took on the role of Treasurer last year and the club won biggest increase in membership numbers last year.
- YFC’s here have been a fantastic way for Will to meet other young people full of energy people in the district.
- Will has also entered the Young Farmers Club member of the year competition twice, coming third two years ago and qualifying first this year in the Aorangi competition.
- Will regularly attends (and hosts) local discussion groups. He is an active member and always enjoying a good debate. Will is known to message other farmers in the area to keep the events well attended as he believes the more people that are there the more you get out of it.

Other off farm interests

- Will has always been a keen rugby player, wherever he has worked he always strives to play at a senior level. He has represented South Canterbury at the National 7s competition.
- Will enjoys a good game of netball
- He challenges himself to read scholar articles and good books each season to further build his knowledge and to continually challenge his mind.
**Springfield KPI’s**

<table>
<thead>
<tr>
<th></th>
<th>2015/16</th>
<th>2016/17</th>
<th>2017/18 (Forecast/Target)</th>
<th>Industry Target/Top 50% 2016/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peak Cows Milked</td>
<td>873 255h</td>
<td>830 240h</td>
<td>840 240h</td>
<td></td>
</tr>
<tr>
<td>Stocking Rate</td>
<td>3.4</td>
<td>3.45</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>Days in Milk</td>
<td>235</td>
<td>241</td>
<td>240</td>
<td>255</td>
</tr>
<tr>
<td>Total kgMS sold</td>
<td>305,826</td>
<td>304,840</td>
<td>315,000</td>
<td></td>
</tr>
<tr>
<td>Kg MS/ha</td>
<td>1199</td>
<td>1270</td>
<td>1313</td>
<td>1615</td>
</tr>
<tr>
<td>Kg MS as % of LW (425)</td>
<td>82%</td>
<td>86%</td>
<td>89%</td>
<td>104% (LUDF)</td>
</tr>
<tr>
<td>Feed efficiency conversion</td>
<td>12.6</td>
<td>12.35</td>
<td>12.06</td>
<td>10.4 (Top 5%)</td>
</tr>
<tr>
<td>Cow/ Full Time Equivalent (FTE)</td>
<td>199 (4.375)</td>
<td>189 (4.375)</td>
<td>201 (4.16)</td>
<td>164</td>
</tr>
<tr>
<td>Kg Ms/FTE</td>
<td>69,903.1</td>
<td>69,677.7</td>
<td>75,721.1</td>
<td>74,301</td>
</tr>
<tr>
<td>Empty Rate</td>
<td>18%</td>
<td>11.7%</td>
<td>14.5%</td>
<td>8%</td>
</tr>
<tr>
<td>Total N Fert applied kg N/ha</td>
<td>189</td>
<td>168</td>
<td>193</td>
<td>165</td>
</tr>
<tr>
<td>Total Imported Feed</td>
<td>44t (50kg/cow)</td>
<td>153.2t (184 kg/cow)</td>
<td>68t (81kg/cow)</td>
<td></td>
</tr>
<tr>
<td>Pasture Harvested kg dm/ha</td>
<td>14.96t</td>
<td>15.06</td>
<td>15.55</td>
<td>15.3</td>
</tr>
<tr>
<td>FWE (Operating Profit) $</td>
<td>3.31 (0.93)</td>
<td>3.52 (2.91)</td>
<td>3.23 (3.23)</td>
<td>3.71 (1.72)</td>
</tr>
<tr>
<td>Ebit/ha $</td>
<td>1115.07</td>
<td>3695.7</td>
<td>4241</td>
<td>2777.8</td>
</tr>
<tr>
<td>Ebit/ kg dm/ha $</td>
<td>0.13c</td>
<td>0.24c</td>
<td>0.27c</td>
<td>0.18c</td>
</tr>
</tbody>
</table>

Springfield: BW: 81/47 PW: 106/59 Ancestry 89%

Industry Average: BW: 64 PW: 78

**Goal setting**

- A key motto is ‘Does the opportunity fit the vision?’
- Planning wheel displayed in the cowshed for whole team to see (page 12)

**Key messages**

Will says

- Look after the people and the people will look after the cows and grass
- He focuses on sharing knowledge and time to help educate the guys and develop their mindsets for their future careers.
Will Green – Planning Wheel

<table>
<thead>
<tr>
<th>Focus area</th>
<th>Goals and actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision</strong></td>
<td></td>
</tr>
<tr>
<td>- Be an active member of the community</td>
<td></td>
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<tr>
<td>- Use Farming as a tool to build equity and inclusion</td>
<td></td>
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<tr>
<td>- Be fit. Community is the foundation of health and wellbeing</td>
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<tr>
<td>- Be aware of community life</td>
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<tr>
<td>- Be an active community member</td>
<td></td>
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<tr>
<td>- Be involved in community events</td>
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<tr>
<td>- Be aware of community development</td>
<td></td>
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<tr>
<td>- Be aware of community needs</td>
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<td><strong>Focus area</strong></td>
<td></td>
</tr>
<tr>
<td>- Health Creation</td>
<td></td>
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<tr>
<td>- Analyse use of agri-business in health</td>
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<tr>
<td>- Target high BOD load checklist</td>
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<tr>
<td>- Suitable suite of targets</td>
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<tr>
<td>- Reduce grid, especially with industrial scale</td>
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<tr>
<td>- Reduce feed efficiency and turnover</td>
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<tr>
<td>- Dense, low feed heavy, high BOD loadcheck</td>
<td></td>
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<tr>
<td>- Be fit. Community is the foundation of health and wellbeing</td>
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<tbody>
<tr>
<td><strong>Focus area</strong></td>
<td></td>
</tr>
<tr>
<td>- Life style and community</td>
<td></td>
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<tr>
<td>- Be aware of community life</td>
<td></td>
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<tr>
<td>- Be involved in community events</td>
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<tr>
<td><strong>Focus area</strong></td>
<td></td>
</tr>
<tr>
<td>- Physical and mental</td>
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<tr>
<td>- Always treat people with kindness</td>
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<tr>
<td>- Support local for milk production</td>
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<tr>
<td><strong>Focus area</strong></td>
<td></td>
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<tr>
<td>- Non-Negotiables</td>
<td></td>
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<tr>
<td>- Always treat people with kindness</td>
<td></td>
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<tr>
<td>- Support local for milk production</td>
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<tr>
<td><strong>Focus area</strong></td>
<td></td>
</tr>
<tr>
<td>- 1500 milk production</td>
<td></td>
</tr>
<tr>
<td>- Always treat people with kindness</td>
<td></td>
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<tr>
<td>- Support local for milk production</td>
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SHARE FARMER OF THE YEAR

Daniel & Paula McAtamney

Merit Awards – Judges Citations

Federated Farmers Leadership Award
Daniel and Paula have both had strong involvement at leadership levels with Young farmers as well as involvement with local sporting interests. They are great ambassadors, both on and off farm for the dairy industry. They are very deserving recipients of this award.

LIC Recording and Productivity Award
Daniel and Paula’s analysis and decision making based on their animal records showed us that they have a superior understanding of these. This has been achieved through their internal processes, staff accessibility and robust systems to ensure the accuracy of data being collected.
**Meridian Energy Farm Environment Award**
Daniel and Paula had good systems and procedures in place to ensure they are able to not only capture information and data relating to the environment and effluent management, but also had an excellent understanding of what was being reported and what they needed to do to improve on or rectify. We felt Daniel and Paula were great ambassadors for the dairy industry in this area.

**Ravensdown Pasture Performance Award**
We were impressed with Daniel and Paula’s knowledge of pasture management and utilisation. They had great records that were being utilised to make informed decisions to ensure the farm was the most efficient. They also had a great understanding of feed requirements through the year and when supplements were needed to be put into the system. Policies had been documented to ensure all staff were educated to perform any pasture relate decisions. Well done!

**Westpac Business Performance Award**
This was a well thought out and presented category for Daniel and Paula with a strong understanding of their current financial position and how they were performing compared to benchmarks. They had a very clear business plan and could demonstrate clearly how they were going to achieve this. They were also very proficient in assessing potential opportunities and how they fit into their strategic plan.

**Background**

**Dan**
- Sheep and beef family background, grew up locally in Geraldine
- Completed a Diploma in Farm Management at Lincoln University
- Spent time on sheep and beef farms as a stock manager and on finishing/dairy support properties
- Travelled overseas to England for 6 months, and then returned to NZ and got into dairying
- Began as a Senior Assistant, and worked through to Unit Manager and then Contract Milker in the Central Canterbury area

**Paula**
- Originally from the Waikato with a dairying background, and completed some schooling in Canterbury
- Completed a nursing degree at Waikato Polytechnic, and while doing so spent holidays on a dairy farm in Canterbury
- On finishing her degree, Paula began as an Assistant Manager on her parents’ farm, then progressed to Managers Assistant on a larger farm

**Together**
- Dan and Paula met when they both started dairying, and started working together on the same farm in the 2015/16 season
- Together they began Contract Milking for Paula’s parents in 2016/17, and took up the Contract Milking role at Makaiwai in 2017/18
Training and Development – Dan and Paula

To date:

<table>
<thead>
<tr>
<th>Dan</th>
<th>Paula</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diploma in Farm Management – Lincoln</td>
<td>Diploma in Science and Technology – Massey</td>
</tr>
<tr>
<td>Milk quality stage 1 and 2</td>
<td>Milk quality stage 1 and 2</td>
</tr>
<tr>
<td>Level 4 Dairy</td>
<td>Level 4 Dairy</td>
</tr>
<tr>
<td>Level 5 Production Management</td>
<td>Level 5 Production Management</td>
</tr>
<tr>
<td>DairyNZ BizStart and BizGrow</td>
<td>DairyNZ BizGrow</td>
</tr>
<tr>
<td>ATS health and safety training day</td>
<td>Certificate in Agribusiness Management</td>
</tr>
<tr>
<td>Dairy Masters Nutrition training</td>
<td>Veehof hoof trimming</td>
</tr>
<tr>
<td>SIDE conference</td>
<td>DWN conferences</td>
</tr>
<tr>
<td>Effluent Management Primary ITO</td>
<td>Pathway leadership program through DWN</td>
</tr>
</tbody>
</table>

Future development

From our skills assessment we have identified our areas to focus on are:

- Risk management
- Financial management
- Tax, PAYE & wages
- Investment opportunities

When we decide to carry out training, we focus on areas we are passionate about and areas we need to improve on. Important to us that our training is going to help us improve and grow. It also needs to fit into what we are doing so we are learning relevant skills and using them.

We are aiming to do training in different areas to each other to expand our skill set between us.

Personal Goals

- To lead a healthy lifestyle by eating well and keeping fit through regular exercise
- To complete at least one competitive physical event per year
- To start and enjoy our young family
- To support a balanced lifestyle and have quality time together off the farm
- To be continually learning and up skilling – focusing on both passion and weakness
- Increase our community involvement
- Purchase a holiday home/land with family to build a batch or camp on
- To surround ourselves with positive and motivated friends and family
- To do well in the Dairy Industry Awards
Nobleview Farming

Nobleview Farming Ltd is the company that contract milks at Makaiwai Farm. The company name was developed from a horse that Dan had since he was young, and that Paula rode in his later years. Dan and Paula have recently had a logo developed for the company, and say it was important to them that cows, people, grass and the hills were encapsulated in their brand.

Vision
- Operate our farm to a high standard so that we can be proud of our accomplishments, and be recognised for this
- Build a solid equity base through farming and off farm investments, to ensure we have a secure financial future
- Continually seek to grow our knowledge and have the courage to take on new challenges
- It is important to us to create a secure, balanced and positive home life for our family and ourselves

Values
Dan and Paula have shared values of family, fun and community. In addition, teaching and teamwork are high priority for them both.

Mission Statement

Nobleview Farming Ltd
2017/18 Season

Mission Statement
- To have happy, healthy, well-feed cows that are producing top quality milk, and doing this in a manner that minimises the environmental footprint.
- The operation needs to be sustainable and profitable to allow business growth and development.
- Utilise all resources available to us to ensure best management practices.
- To manage the pastures to the best of our ability, to maintain quality and quantity all year round.
- To utilise the technology available to us and use it to compliment best on farm practice.
- Be proud of the place we work in.
- The use of efficient and effective communication allowing all team members to work in a positive and productive team environment.
- To enjoy the rural way of life!
**Rangitata Dairies Support Team**
- Farm Supervisor
- Business Manager
- Analyst
- Admin
- Agronomist
- Contracting Group in house
- Other Managers and Contract Milkers within the Group

**Nobleview Farm Team**
- Dan & Paula – Farm management done as a team until mid this season. Paula is now transitioning into support while Addilyn is young with admin, HR, analysis etc, and will come back in for calf rearing.
- Jack Barraclough – Assistant Manager
- Charlotte Stevens – Herd Manager
- Jesse Rosewarne – Herd Manager
- Aston Scott – Farm Assistant
- Emma Molloy – Relief Milker

**Nobleview Business Team**
- Bank – Will Meads & Tom Bell
- Accountant & financial advisors – Rod Hansen
- Lawyers – Tavendale and Partners

**Community Involvement**
- Dan and Paula enjoy camping, boating, exploring NZ, and spending time with family and friends. Dan also plays rugby and has played hockey, and Paula netball and hockey
- We are in the public’s view due to the location of the farm and we are aware of the perception of dairy farming, we want to be seen as leading by example
- This is an area we want to get more involved with and are working towards that by attending industry meetings and discussion groups, attending plunket days, attending local community events.
Financial Management

Goals
- Grow our equity levels to $1,500,000 by 2020
- Diversify our business – invest in something outside of dairy farming within 2 years
- FWE – keep within 10% of the budget, which is $0.77/kgMS (keep under $0.84/kgMS)
- Establish an appropriate business structure that makes our business tax efficient and can plan for this in advance

KPIs for Nobleview
- **Debt to equity**: To use debt to our advantage, debt to equity to be at a medium risk level.
- **Return on equity**: For all money invested to have a ROE of no less than 10%
- **Budget variance**: To have a budget variance of 10% or less. Unless stated why the variance has been caused and it has created growth or opportunities.
- **Resource utilisation and reducing waste**: To use all resources available to us to our best ability. This helps reduce costs and increase bonus amount we could receive. It helps the environment and can also save time.
- **Expenditure**: Assess and obtain quotes from different sources and assess the need of capital and different options.
- **Operating cash flow**: To construct yearly cash flows for different aspects of the greater business separately and also combined to see end of year financial position and assess any lending requirements.
- **Employee engagement**: As wages is our biggest cost, we need to have high employee engagement and retention.
- **Equity to asset**: To reduce risk by increasing equity to asset levels.

Projected Equity Position

![Nobleview Farming Financial Growth – Contract Milking](chart.png)
Benchmarking

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>FWE per ha ($)*</td>
<td>$1,076</td>
<td>$1,007</td>
<td>$1,045</td>
</tr>
<tr>
<td>FWE per kgMS ($)*</td>
<td>$0.61</td>
<td>$0.71</td>
<td>$0.69</td>
</tr>
<tr>
<td>Gross farm Revenue per kgMS ($)</td>
<td>$1.19</td>
<td>$1.15</td>
<td>$1.09</td>
</tr>
<tr>
<td>Operating Expenses per kgMS ($)</td>
<td>$1.09</td>
<td>$1.06</td>
<td>$0.93**</td>
</tr>
<tr>
<td>Operating Profit per *kgMS ($)</td>
<td>$0.10</td>
<td>$0.08</td>
<td>$0.16</td>
</tr>
</tbody>
</table>

*Financial KPIs as required by NZDIA
** Includes projected FWE plus estimated non-cash expenses $110,300 wages of management as per DairyNZ Operating Profit Farm Fact, and $11,700 depreciation, equalling $0.24c. Projected kgMS of 498,000 for 17/18 season used.

Risk Management

- Have completed a risk management assessment of all areas of the business
- Have life, health and farm insurance which are reviewed annually
- Currently setting up ACC Cover Plus Extra
- Have up to date wills
- On farm, use policies, procedures, training and key advisors to minimise risks
- Have used diversification of the business; wedding business and food trailer
- Have family support available if required
## Example Sections of Risk Assessment

<table>
<thead>
<tr>
<th>Key risk area</th>
<th>Variations of risk</th>
<th>Probability</th>
<th>Impact</th>
<th>Strategies to mitigate risk</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Business</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Milk production</td>
<td>Not controlled by us</td>
<td>Blue</td>
<td>Well managed farming system</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Low feed input</td>
<td>Green</td>
<td>Highly managed pasture and system</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Only source of income</td>
<td>Red</td>
<td>Aim to diversify this season</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Human resources</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Reputation</td>
<td>Yellow</td>
<td>Strong visions and guidelines, do what we say</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Quality of staff</td>
<td>Orange</td>
<td>Thorough interview process</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Retaining people</td>
<td>Orange</td>
<td>Team environment, package, training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Health and safety</td>
<td>Orange</td>
<td>Training and policies in place</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Our progression and staff progression</td>
<td>Orange</td>
<td>Goals, motivations, training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>New team, new farm</td>
<td>Green</td>
<td>Assess prior to employment</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Blue</td>
<td>Learn farm, set up policies</td>
<td></td>
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<tr>
<td>Market prices</td>
<td>Fixed contract rate, but 2 year contract</td>
<td>Green</td>
<td>Discuss contract with owners, renew</td>
<td></td>
</tr>
<tr>
<td></td>
<td>High competition for jobs</td>
<td>Green</td>
<td>Make opportunities for ourselves, quality of job we do</td>
<td></td>
</tr>
<tr>
<td>Reguations</td>
<td>On the edge of the river</td>
<td>Orange</td>
<td>High environment policies in place</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Main road - high visibility</td>
<td>Green</td>
<td>Policies in place, expectations explained</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>Safety</td>
<td>Orange</td>
<td>Health and safety to a high level, training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Older technology</td>
<td>Orange</td>
<td>R &amp; M, have other options if it was to break</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Too much technology = less requirements</td>
<td>Blue</td>
<td>Use technology to best of our ability, learning it</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Technology needs to be utilised</td>
<td>Orange</td>
<td>Use technology to best of our ability, learning it</td>
<td></td>
</tr>
<tr>
<td>Theft</td>
<td>By the main road - visibility</td>
<td>Orange</td>
<td>Locks, keys out of vehicles, recording</td>
<td></td>
</tr>
<tr>
<td></td>
<td>No houses on tanker track</td>
<td>Orange</td>
<td>Don’t leave valuables at cowshed, locks, monitoring</td>
<td></td>
</tr>
<tr>
<td></td>
<td>No shelter</td>
<td>Orange</td>
<td>Don’t leave valuables at cowshed, locks, monitoring</td>
<td></td>
</tr>
<tr>
<td>Business structure</td>
<td>Company</td>
<td>Orange</td>
<td>Strong financial team</td>
<td></td>
</tr>
<tr>
<td>Sole person risk</td>
<td>Both capable of all tasks</td>
<td>Orange</td>
<td>Allocation of areas, training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fully train all staff members</td>
<td>Green</td>
<td>Strong training systems and resources</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If 1 person steps out the gap is easily fulfilled</td>
<td>Orange</td>
<td>Every staff member can do all main tasks on the farm</td>
<td></td>
</tr>
<tr>
<td>Financial</td>
<td>Debt levels</td>
<td>Orange</td>
<td>Make our money work for use - passive</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Interest rates</td>
<td>Orange</td>
<td>Utilise the low interest rates when we can</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Exchange rate</td>
<td>Green</td>
<td>Potential to fix if it is a good rate</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Inflation</td>
<td>Green</td>
<td>Produce top quality products sustainability</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Diversification</td>
<td>Orange</td>
<td>R &amp; M and development need to be well planned</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Liquidity</td>
<td>Orange</td>
<td>Assess all opportunities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Contract is our only income</td>
<td>Orange</td>
<td>Good budgeting and diversification</td>
<td></td>
</tr>
<tr>
<td></td>
<td>New owners and new farm</td>
<td>Orange</td>
<td>Do our best, communication, time spent learning</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Business plan for risk management</td>
<td>Orange</td>
<td>Review yearly</td>
<td></td>
</tr>
<tr>
<td>Strategic</td>
<td>Global competition</td>
<td>Orange</td>
<td>Assess all jobs prior to starting</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Help run a sustainable business</td>
<td>Green</td>
<td>Produce the products to a high quality and efficiently</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Scientific research for food substitution</td>
<td>Orange</td>
<td>Positive use of social media</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Growing global interest</td>
<td>Orange</td>
<td>Produce the products to a high quality and efficiently</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Social media affects</td>
<td>Orange</td>
<td>Use social media positively, staff training and understanding</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Urban and rural divide</td>
<td>Orange</td>
<td>Work with the community to reduce this</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Using best practise</td>
<td>Orange</td>
<td>Policies, training, understanding from all staff</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sharing our story</td>
<td>Orange</td>
<td>Use social media to the advantage</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Consents and policies</td>
<td>Orange</td>
<td>Comply with all consents and kept up to date with them</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Affect on prices</td>
<td>Green</td>
<td>Run a sustainable business</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Experts</td>
<td>Orange</td>
<td>Look at other markets, supply top quality products</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Consents for farming</td>
<td>Orange</td>
<td>Comply with all consents and kept up to date with them</td>
<td></td>
</tr>
</tbody>
</table>
Cost Analysis

Vet to de-bud calves

Reason/thought:
- To get the vets in/professional to de-bud the Makaiwai
- Currently it is Nobleview farming’s cost to de-bud all the heifer replacement and any bulls reared
- Rangitata Dairies do supply a de-budding crate and de-budding iron – share with 8 other farms – can be hard to time when it is available
- Nobleview does own a de-budding iron
- Animal welfare – we want to have top quality animal welfare for all stock under our care. We feel there needs to be a use of pain relief and anesthetic when de-budding is being carried out. We want to be industry leaders with animal welfare as the animals are a huge aspect to our business and are our passion.

Options:
1. Nobleview to carry out all the de-budding
2. Get a vet/professional in to do the de-budding

Costing to Nobleview – De-bud calves ourselves
- Labour – 3 people are needed to carry it out @$18/hour for approximately 19 hours (3 minutes per calf) $1026
- Equipment – gas, tetrawet $220 for 2017 season
- Growth rates and time on milk and platform – we found this years calves (2017), some where slightly checked due to the stress it caused and there were a few infections

Costing to Nobleview – Vet in to carry out de-budding
- Number of heifer calves = 280
- Number of bull calves = 100
- Cost per head for vet to complete = $4

380 calves x $4 = $1520

Cost comparisons
Cost for Nobleview to de-bud $1246
Cost for professional $1520
Difference $274

- For a cost of $274 more to get a professional in to de-bud the calves, it is a good option to set up for next season.
- It means there is approximately 19 hours of work that can be completed by 3 separate people else where on the farm during the busy period
- It reduces the stress on the animal
- Ease of management
Key Actions for financial management

- Have our business plan up to date
- Prepare following season’s budget by March
- Code & reconcile first week of each month
- Keep on top of things with our monthly financial checklist
- Forward plan tax requirements and implications of decisions, make sure we have these in our planner so they are paid on time
- To have efficient business administration systems to enable easy access to information and use the information to the best of our ability
- Both of us to increase business and computer skills through off farm training
- Set our financial KPI’s for our business and review annually
- Benchmark our business annually

---

Monthly financial checklist

Month:

Accounts checked off with Dan
Accounts paid by the 20th
PAYE paid
GST
Reconcile in cash manager
Budget revision
Send bank budget vs. actuals
Position within bank lending
Excise duty (July, Oct, Jan & April)
Any big upcoming expenditure
Any changes to tax position

Compare to KPI’s
- Budget variance (10% or less)
- Equity to assets
- Debt to equity
- Operating cash flow
Farm Information and Management

“Makaiwai”

Farm Owner/s: Rangitata Dairies
Area: 300 effective ha, plus 120 ha leased support block adjacent
Soil: 54% Rangitata very stony sandy loam, 46% Templeton moderately deep silty loam

Altitude and rainfall: 70 masl; 650 ml rainfall
Soil Fertility: pH P K S
6.2 35 8.6 3.6

Pastures: See pasture renewal map
Drainage: Rangitata soil freely drained, Templeton can be wet, no artificial drainage
Special Features: Flat in contour
Farm Dairy: 50 bale rotary shed with in-shed feeding system and ACRs

Pasture Renewal Map
**Stock and Production Information**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cows</td>
<td>1150</td>
<td>1,065</td>
<td>843</td>
</tr>
<tr>
<td>Milking Platform (ha)</td>
<td>300</td>
<td>300</td>
<td>236</td>
</tr>
<tr>
<td>Cows/ha</td>
<td>3.8</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>Total milk solids</td>
<td>498,000 projected</td>
<td>453,000</td>
<td>382,000</td>
</tr>
<tr>
<td>Milk solids/ha</td>
<td>1,660</td>
<td>1,510</td>
<td>1,622</td>
</tr>
<tr>
<td>Milk solids/cow</td>
<td>433</td>
<td>425</td>
<td>455</td>
</tr>
<tr>
<td>Cows/FTE</td>
<td>191</td>
<td>-</td>
<td>172</td>
</tr>
<tr>
<td>Imported supplement fed per cow (kgDM)</td>
<td>992</td>
<td>808</td>
<td>654</td>
</tr>
<tr>
<td>Nitrogen Use (Kg N/ha/year)</td>
<td>234</td>
<td>218</td>
<td>237</td>
</tr>
</tbody>
</table>

**Feed and Pastures**

**Goals**
- Refine a suitable system for Makaiwai that allows us to optimise production and profit for both Rangitata Dairies and Nobleview Farming
- Increase the quality and quantity of pasture grown
  - Grow 16T DM
  - Reduce seed head
  - Re-grass at least 20ha, (34ha to date)
- Use the grazing log to have thorough pasture history and use for forward planning

**Farm System**
- Makaiwai is a System 3 farm, importing between 10% and 20% of feed, for supplement in shoulders of season to extend lactation.

**Pasture Management**
- Weekly farm walks done with tow behind, input to Minda Land & Feed, used to rank paddock’s accumulated performance
- Grazing whiteboard used for communication, then entered into electronic grazing log
- Detailed feed budgets run and monitored for each part of the season, including Spring Rotation Planner
- Dry off cover of 2000kgDM, keep APC above 2100kgDM over the whole season
• Allocate pasture correctly – minimising wastage, to leave no more then 100-150kgDM left behind above residual
• Renew pasture on 8-10% of the farm per year, chosen from pasture production, quality data and pasture damage. Renewal method dependent on individual paddock (11% this season)
• No weeds reaching the flowering stage
• Clear outline of responsibilities for each team member, have a pasture policy and use this for training
• Have topped 90% of the farm this season, plan to do so earlier next season to maintain quality

Wintering
• Next door on leased support block
• Winter diet, grass and silage. Aiming to feed 13kgDM/cow this winter
• Cows wintered off for approximately 70 days
• Some of the support block area can be milked off as required

Grazing Board
Spring Rotation Planner Tracking

**Round Length**

- Planned Round Length
- Actual Round Length

**Average Pasture Cover**

- Planned Average Pasture Cover
- Actual Average Pasture Cover

**Area Grazed**

- Planned Accumulated Area Used
- Actual Accumulated Area Used
Pasture Growth and Demand, and APC for 2017/18

Pasture growth vs. demand 2017/18

Average pasture cover 2017/18

Pasture Management plan

<table>
<thead>
<tr>
<th>Action plan</th>
<th>Pasture measuring and monitoring</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Action (What happened)</strong></td>
<td><strong>Who is responsible?</strong></td>
</tr>
<tr>
<td>Carry out pasture walks weekly</td>
<td>Jack &amp; Paula</td>
</tr>
<tr>
<td>Record pasture walks into Minds Live and produce a feed wedge</td>
<td>Jack &amp; Paula</td>
</tr>
<tr>
<td>Calculate APC and growth rates</td>
<td>Jack, Paula &amp; Dan</td>
</tr>
<tr>
<td>Record paddocks grazed into feed log to allow pasture production to be seen and compare to milk production</td>
<td>Paula and Dan</td>
</tr>
<tr>
<td>Make weekly plans of paddocks to be grazed on wall in cowshed</td>
<td>Jack and Dan</td>
</tr>
<tr>
<td>Identify poor performing paddocks for possible re-grassing</td>
<td>Paula and Dan</td>
</tr>
<tr>
<td>Calibrate feed reader once a month</td>
<td>Paula &amp; Jack</td>
</tr>
</tbody>
</table>
**When and why we use supplement**

- Fill the gaps in feed deficits in the shoulders of the season
- Ensure our cows are fully fed and sufficient energy and nutrients for milk production and animal health
- Allow us to maintain optimum round length based on our pasture growth
- This system is predominately grass based, with silage being used for the spring and autumn, and barley for energy and cow condition

**Management decisions around supplement use will consider**

- Round length
- APC – supply verse demand
- Feed and energy intake
- Extend lactation
- We have been making sure the cows have sufficient energy year round

**Stock Management**

**Goals**

- Mating: Achieve an empty rate of less than 13%
- BCS: Have all cows at a BCS of a minimum of 4 at mating, 5 at calving for cows and 5.5 for R2’s and R3’s
- Reach our target production of 444kgMS/cow
- Calving: Have replacement calves all off the dairy platform by the 1st of December at the required weight (75kg)
- Reduce the amount of lameness to less than 10 cases per month
- Spring mastitis: reduce the amount of cases treated in the spring period so it doesn’t limit production or profit.

**Herd Details**

<table>
<thead>
<tr>
<th>Breed of herd:</th>
<th>Crossbred</th>
</tr>
</thead>
<tbody>
<tr>
<td>BW:</td>
<td>78/42</td>
</tr>
<tr>
<td>PW:</td>
<td>100/59</td>
</tr>
<tr>
<td>Recorded Ancestry:</td>
<td>86%</td>
</tr>
<tr>
<td>Calving Date:</td>
<td>29th July 2018, 1 August 2017</td>
</tr>
<tr>
<td>6-week in-calf rate 2017:</td>
<td>64%</td>
</tr>
<tr>
<td>Empty rate 2017:</td>
<td>17%</td>
</tr>
</tbody>
</table>

* 6WIC and empty rate from on day of scanning

- Protrack and Minda used as main means for recording and monitoring, along with notebooks and clipboards for initial information collection
- Focus on simple systems that are available to all of the team
Winter Milkers

- As a group, Rangitata Dairies identify empty cows worth winter milking to meet cow requirements for the following season, and put these to the bull in autumn. These cows are then sent to the winter milking farm. Those that got in calf to the bull will remain at the winter milk farm, and those that didn’t will return back to Makaiwai (50 this year) to be given a 3rd chance at mating in spring. The benefits of this is we can start supplying milk early and provides more voluntary culling opportunities, along with stock sale benefits.

Mating

- Pre-mating
  - Pre mating heats – Whole herd was tail painted on the 22/9/2017
    - Observed 935 pre mating heats (82%)
    - Pre mating period = 4 weeks
  - Blood tests completed prior to mating
- A.I. strategy
  - 5.5 weeks of A.I – Friesian and cross breed straws used with a 50/50 split on straw numbers used each day
  - 4 days of Hereford straws used – used as a marker and also for its short gestation
  - 6 days of short gestation cross breed used at the end to condense the calving spread
  - Cross breed bulls out until the 7th Jan – 11 weeks total mating
- Interventions
  - 19/10/2017 45 CIDR’s put in – scanned the cows as well, also used age
  - Another round of intervention on the 16/11/2017 48 CIDR’s and 18 cows given a PG
  - Next season we are wanting to use PG every 10 days for non cyclers for 3 weeks followed by a CIDR for cows that haven’t cycled prior to this period
- Heifers
  - All of Rangitata Dairies heifers were mated using a program.

Culling

- Culling in autumn dependent on feed situation, some early known culls may go prior to scanning.
- Culling decisions are made around:
  - Empty cows – the number of empty cows will determine how much culling can be done for other reason
  - Re-occurring health issues – mastitis, lame cows
  - Production and herd test results
  - Age
  - Three-titters and udder confirmation
  - Temperament

Calves

- Replacement rate:
  - This season brought 298 (26%) heifers into the herd
  - 254 replacement calves were kept this season (22%)
- Weights and weaning:
- All calves weaned off milk at 75-80kg, and then go off farm and are fed meal to 100kg.
- Weaning weights are set by the management group and implemented by us
- Calves were weighed every 2-3 weeks and weaned as required

- Off-farm grazing: The calves are trucked to the support farm when they have been off milk for a minimum of 10 days and eating 1kg of meal/calf/day. When they arrive they continue to be fed meal to 100kg.

- Improvements to be made for next season:
  - Independent person in to de-bud calves
  - First lot of calves through the sheds out sooner
  - Calving shadow board for all calving equipment

**Animal health**

- Herd test twice a season
- BVD & IBR – have identified and culled a PI for BVD in the herd, and have had a +ve result for IBR. Will be vaccinating for this next year.
- Deaths recorded with reason for them, and animal health events monitored so we can see and act on trends.
- Animal welfare is a priority, and people are a huge part of this so there is an emphasis on training, both formal and on farm, and a manual is used.
Biosecurity

- Rangitata Dairies is mostly self contained
- At Makaiwai we have:
  - Used the DairyNZ Biosecurity WOF to assess our risks
  - Set up a disinfection area
  - Made sure there is staff awareness if they go on other farms on days off

Biosecurity Action Plan from Biosecurity WOF
**Milk Quality and Systems**

- By having set policies and procedures we can ensure the routine is consistent for cows and people in the cowshed. It ensures that all aspects are completed to a high standard, and assists with training.
- Protrack is the main way of recording animal information, and other milk quality info is recorded in the dairy diary and on clipboards.
- Always ensure the shed is presented well with lawns mowed, equipment tidy and everything clean.
- There have been a number of changes we have made to the cowshed, including triple tube, new breakaways on clusters, chemical dispensers etc to improve efficiency, reduce R&M needs, and improve safety.

**Environment**

**Goals**

- Implement the farms nutrient management plan and fertiliser plan to the best of our ability
- Ensure the farm is fully complying with all regional council rules, Fonterra environmental rules and farm consents
- Protect the waterways on the farm and boundary

**Farm information**

- Soils are half very light, and half medium-heavy; 54% Rangitata very stony sandy loam, 46% Templeton moderately deep silty loam.
- High N loss figure for platform mostly due to soil type and rotorainers, reduced from 91 to 60 for N loss last season, mostly due to a decrease in supplements and fertilizer timing. On track for similar this year.
- Fertiliser plan set by Rangitata Dairies and implemented by us.

**Mitigating environmental impacts**

- Getting the best response of N fert
  - Less amounts of N and spread out more
  - Capital fertiliser is spread over 3-4 applications and mixed in with N
- Application of N
  - Check soil temperature and moisture before applying fertiliser
  - Don’t apply in the winter
  - Record all applications
  - Aim to optimise response rates and pasture utilisation – use it as a way to cost effectively increase feed supply
- Feed
  - Efficient feed conversion – right amount of feed at the right time to the most efficient cows
  - Having a third herd would help manage this – having winter milkers and heifers in a separate herd
- Culling cows
  - Cull cows as early as possible in the Autumn
  - Reduces feed demand and urinary N
- Soil testing
  - Rangitata Dairies carry out individual paddock tests and apply fertiliser as appropriate from the results
- Irrigation
  - Bucket testing done on pivot and rotorainers
  - Soil moisture monitors used to schedule irrigation
- Effluent
  - Management plan in place, including training, recording etc
  - Manually record date, gun number on pivot and paddocks covered for each effluent application
  - Monthly effluent check done
- River
  - Monitor river flows - > 600 cumecs a risk, move stock away if necessary
  - All permanent fences and wire gates rather than tape between cows and river area
  - Vegetation between farm and river
- Waste
  - No hole on farm, all rubbish removed through council service at the gate. Additionally, get a skip in for bulky rubbish items
  - Plasback used for silage/balage wrap
  - Dead cow removal service used
- Energy Efficiency
  - Monitor fuel & diesel use and look for opportunities to reduce use, currently trialling electric bike
  - Monitor power consumption compared to other local farms
  - Share power consumption and cost figures with team so they understand the impact

**Effluent monthly checklist**

![Effluent Monthly Maintenance Checklist](image)

*NOTE: All checks and maintenance in storage pond must NOT be carried out alone - another person must be observing at ALL times*
Communication

Goal

- Have clear and precise farm policies and procedures in place that are easily communicated

Dan and Paula place high importance on communication and utilise technology and other practical measures to be effective in this area. This makes sure everyone is on the same page and can see the big picture. Some examples are below, google docs are also an important tool used.

*iMessage and iNotes for the farm team:*

![iMessage](image1.png)

![iNotes](image2.png)
People Management

Goals
- To have strong supportive relationship within the farm team to lead a high level of team work and achieve our farm goals
- To attract high quality staff to work on our farm due to the learning and progression opportunities
- To have monthly team bonding events with all team members
- To have a professional business team that fully supports us to achieve our goals
- Ensure the farm team have suitable capability to keep the farm operating well if there is an event that a team member is unavailable

People Management
- Set individual farm goals with each team member
- 4 performance reviews a year, 3 are informal 15-20 minutes, 1 formal in December
- Do team bonding activities outside of work time
- 9 on 3 off roster, 6 on 2 off roster over calving (Aug and Sept). Published 3 months in advance
- Keep minimum of 3 people on at all times, always have a buffer in case needed
- Bonus system run on H&S, looking after gear, and desired behaviours
### Health & Safety

**Goal**

- We operate a farm that has a safe working environment for everyone involved.

**H&S for Nobleview**

- Prevention is the key to H&S at Makaiwai
- Staff inductions, training plans, and communication used to improve H&S awareness
- Staff meetings, near miss/accident register and review, hazard maps, maintenance registers etc used to manage H&S
- Contractors are always signed in, visitors always with a member of staff
- Monitor areas accident have occurred, and serious incidents are reviewed formally with the appropriate parties.
Accident and near miss monitoring

Key farm safety rules

- Farm speed limit is 40kph
- If you see something that is dangerous or could be dangerous – report it
- Helmets must be worn every time on two wheelers and quad bikes – no excuses!
- PTO shafts must always be guarded – no exceptions
- Always wear the PPE required for the job you are carrying out
- Never go alone inside the effluent pond fence – 2 people at all times
- Always take tape gates down once finished using them – never leave them up across a lane
- Be aware and watch out for pivot ruts in paddocks
- Watch out for hydrants in paddocks – when getting cows in, make sure the markers are on the hydrants
- Watch out for K-line pipes in paddocks
- Be aware of ‘bull holes’ in paddocks as they can drop away when you least expect
- No one is to be working on the farm alone – we go home together
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