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| Job Description – Calf Rearer |
| *This job description is generic and, in general terms, should outline most of what you would expect from this role. To ensure your job description accurately reflects the requirements of this role in your business you can: • Delete statements that don’t reflect what is required • Write in statements for things that you need done that aren’t included.* |
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| **Employee:**  |  | **Manager:**  |  | **Date:**  |  |
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| **Purpose of the position:**  | Assists with daily calf rearing tasks as directed to ensure all calves are treated with care and respect. Duties may include feeding calves, animal health, administering mineral treatments, etc. |
| **Reporting lines:** |   |
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| **Animals:** Assists in the safe handling of animals, reports any health and welfare issues as per farm policy. |
| **Responsibility:** | **Skills/behaviours:** | **Other comments:** |
| Assists with moving and handling animals safely and observes and reports on the wellbeing of all stock. | * With minimal stress, safely and confidently handles/moves animals.
* Lifts new-born calves on and off the trailer carefully when moving calves from the calving area to the calf shed.
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| Prepares livestock for transport, calves must: * Be at least four days old.
* Be healthy, with no visible disease (e.g., scours), deformity, injury, blindness, contracted tendons, or disability.
* Have bright eyes and upright ears.
* Have the correct ear tag.
* Be strong, able to rise from a lying position unassisted, move freely around the pen and bear weight on all four limbs.
* Have firm, worn hooves.
* Have a dry and withered navel.
* Have a full tummy – no antibiotic milk.
 | * Checks animals thoroughly and takes action to meet these responsibilities in a timely manner.
* Ensures animals are fed in a timely manner, coinciding with calf pick up.
* Selects calves for transport that are fit and healthy for the journey.

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| Maintains good routine hygiene and health practices. | * Scrub all feeding equipment well with hot water and detergent.
* Remove sick calves promptly to a designated sick pen.
* Frequently clean and disinfect pens where sick calves are treated.
* Disinfect hard surfaces.
* Ensure bedding is regularly refreshed.
* Control the spread of disease by minimising movement between pens. Calves of the same age should stay in the same pen.
* Follows good biosecurity practices in line with farm policy e.g., disinfecting boots before entering the calf shed.
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| Watches stock for any ill health and reports issues to manager. | * Learns to identify and assist with treatment of unwell calves, e.g., navel ill, joint ill, etc.
* Keeps records of all animal treatments as directed by manager.
* Drafts out sick calves in a timely manner.
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| Assists with handling and rearing calves safely. Is building awareness of good health, hygiene and welfare for newly calved cows and young calves. | * Has an awareness of good health, hygiene, and welfare of calves.
* Feeds calves, including tube feeding (if required and trained to do so).
* Ensures calves get enough high-quality colostrum quickly after birth. Surplus gold colostrum is stored / preserved correctly.
* Understands the importance of feeding calves a consistent amount at regular intervals and the importance of introducing fibre into their diet.
* Able to tag calves.
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| Is building skills in observing, recording, and reporting on cows and calves, and assists with calving and health treatments as directed by manager. | * Can identify when a cow or calf is unwell.
* Assists in matching newly calved cows and calves.
* Administers mineral treatments as directed by manager.
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| Knows how to monitor the calf shed water delivery system and assists with basic maintenance. | * Checks the trough in every pen is filling correctly and isn’t leaking.
* Frequently cleans the troughs e.g., remove bedding material.
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| **People: Works well with others, building a strong team culture.** |
| **Responsibility:** | **Skills/behaviours:** | **Other comments:** |
| Is aware of the opportunities available to them in their personal and career goals and is looking for growth opportunities on farm to gain more skills. | * Starting to set personal and career goals and knows what their limitations are.
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| Understands own rights around employment agreements, minimum wage requirements, and accommodation, and knows how to communicate any issues to their manager. | * Understands own rights and entitlements in the job and can communicate any issues to managers.
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| Is developing an understanding of what makes a good farm team, and how their actions affect the wider team. | * Evidence of good communication with other staff and the manager.
* Understands what makes a good farm team environment and plays their part.
* Understand the importance of building relationships with suppliers and rural professionals.
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| Understands own rights around work time and workload, and to a reasonable work-life balance. | * Understands own rights around work time and workload, and to a reasonable work-life balance.
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| **Machine, Vehicles and Technology:** Safely uses and maintains vehicles on farm as directed by on farm policy. |
| **Responsibility:** | **Skills/behaviours:** | **Other comments:** |
| Safely assists with erecting and maintaining both permanent and non-permanent electric and non-electric fences, as directed.  | * Understands fence power, identifies faults, and can do straight forward repairs.
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| Is confident using computers, smartphones, and apps. Is learning the value of collecting good quality data and how it can be used to make decisions. | * Knows what the data collected is used for and how it influences decisions.
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| Knows how to safely operate farm vehicles and machinery as needed/ relevant for position on farm and assists with basic maintenance. | * Carries out basic maintenance on tractors, motorbikes.
* Good driving practices and can cope with slopes and other hazards.
* Can safely use the power take-off, hydraulics, loader, and towing implements.
* Wears safety helmet and always adheres to farm speed limits.
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| **Health, safety, and wellbeing:** Involved in building a health, safety and wellbeing culture. Models farms health, safety and wellbeing policy. |
| **Responsibility:** | **Skills/behaviours:** | **Other comments:** |
| Is learning skills to maintain good personal health on-farm and follows health and safety guidelines in the workplace. | * Understands agrichemicals (storage, handling, mixing)
* Carries out sun protection.
* Knows disease prevention for themselves, particularly zoonotic diseases in the calf shed (e.g., rotavirus and ring worm).
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| Identifies hazards, understands safety procedures, and demonstrates safe on-farm work practices. Reports near misses and accidents in the relevant registers provided at induction. | * Identifies hazards.
* Demonstrates safe on-farm work practices.
* Uses personal protective equipment.
* Reports near misses and accidents in the relevant registers.
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| Understands own rights to an emotionally secure workplace, and the importance of personal wellbeing. | * Understands own rights to an emotionally secure workplace, and the importance of personal wellbeing.
* Understands the importance of taking breaks to help stay alert and safe.
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| Is aware of the farm's responsibility around health, safety, and wellbeing in relation to land, people, and animals. | Understands health, safety, and wellbeing responsibilities. |   |
| **Milking:** Assists in efficient and hygienic milking routine. Follows procedure to produce high quality milk. |
| **Responsibility:** | **Skills/behaviours:** | **Other comments:** |
| Carries out milk harvesting tasks as directed and is developing correct skills to milk efficiently and safely. | * Helps set up dairy prior to milking and on time.
* Milks cows efficiently and safely, as directed.
* Uses backing gate well.
* Teat sprays well.
* Marks cows well.
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| Understands factors that affect milk quality, and the reasons for regulations around milk quality safety. | * Understands the cost and implications of grading milk and high somatic cell counts.
* Helps manage ‘dirty cows’.
* Implements dairy hygiene requirements.
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| Assists with cleaning and maintain the milking plant and farm dairy equipment and reports any faults to senior staff. | * Understands how the milking system works, so as to identify and report when things are not working correctly, such as the milk pump.
* Can use specialist equipment e.g., drafting system.
* Cleans yard, plant, and other dairy equipment well, according to procedures.
* Carry out dairy maintenance including changing rubber ware under supervision.
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