

# Inside Dairy

March 2019

Your levy in action

## HIGH FLYER COMES IN TO LAND

Fuelled by hunger to learn

Easier   
on-farm  
study

SUCCESSFUL COW  
TRANSITION

Young Māori  
farmers' success

COW CARE  
MYTHBUSTER

DairyNZ 



## over the fence...

I believe the key to running a successful farming business is pretty simple – it's about people.

Building a strong farm team takes time and dedication. But the good news is that our sector offers a wide range of training and development options for people at all career stages. There's always value in upskilling – both for the individual and team – and it doesn't have to be time-consuming or costly.

In this issue of *Inside Dairy*, we hear from discussion group-advocate Marcus Graham, who runs the family farm in Ohaupo. Needing to learn fast, Marcus has sought advice from his parents and fellow farmers, and he's made the most of DairyNZ's services. His story illustrates the many learning options available.

We're often asked where busy farmers can go for useful and targeted information. Look no further than the advice in this issue, both for great study options and ways to identify your skill gaps.

Also in this issue: meet our South Island Team, find out what's happening with the 'Vision is Clear' project, and check out events coming to you in March.

Finally, our February issue of *Inside Dairy* was printed before John Wilson and Adrian van Bysterveldt passed at the end of January. I want to take this opportunity now, on behalf of DairyNZ, to pass on our deepest condolences to John and Adrian's families. Both men were huge contributors to our dairy sector.

John, in his time as Fonterra's chairman, showed an unwavering passion for farmers and their welfare. He was also a big supporter of industry good and the concept of DairyNZ. He had an interest in the science of farming and was keen to reacquaint himself with this area.

Adrian worked in the South Island for DairyNZ from 2001 to 2016, including two years in Ireland. He was a massive influence in the early days of Canterbury farming, to Lincoln University Dairy Farm, a mentor to many and a dedicated and passionate advocate for farming.

John and Adrian will be greatly missed.

Please get in touch with me if you have any thoughts or feedback –  
[tim.mackle@ceo.dairynz.co.nz](mailto:tim.mackle@ceo.dairynz.co.nz)

**Tim Mackle**  
Chief executive  
DairyNZ



## Contents

### FEATURES...

- 2 Dirt-under-nails advice helps farming newcomer**  
Marcus Graham is going from strength-to-strength thanks to support from experienced local farmers and DairyNZ discussion groups.
- 9 Study option puts farm time and business first**  
A free pilot course has provided a stepping stone to learning for Whakatane dairy farmer Melissa Shove – without spending too much time off-farm.
- 14 Celebrating young Māori dairy farmers' achievements**  
The Ahuwhenua Young Māori Farmer Award for Dairy's winner and runner-up talk about their training and development journey.

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On the cover: Advice from 'wise old hands' Malcolm Macpherson (right), Jim Grayling (centre) and DairyNZ's discussion groups have contributed to success for Waikato farmer Marcus Graham (left).

# TAKE 5... TIPS FOR FARMERS

## 1. Farmers' Forums coming to you



Your regional Farmers' Forum could be just down the road!

This year's focus is 'future perspectives for local and global impact'. Head along for thought-provoking speakers, the latest dairy science and practical workshops –

[dairynz.co.nz/farmersforum](http://dairynz.co.nz/farmersforum)

## 2. Time for governance?

Step back from managing your business by learning to govern through the Rural Governance Development Programme. DairyNZ has partnered with Business Torque Systems to deliver this five-day programme. Registrations close Saturday April 6. Visit [dairynz.co.nz/governance](http://dairynz.co.nz/governance)

## 3. Mark and Measure – last chance



Learn key business concepts and take control of your business's future in a supportive environment. Two events: Taupo on May 21 to 23, Queenstown on June 11 to 13. Full details at [dairynz.co.nz/markandmeasure](http://dairynz.co.nz/markandmeasure)

## 4. Check before signing that contract

Sharemilkers, contract milkers and farm owners: before you commit your money and time, do the checks in DairyNZ's 'Do your homework' guide. It outlines a process for due diligence so you can find out everything you need to know about each other and the business, prior to signing. Go online at [dairy.co.nz/homework](http://dairy.co.nz/homework)

## 5. Get inspired at SIDE



Want some fresh ideas and motivation for you and your farming business? Head along to SIDE (South Island Dairy Event) in Invercargill on June 25/26 to hear from award-winning speakers and presenters, who will focus on recognising today and investing in tomorrow. Full details at [side.org.nz](http://side.org.nz)

### IN THIS ISSUE...

- |   |                                     |
|---|-------------------------------------|
| 1 Take 5  | 17 Kiwis called to 'Pledge and Win' |
| 10 Gauging where the gaps are                           | 18 Mythbuster                       |
| 11 New course fits farmers                              | 19 Education update                 |
| 12 Getting started – effective learning and development | 20 Farm biz                         |
| 15 Meet our South Island Team                           | 21 Animal matters                   |
| 16 Dry cow therapy: tips for teats                      | 22 Just quickly                     |
|   | 23 Regional update                  |



#### We appreciate your feedback

Email [insidedairy@dairynz.co.nz](mailto:insidedairy@dairynz.co.nz) or call us on 0800 4 DairyNZ (0800 4 324 7969). Alternatively, post to: Inside Dairy, Private Bag 3221, Hamilton 3240. For information on DairyNZ visit [dairynz.co.nz](http://dairynz.co.nz).

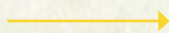


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# DIRT-UNDER-NAILS ADVICE HELPS FARMING NEWCOMER

Only four years ago, Marcus Graham was selling houses in Auckland. He's now running the family farm at Ohaupo, Waikato. It's been a steep learning curve but getting advice from family, business advisers, farming friends and some wise old hands at DairyNZ discussion groups has helped him to make informed decisions.





## FARM FACTS

### OWNERS

Judith, Peter and Marcus Graham

### LOCATION

Ohaupo, Waikato

### FARM SIZE

145ha milking platform, 20ha runoff

### HERD SIZE

470 Kivicross

### PRODUCTION

180,000kg MS



“I think owners should ensure their staff get access to discussion groups because we’re funding them through the levy and they can learn something from them.”

*Marcus (centre) is grateful to local farmers Jim Grayling (left) and Malcolm Macpherson for sharing their knowledge with him.*

Marcus Graham has already packed a lot in to his life. At 35, he has a commercial pilot’s licence, has bought, added value to and later sold houses, been a real estate salesperson, worked for Fonterra and DairyNZ, and is a director of tech company Knode. Now, with his wife Kylee and their young children Carter and Lucas, he’s running the family farm.

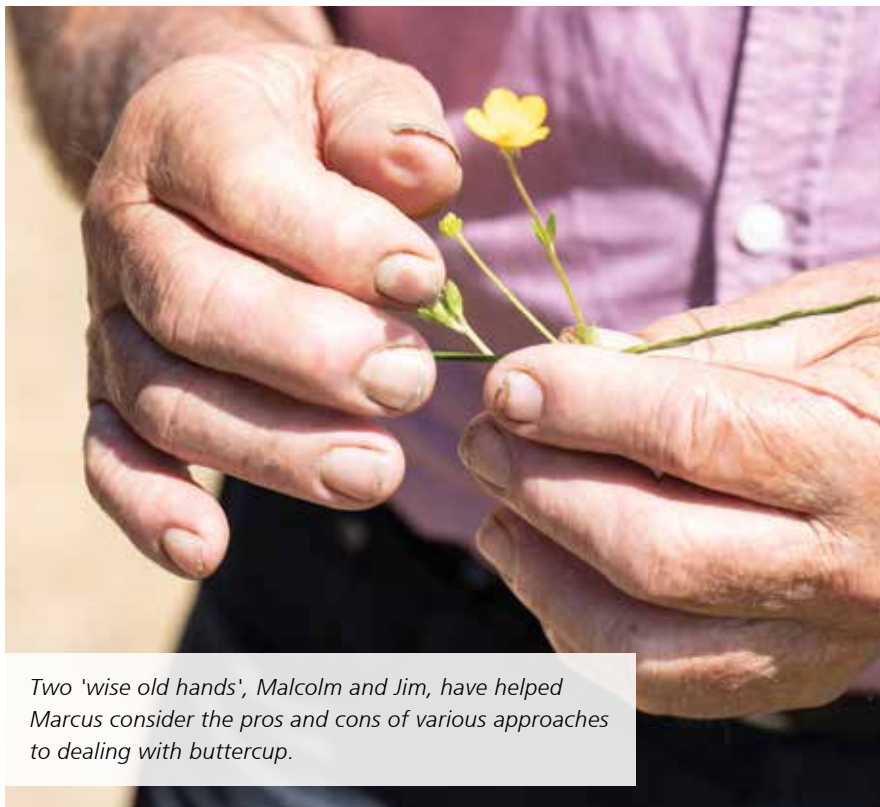
“I finished school and trained to be a pilot. I had to earn money to do that, so I worked for Fonterra on a four-on,

four-off roster. The plan was that I would fly on my days off, but it became frustrating when the weather didn’t cooperate, so I decided to go to flying school full time and I qualified in 2008,” says Marcus.

With a pilot’s licence under his belt, but short of cash, Marcus teamed up with some mates to buy run-down properties in South Auckland, doing them up and selling them on. He built up a good rapport with the estate agent engaged to sell the properties and was invited to join the firm.



*Discussion groups have played a big part in Marcus's learning and his focus on the farm's future.*



*Two 'wise old hands', Malcolm and Jim, have helped Marcus consider the pros and cons of various approaches to dealing with buttercup.*

### Getting up to speed

Marcus's family farm was started by his grandparents in 1955. It was a sheep and beef operation until it was converted to dairy in the 1980s. Marcus's parents, Judith and Peter Graham, were 50:50 sharemilkers on the farm until they had a chance to buy it in 2003.

Now it was Marcus's time to take over, but he first needed to brush up on his skills.

"Once Kylee and I made the decision to go farming, I realised that although I'd grown up on the farm and had a good feel for how things worked, my skillset wasn't where it needed to be in terms of the day-to-day running of the property. I needed some hands-on experience."

A job came up as a farm assistant at DairyNZ's Lye Farm, near Hamilton, where best practice farming is combined with the resources to carry out pasture and animal research trials.

"It worked out perfectly for me," says Marcus. "It was handy to home and, as well as the normal farm jobs, I was involved with fodder beet trials and calf and methane trials. It was very interesting. I was there for seven months. I'd liked to have stayed longer but, when a staff member left on the home farm, I was needed to fill the gap."

**"For eight years I worked hard at real estate and went flying for fun."**

"I really enjoyed the job. It was a great opportunity, good money and an exciting career for a young fellow," says Marcus. "For eight years I worked hard at real estate and went flying for fun."

When Marcus and Kylee married in 2012 and decided to start a family, they thought it would be a good time to shift back to the country. This coincided with his parents wanting him at home on the 145-hectare (ha) farm, so four years ago Marcus and Kylee made the move.

### Pointers from some old hands

Last November, Marcus hosted a well-attended DairyNZ discussion group. He wanted to find out how other farmers were using technology in their daily operations and whether it was helping. Marcus also wanted to get some tips on buttercup; it had been a bad season for it and he was keen to learn how other farmers tackled the pesky plant.



*Keeping on track with water management is another key element Marcus (with Jim and Malcolm) keeps on top of.*

From chatting with the other farmers, Marcus found he was ahead of the game when it came to using technology. And two local farmers, Malcolm Macpherson and Jim Grayling, gave him some excellent pointers about his buttercup quandy.

Malcolm and Jim have been involved in discussion groups since the mid-1970s, and Malcolm says the groups have changed a lot since then.

“Back then, most farm systems were similar, and the majority of farm owners worked at the coal face, so they were the ones who came to discussion groups. Farm ownership is more diversified now, with family trusts and corporate farms, and not all owners are actively involved. But I think owners should ensure their staff get access to discussion groups because we’re funding them through the levy and they can learn something from them.”

Jim is of like mind. “Discussion groups are useful, because you pick up a point here and a point there, and as the host farmer you learn when people talk about your place. Even if you pick up one little thing, over time it all

adds up.”

Marcus is grateful to have benefited from Malcolm and Jim’s knowledge.

“We spray about 20ha of buttercup annually and finding the best approach from two wise old hands has been helpful. It’s been good to have the benefit of their experience and to mull over the pros and cons of various approaches,” says Marcus.

### **Weighing up once-a-day milking**

Considering a system change to once-a-day milking (OAD), was another topic at Marcus’s discussion group. As an animal health measure, Marcus already puts young stock on OAD from Christmas until dry-off and he wanted to see whether it might be worthwhile for the whole herd.

“Our DairyNZ consulting officer, Steve Canton, took us through some numbers and everyone had a view, but the consensus was that it’s not necessarily about numbers – it’s about benefits which sometimes aren’t that tangible. We’re considering OAD, and it was good to hear



**“Even if you don’t act on the advice straight away, you can pick up one or two things to mull over.”**

everyone’s opinions, so we can do our own numbers and weigh up when we might do it.”

### **Plugging a gap with technology**

Using technology is second nature for Marcus. He is a director of Knode, a tech company he and some friends launched in 2017 to simplify the management of water supplies on-farm.

Knode is now used across a number of industries and has added to its farming offering, monitoring effluent systems and providing weather and soil monitoring technology.

“Water is a valuable resource on-farm and wasting it is not an option. Measuring water flow is one of the key things we have to keep on top of – nobody wants a leak,” says Marcus.

### **Formal and informal learning**

Marcus says he’s learned a lot from his parents and from discussion groups. He also studied livestock husbandry with Primary ITO. Logan Spaans, Marcus’s second-in-command, will be studying with Primary ITO this year. Logan will get time off and be paid while doing the course but will pay for the course himself and be back on-farm in time for milking.

DairyNZ tools and services are another go-to for Marcus.

“When I first started at the farm I used the Dairy Connect mentoring service and was quite randomly teamed up with a family friend, Malcolm Piggott. It was good to be able to chat with him about everyday matters”.

Marcus uses the Body Condition Score Tracker app and the Healthy Hoof app. He also finds the Facts and Figures app useful for calculating feed requirements.

“I also regularly check DairyNZ’s Farmwatch online. The DairyNZ website is a mine of information too. Using technology is a time-saver, so it gives me more time to get more out of the day, or options to spend quality time with Kylee and the children.”

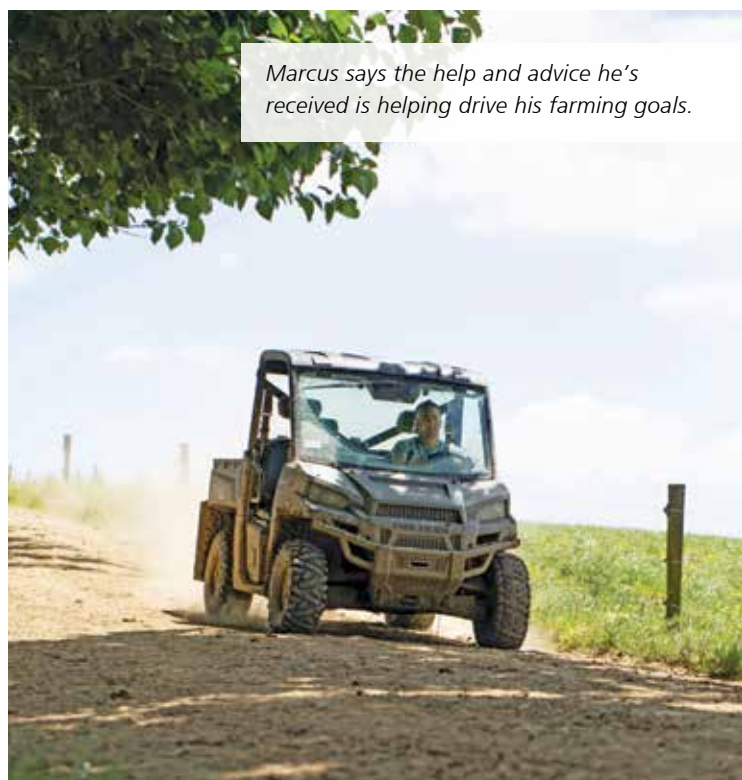
### **Discussion groups: a two-way street**

Marcus recommends DairyNZ discussion groups for farmers at any stage in their career.

“I think discussion groups are valuable. For someone like me who’s relatively new to farming, there’s all that experience out there. Even if you don’t act on the advice straight away, you can pick up one or two things to mull over,” he says.



*Marcus and his family have been carrying out native planting along the margins of Lake Maratoto, a peat lake on their farm.*



*Marcus says the help and advice he’s received is helping drive his farming goals.*



Go to [dairynz.co.nz/ID-march-2019](https://dairynz.co.nz/ID-march-2019) to see our video interview with Marcus.



## Discussion groups

DairyNZ runs about 1700 discussion groups each year, providing a chance to learn from local and national experts. The groups are all about providing insights into new ways of doing things, sharing knowledge and giving farmers inspiration and confidence to implement new practices. Find a discussion group near you – [dairynz.co.nz/events](https://dairynz.co.nz/events)

## Dairy Connect

Thinking of trying something new on the farm? Facing challenges and want to speak to someone with experience? Try our Dairy Connect service, which links farmers seeking information about a specific topic with someone who has experience in the sector. You can either sign up to receive support or support another farmer. It's available to all farmers – check out [dairynz.co.nz/dairyconnect](https://dairynz.co.nz/dairyconnect)

“It’s a two-way street too; you build relationships with other farmers and you share knowledge. You gather information and are better informed which helps you to make good decisions. It’s also good to get a feel for what’s happening in the sector. When you host a discussion group and talk to others in the area, you build up a better picture.

“And for farmers with heaps of experience, discussion groups are a chance to share their hard-earned knowledge with the next generation.”

■ Words: Christine Hartley ■ Photos: Paul Sutherland

# Study option puts farm time and business first



Investing in formal training can be a tough decision for busy dairy farmers. A new business plan writing course is helping to address that and provide a stepping stone to further learning.

Melissa Shove already had two diplomas (in sports management and coaching, and sports massage), when she found herself shoulder-tapped for a 'Write a business plan' course by her local branch of the Dairy Women's Network (DWN). Whakatane-based Melissa had downsized her sports massage business to one day a week after having children and, in 2017, she and her husband Jeremy started their first season contract milking on Melissa's parents' farm near Edgecumbe.

Melissa had taken on the farm's human resources and financials paperwork and was keen for some upskilling. The course approach also meant she didn't have to spend too much time off-farm. "You're constantly learning through DWN's activities and events," Melissa explains. "So when this came up, I thought, 'why not?' It's important to keep learning. Your toolbox is never full."

Her May/June 2018 course was tutored by Dairy Training Limited's (DTL) Gillian Searle. Melissa loved the course's approach because most of the work could be completed in the classroom and the business plan could be applied on the farm straight away.

DWN's regional manager for the middle and upper North Island, and team leader (for the North and South Island), Jodie Mexted, agrees.

"With this course, you don't just walk away knowing how to create a business plan, you actually walk away with a business plan itself."

"The motivation to make our business plan work is very strong," Melissa says. "We thought, 'this is our money, we're putting down a lot for the contract milking, so we need to work just as hard on business planning'. The plan is also helping us become better employers."

Course attendees can also put their business plan forward for NZQA accreditation. Melissa has done this and now her learning has been recognised as part of her Diploma in Agribusiness Management.

"Formal learning is an investment," says Jodie. "That's why this course, open to both men and women, is a stepping stone for dairy farmers deciding whether to spend the money or time on formal learning."

**"It's important to keep learning. Your toolbox is never full."**

*Melissa and husband Jeremy Shove's business plan helps them to keep on track when the unexpected happens – like Jeremy breaking his leg in January.*



## Sign up today

This course is free for participants (men and women) during its pilot phase. It's funded by the Joint Venture Amalgamation Project (JVAP), a partnership between Primary ITO, DairyNZ, Wintec and DairyNZ's subsidiary, DTL.

Participants don't have to be DWN members but all registrations must go through the DWN website.

- ▶ Go to **dwn.co.nz** to register and learn more about the course.
- ▶ Phone Jodie Mexted at **027 253 7958** if you'd like to speak with someone.

# Gauging where the gaps are

Keen to identify gaps for you and your staff and create a plan that fills them? Our Farm Capability Assessment Programme can help identify your learning needs, as this farming couple found out.

Atiamuri dairy farmers Hayden and Narelle Hilhorst recently took part in DairyNZ's Farm Capability Assessment Programme. Piloted in 2017 and now moving into Stage Two, the programme encourages farmers to take a fresh look at their capability on-farm, supporting them to identify learning opportunities aimed at their business goals. It's about finding the 'right' training for them, including formal, short courses, workshops or peer-to-peer learning.

## Making the vague specific

The Hilhorsts' DairyNZ consulting officer (CO) Colin Grainger-Allen has been alongside the couple as part of the programme, initially working through the Farm Gauge questionnaire to reveal any strengths, weaknesses and capability gaps. "For us it was important to look at the business and see where we needed to improve," says Hayden. "Colin encouraged us to give it a go. It identified the areas that need development in our business. We were already aware of these but it highlighted the need for training."

## Information into action

Colin then worked with the Hilhorsts to develop a learning 'action plan' to identify, find (and encourage them to sign up for) the right learning they and their staff needed. As well as following this plan, the couple aims to put more emphasis on their future overall planning and their financial focus.

As part of that, "we'll look at the business itself to see where we can cut costs and refine things," adds Hayden. They also want to put more time and thought into the personnel aspect of the business, including their staff's training and goals.

"We enjoyed the whole process; it was beneficial. It definitely shone a light on our weak points," says Hayden. "Farm Gauge was easy to use but having Colin taking us through it was great too. We got great feedback from him." Narelle adds that their learning plan's actions will also help to keep them accountable in the months ahead.



The Hilhorst family: Hayden, Zoe (4), Narelle, George (20m), and William (5), with senior farm assistant Emily Cooper (far right).



Hayden and Emily – working out feed allocation.

## Gauge the opportunity

The two-to-three-hour Farm Gauge session will help you assess your business, identify learning opportunities and set you up to create a learning action plan to achieve your goals. It's a chance for you to gauge where you're at and bounce ideas off another person, who can point you in the right direction for more support if needed as you develop your plan.



Get more information and register for a Farm Capability Assessment at [dairynz.co.nz/one-one](https://dairynz.co.nz/one-one) and find out more about Farm Gauge at [dairynz.co.nz/farm-gauge](https://dairynz.co.nz/farm-gauge)

# New course fits farmers

Studying had taken a back seat for Waitoa contract milker Joel Lawrence due to on-farm and family commitments. Then he heard about a new approach to studying that made it possible.

Juggling family commitments, finding time to get off the farm, a dislike of too much paperwork and literacy and/or numeracy challenges are common barriers to learning for many farmers. A pilot programme being run in the Waikato for the NZ Certificate in Agriculture – Level 4 (Dairy Farming) is aiming to remove those barriers.

The Waikato Institute of Technology/Dairy Training Ltd (Wintec/DTL) version of the course relies less on paperwork for assessment, has smaller classes, bite-sized modules and more one-on-one tutor/student time on- and off-farm.

Funded by Wintec, the course was developed by DairyNZ's subsidiary company DTL, which also provides its tutors. The course got Joel back on board in autumn 2018 and now he's on track to complete his Level 4 training this year.

## What's different?

Course lead tutor, DTL's Greta Baynes, says the Wintec course contains the same content as the equivalent Primary ITO course but it has other unique features. "It's topical to the time of the year and clearly aligned with seasonal activities on the farm. It has modules so students can 'pause' their study and re-engage when they're ready."

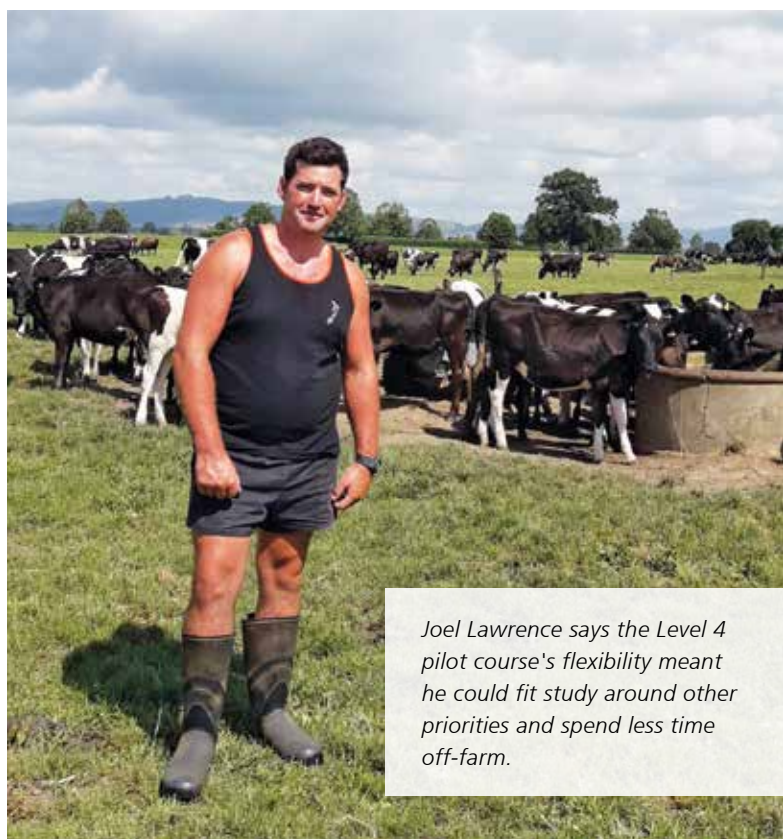
Joel loved that flexibility and the way tutors worked one-on-one with the students. "I'm more of a practical person; I struggle with theory. So the way these modules were run, and the tutor understanding that, made a big difference."

Greta says the course also uses verbal assessments one-on-one between the tutor and the student (critical paperwork such as reports is still included though). "So students can talk about concepts that they find difficult to write down. If we hear the key words we're looking for, we know they have the depth of the knowledge needed."

## Practical and flexible

Course students also found plenty of opportunity to apply what they learned back on the farm. "The course is making me want to come to class. I'd rather come to class than work. It's not like school," said one student. Another commented, "In this class you work together as one. Talking to each other about the subject, it seems to sink in better."

Joel Lawrence adds, "There're no excuses really. I'd say to others considering this course - just go for it."



*Joel Lawrence says the Level 4 pilot course's flexibility meant he could fit study around other priorities and spend less time off-farm.*

To enquire about a course in your area, contact DTL's Greta Baynes on 021 646 053.

## Course summary



**The course's four seasonally aligned modules can be taken one after the other, or with breaks in between:**

- Spring (breeding, mating, health).
- Summer (pastures, environment, feeding).
- Autumn/winter (milk harvesting, milk quality).
- Benchmarking and Reporting.

# GETTING STARTED

## – effective learning and development

### 1

#### WHO DOES WHAT ON-FARM?



The standard dairy farm roles described below are used across the dairy sector. These show the responsibilities, skills and knowledge expected in each role, which is helpful when you're discussing opportunities for career development. For more detail, visit [dairynz.co.nz/DISR](http://dairynz.co.nz/DISR)

##### Farm assistant

Assists with day-to-day farm tasks, including feeding, milk harvesting, animal health and environmental management.



##### Herd manager

Completes day-to-day farm tasks, often taking responsibility for running the dairy shed and other routine tasks.



##### Assistant manager

Assists with the management of day-to-day activities linked to farm production. Implements farm policies and plans, including planning and staff management in the farm manager's absence.

### 2

#### GETTING STARTED

Creating a learning and development plan with your employees shows you value them and their development.



This will lead to increased job satisfaction and staff retention. These plans are more effective when they are discussed and written with the employee they are designed for, built on their current skills and help them towards achieving the next step within the career, whatever that looks like to them.

##### Learning and development opportunities take place both on-farm and off-farm, in a range of ways:



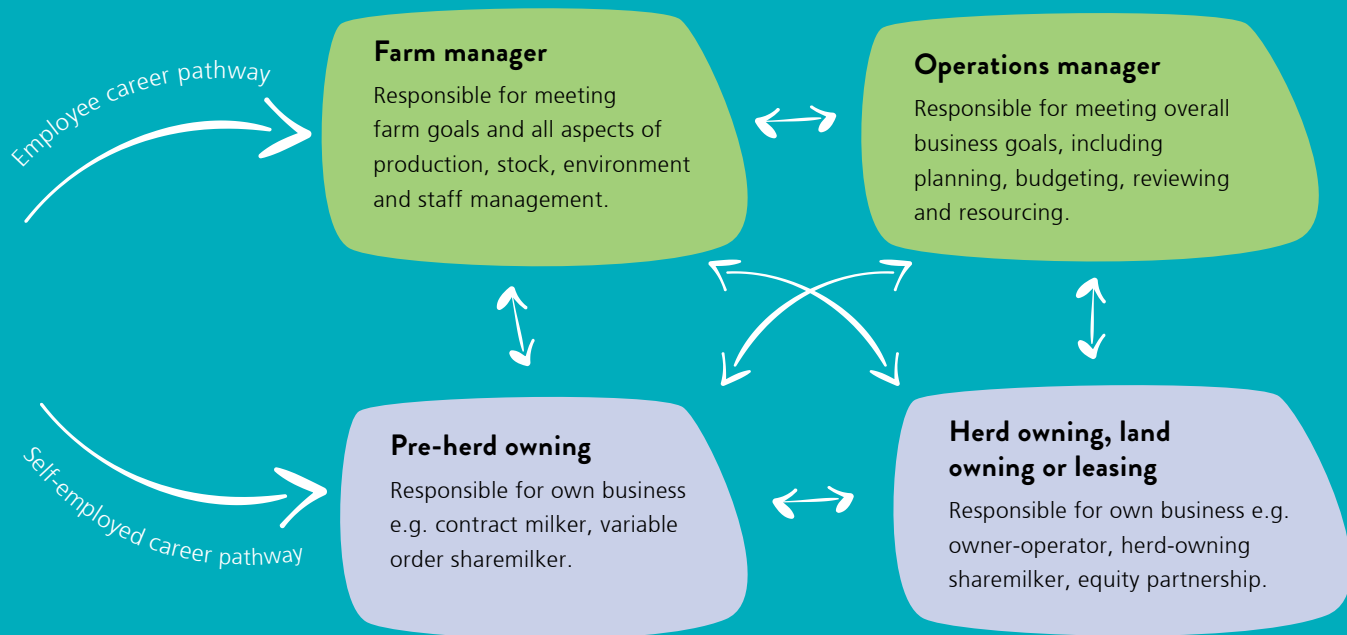
- Informal – e.g. farmer-to-farmer, quick call to a rural professional.
- Non-formal – e.g. sector workshops, online reading.
- Formal – e.g. tertiary training, Diploma in Agribusiness Management.



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Gaining new skills and knowledge for your team (and yourself) pays back big time in job satisfaction, motivation and staff retention. It also enables your team to do a better job and make smarter decisions.

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### 3 QUICK TIPS FOR EFFECTIVE LEARNING AND DEVELOPMENT

- Ensure you offer role-specific training that's applicable to your employee's skill and knowledge level.
- Take into account how your employee learns best. Most people within the dairy sector are practical learners so, if you're recommending formal learning, ensure it includes practical components to help keep your employee engaged.
- Provide opportunities for your employee to practice their new skills, during or after training, as this helps cement their learning.



Harepaora Ngaheu (winner, centre) and Cheyenne Wilson (runner up, right), with fellow finalist Matthew Pooley from Canterbury (left). Cheyenne is wearing her grandfather's korowai (cloak).

# Celebrating young Māori dairy farmers' achievements



We profile two of three young Māori dairy farmers recognised at last year's Ahuwhenua Awards. They tell us about their training and development during their journeys into dairying.

The Ahuwhenua Awards recognise Māori excellence in farming, and DairyNZ co-sponsors the awards' dairying categories. Last year, the Ahuwhenua Young Māori Farmer Award for Dairy featured a strong line up of finalists, including winner Harepaora Ngaheu and runner-up Cheyenne Wilson.

## Dairying – a life-changing sector

Harepaora Ngaheu (27, Ngāti Awa and Te Whānau-ā-Apanui) turned his challenging teenage years around in 2013, starting an eight-week farming course in Edgecumbe on the day before his twenty-first birthday.

"The second day of the course I got offered a relief-milking opportunity with Waiohau farmer Colin Wilson. I had to make a decision – go to a party or go to work. I went to work and put the cups on. It was a life-changing moment."

Later he became a farm assistant for Colin, then worked on other farms, before returning this year with his young family to contract milk for Colin. Now aiming to complete Level 4 and Level 5 of his Primary ITO Diploma in Agribusiness Management, Hare says learning through books combined with the outdoor practical work was a great combination for him.

He's keen to inspire other young people, particularly Māori into the dairying sector. "I'm achieving my goals that I set five years ago and I'm setting new ones. There are quite a few people out there that I can't thank enough."

## Leading the way for rangatahi

Southland-born Cheyenne Wilson (26, Ngāi Tūhoe, Ngāti Awa, Ngāti Tūwharetoa, Te Arawa) has set her sights on becoming a strong Māori female leader in the dairy sector. Her start came via Southland dairy farmers Kevin and Wendy Dixon, when looking after their young son led to farm work. These days she's managing a 550-cow dairy farm in Culverden.

Cheyenne says the Dixons laid the foundation for her entry into the sector by supporting her to 'learn by doing'. In her second year there she also started studying at Primary ITO (now at Level 5, with the Diploma in her sights). "It's so important to have non-formal and formal training – you need both."

She also credits the Dairy Women's Network, Young Farmers and the Ahuwhenua Awards for opening doors. "The awards process helped me realise my own story. I want to tell our rangatahi (young people) about dairy sector opportunities and what they can achieve."

## Go online

- ▶ [dairynz.co.nz/careers](http://dairynz.co.nz/careers)
- ▶ [ahuwhenuatrophy.maori.nz](http://ahuwhenuatrophy.maori.nz)
- ▶ [tvnzondemand.co.nz](http://tvnzondemand.co.nz)

(TVNZ OnDemand has *Country Calendar's* December 2, 2018 episode, which profiles the Onuku Maori Lands Trust, overall winner of the 2018 Ahuwhenua Trophy.)



# Meet our South Island Team

In the final of our profiles on DairyNZ's three regional 'Hubs', we talk to our South Island Hub leader Tony Finch about his team's focus on the needs of dairy farmers specific to their region.



## What areas does your team cover?

The whole of the South Island: Top of the South, West Coast, Canterbury North Otago and Southland South Otago. We have our 'Hub' office based at Lincoln near Christchurch, plus offices in Invercargill, Greymouth and Timaru.

## What roles are in your team?

Excluding myself, we have 17 consulting officers (two are regional team leaders for Canterbury and Southland), three events and administration staff, a farm business management specialist and three Dairy Connect coordinators, plus animal husbandry, policy, and regional catchment specialists. We work closely with other regionally based DairyNZ people and also have dedicated staff supporting the *Mycoplasma bovis* (*M. bovis*) response throughout the south.

## Has your team changed its structure or priorities recently?

Under DairyNZ's new national three-Hub regional structure, we've increased our contact with farmers and the importance of talking to them directly, especially face-to-face. It's a challenge in some more isolated, less populated areas where the tyranny of distance can get in the way of meeting farmers' expectations – we're doing our best to address that.

## What regional problems are you trying to solve?

South Island dairy farmers have told us their main concerns are 'people' and 'the environment', so our regional priorities reflect that. They link to a range of projects, including our sustainability projects within Selwyn and Hinds (Canterbury) and Aparima (Southland). Both are community projects working with a number of dairy farmers to help them meet environmental regulations.

Another project rolling out over three years is *Attracting and maintaining a skilled workforce in Canterbury and Southland*. DairyNZ's People Team is supporting us on this (see *Inside Dairy*, December 2018, pages 10 to 11). We're also keen to find innovative ways to raise people's awareness of dairying as an



Hub leader Tony Finch (second from right) says farmers are acknowledging his SI regional team's increased connection with them, despite the region's 'tyranny of distance'.

attractive career opportunity (especially among young 'career-changers').

## What recent achievements are you proud of?

We have done an outstanding job of working and helping farmers through the difficult challenges of *M. bovis* – our team has worked tirelessly around that. We're also connecting with more farmers now and they're acknowledging that. Overall, we have a diverse collection of people within our team with strong dairy backgrounds. They are all very passionate and empathetic about the industry and helping farmers.



Get in touch with your local Hub team – check out page 25 of this edition of *Inside Dairy* or go online at [dairynz.co.nz/contacts](http://dairynz.co.nz/contacts)

# Dry cow therapy: tips for teats

Dry cow therapy is essential for mastitis management. Done correctly, it can add tremendous benefits to long-term milk quality and improve your bottom line.

An effective mastitis management plan includes deciding which cows should receive what dry cow products. Two main products are dry cow treatments and internal teat sealants, described below.

## Dry cow treatments

These contain long-lasting antibiotics to treat cows with existing cases of mastitis. Use them immediately after the last milking of a cow's lactation; don't use them to treat glands or cows that have been dried off previously.

## Internal teat sealants

These don't contain antibiotics and can be used independently to protect uninfected cows during the dry period, or to support dry cow treatment for infected cows. This is known as combination treatment and is often recommended for cows with a high somatic cell count to support the cure of existing infections and prevent new cases of mastitis in the dry period.

Use internal teat sealants after the last milking of lactation, and immediately after dry cow treatment for combination treatment.

Talk to your vet about the best approach for your herd. The aim is to use as few treatments as possible to gain the best outcome for your herd and cows, while also reducing the risk of bacteria developing resistance to antibiotics.



## Step 1 → Plan the day and people required

- Make sure all staff receive appropriate training and are supervised.
- Dry cows off in batches – assume one person can safely treat about 20 cows per hour.
- Include extra helpers/tail holders.

## Step 2 → Ensure strict hygiene

- Thoroughly clean every teat end.
- Scrub teat ends with cotton wool balls soaked in 70 percent methylated spirits, or teat wipes (one per teat).
- Clean one teat, then infuse treatment(s) before cleaning next teat.
- Keep tubes clean and dry before use.

## Step 3 → Use procedures to minimise mistakes

- For cows needing different treatments, draft out and dry them off at a different time.
- Make sure the same person does the final clean of teats, before infusing product.
- Pick up enough tubes for only one cow.
- Use the same order to treat the glands.

## Step 4 → Use 'MRS T' for dry cows

- MARK cows that are dried off early and receive any treatments.
- RECORD details of all cows being treated.
- SEPARATE treated cows from milking cows.
- TREAT well with teat spray after applying treatments.

## DCT MEETINGS THIS MONTH

Come along to one of our South Island DCT meetings from 11am to 1pm.

<b>CULVERDEN</b>	Hurunui Rugby Rooms	Tuesday 19 March
<b>OAMARU</b>	Northstar Motel	Wednesday 20 March
<b>GORE</b>	James Cumming Wing	Thursday 21 March

Learn more by visiting [dairynz.co.nz/healthyudder](http://dairynz.co.nz/healthyudder) and [dairynz.co.nz/antibiotics](http://dairynz.co.nz/antibiotics)

# Kiwis called to ‘Pledge and Win’

Photos of New Zealanders caring for their waterways will flood social media this month, as DairyNZ launches a competition to mark World Water Day.

DairyNZ’s *The Vision is Clear: Let’s Improve our Waterways* movement has received a positive response since it was launched in November last year. We’ve had some great feedback from members of the public and farmers. Hundreds of thousands of New Zealanders have read our articles, viewed our videos and commented on social media. The conversation about water quality has really started in earnest.

The basis of *The Vision is Clear* is that taking a collective approach to looking after New Zealand’s waterways will add up to a greater positive change. That means everyone – urban, rural and in between – doing our bit.

When DairyNZ launched this movement, we focused on increasing New Zealanders’ awareness of the current state of our country’s rivers, lakes and beaches; showing what dairy farmers are doing to look after waterways; and encouraging all New Zealanders to follow the movement.

Since January, *The Vision is Clear* has aimed to get Kiwis actively involved. The campaign has shared hints and tips on how everyone can make a positive difference to New Zealand’s water quality.

## World Water Day

To celebrate World Water Day on March 22, *The Vision is Clear* is launching ‘Pledge and Win’. This competition will ask Kiwis to think about something positive they can do for waterways, share their idea, and be in to win funding to make it possible.

To enter, people must post a photo of their pledge in action (for example, planting a tree) on Facebook or Instagram with the hashtag **#thevisionisclear**.

‘Pledge and Win’ will share ideas to get people thinking about how they can make a difference, such as joining an environmental volunteer group, planting trees, giving up disposable plastic or helping to restore a wetland. The movement aims to gather people together to share their ideas and bring those ideas to life.

## Farmers share their stories

Farmers are sharing their stories too, with Dairy Environment Leaders creating one-minute videos on their farms to show their environmental efforts.

All farmers can play a part. Please take a photo, share a video, jump on social media, use the hashtag **#thevisionisclear** and show what you’ve done on your farm to look after your local waterways.

To see the farmer videos, visit [dairynz.co.nz/the-vision-is-clear](http://dairynz.co.nz/the-vision-is-clear)



## BY THE NUMBERS

Visitors to the [visionisclear.co.nz](http://visionisclear.co.nz)

132,083

Social media engagement\*

76,597

Print ads

184

Views of launch video

402,087

Articles published

26

Radio ads

44,100

\* Shares, likes and comments of *The Vision is Clear* Facebook posts.

## ANIMAL CARE OUTCOMES: cow numbers vs culture



Having fewer people looking after your cows results in poorer animal care, right? Let's see what DairyNZ Animal Care Team member Katherine DeWitt found out from our survey results.

Every year, DairyNZ's Animal Care Team carries out a survey of husbandry practices on 500 farms. You might be surprised to learn that our data shows the number of cows per full time equivalent staff member (FTE) does not lower the level of animal care provided on-farm. So, if numbers of people on the ground doesn't affect animal care, then what does?

Through the survey, we identified farmers achieving the highest standards of care. We interviewed these farmers and found they share a common belief that on-farm culture is the key to world-leading animal care. Below, we dive into how these farmers create a successful farm culture.

### Talking the talk

Each farmer has their own vision of animal care, not one adopted from a milk company or auditor. They are clear that, although money is important in decision-making, the key driver is the best outcome for the cow.

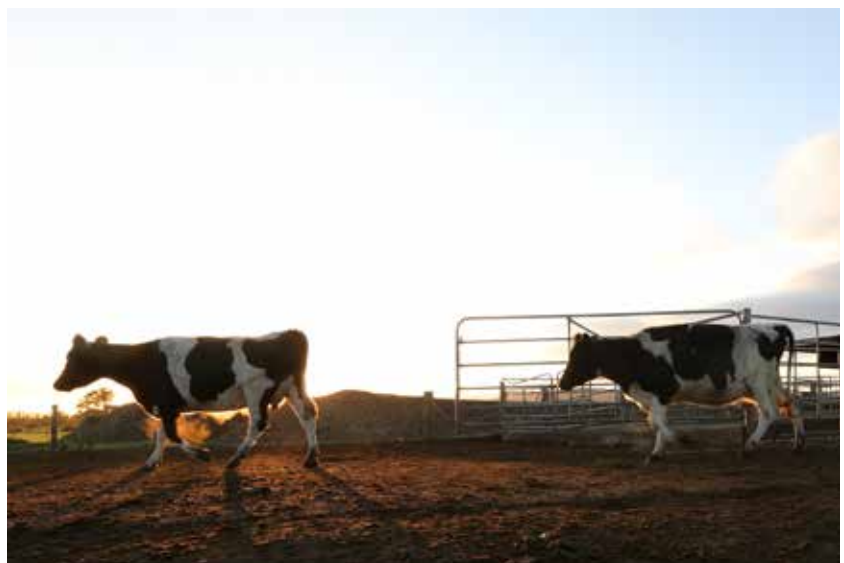
These farmers ensure their expectations around cow care are known during staff recruitment.

They also place a high value on communicating well with staff. When putting new animal care procedures in place, they clearly explain the 'why' and make sure their team knows the system can be reviewed and adjusted. They encourage their team to suggest improvements.

Another common habit among these farmers is having regular animal care-centered conversations with staff. For example, when speaking to their team, these farmers refer to 'your cows', which creates a sense of responsibility and connection between the staff and animals.

### Walking the walk

In New Zealand, many farm managers and owners don't bring in or milk the cows. However, the top farmers we spoke to say that working directly with cows is a high-value task. These farmers are a strong influence on-farm, modelling how things are done. They walk the walk. Several also mentioned that tasks are not hierarchy-based; everyone in the team – including the



newest members – learns how to do every job.

When people are stressed, it can affect their ability to deliver good care. But the farmers we interviewed care for their people by controlling their work hours and implementing rosters that provide time off to ensure rest and recovery. This keeps the team refreshed, sharp and compassionate for the animals they work with.

**Myth**

Having fewer people looking after your cows results in poorer animal care.

**BUSTED**



A farm team's culture, skills and attitudes have a much greater impact on animal care.



## Community rallies to support Cambridge wetlands project

Daniel Begbie (left) and James Goodson get stuck into planting.

**A Cambridge school's planting project not only assisted local farmers' environmental efforts, but also attracted plants and sustenance from local businesses.**



As part of an environmental initiative between DairyNZ's education programme and the Student Volunteer Army, 26 rural schools were matched recently with 26 farmers to carry out riparian planting projects around the country. Two farmers taking part were sharemilkers Stu and Leah Gillanders, who teamed up with a class from Cambridge Middle School to plant a wetland on Merv and Marion Hunt's Karapiro farm.

The students also used their initiative to make sure they were energised for the day's planting and had plenty of plants on hand. Teacher Danielle Fuller says that on top of learning about the importance of giving back to the environment and the different ways farmers are looking after the land, the children gained confidence by reaching out to their community for support.

"The students came up with the idea to contact businesses around Cambridge for donations," Danielle says. "We received food from businesses big and small to keep us going on planting day, and a range of native plants from Appleton's Tree Nursery. It was awesome to see so many businesses keen to jump on board and help out."

Stu and Leah were impressed by the students' knowledge and initiative. The class had spent six weeks researching riparian and

wetland planting in the classroom, as well as self-directing the project. The children used the Student Volunteer Army method of assigned roles, so everyone played a part.

"Everyone came with a great attitude and got stuck in. The students all knew what they were doing, and they each had a specific job," says Leah.

Eilish Ogden, student and project co-leader, says the planting process was a breeze with everyone working together as a team.

"Everyone got involved and we actually got through it faster than we thought we would. We knew what to do because we had learned about planting techniques in class before going to the farm," she says.

### Schooled up on dairying

DairyNZ's education programme helps to share the dairy story with children around New Zealand. We work with education specialists School Kit to provide curriculum-based in-school learning resources, and link farmers and schools through a school farm visit service. Find out more at [dairynz.co.nz/education](http://dairynz.co.nz/education)

# Payday changes: are you ready?



If you're a dairy employer, now's the time to prepare for upcoming changes to the payroll reporting system – and avoid hassles with Inland Revenue. DairyNZ's Emma Gardiner explains.

## What are the changes?

Currently, employers report PAYE (pay as you earn) information and employee information to Inland Revenue each month, regardless of how frequently they pay their staff. From April 1, employers must report this information to Inland Revenue every time employees are paid.

Employers running their payroll systems themselves, using spreadsheets and online tools such as DairyNZ's 'Employee files factsheet' ([dairynz.co.nz/people-resources](http://dairynz.co.nz/people-resources)) are currently compliant. However, the change in system will require employers to spend more time reviewing and adapting their current payroll system. It could be stressful and complex, which is why DairyNZ recommends these steps below.



## 10 steps to compliance

To help farm employers meet the requirements, we've identified a process to follow when paying staff:

1. Know each employee's agreed remuneration as per their employment agreement.
2. Check it meets at least minimum law requirements.
3. Tally each employee's hours worked.
4. Ensure all leave and holidays are accounted for.
5. Use the required calculation, or the greater of the required calculations, to ensure staff are correctly paid ordinary hours, leave and holidays.
6. Ensure each employee is receiving at least minimum wage for every hour worked. Provide top-up payments if necessary.
7. Deduct PAYE and send to Inland Revenue.
8. Make any deductions necessary e.g. WINZ, KiwiSaver.
9. Make a payslip available to each employee.
10. Keep employees' records and your pay records for at least seven years.

## An affordable, easy option

If these 10 steps sound like hard work to you, then an online payroll provider may be your best option. Many employers have found these services save them time and help them manage the risks of implementing their own payroll system. Payroll advisory services start from only about \$7 per pay run, which means the time-saving outweighs the cost of using the system.

## Action points



- » Follow our 10 steps (see left) to stay compliant with the new rules.
- » Go to [dairynz.co.nz/payroll-systems](http://dairynz.co.nz/payroll-systems) for our advice on what to look for when choosing a payroll system.
- » Already using an external payroll system, provider or third party? Speak with them now to ensure they have systems in place for April 1.
- » Keep your eye out for workshops and roadshows taking place around the country to help employers understand the payday filing changes. These are being run by Dairy Women's Network, Federated Farmers and rural professionals, such as accountants.

# Transition cow management: start early to meet targets

A successful cow transition at calving depends on the decisions we make now, as DairyNZ's Sally Peel explains.



Many physiological changes occur as a cow transitions from pregnancy to lactation. This transition period covers three weeks pre- to three weeks post-calving, as the cow moves from the dry herd, to the springer mob, to the colostrum mob, to the main milking herd. A successful transition optimises a cow's health, reproduction, and production – maximising season performance and preventing premature culling.

The decisions we make in autumn will affect our ability to meet cow body condition score (BCS) targets at calving and future cow performance. Planning to reach BCS targets also simplifies herd management both before and after calving, reducing the need to manage several mobs of cows differently, and reduces the risk of common metabolic disorders (e.g. milk fever and ketosis) during this period.



A cow will gain little BCS during the first two weeks after drying off and in the last month before calving (less than 0.1 BCS). This is due to the energy demands and inefficient use of nutrients by the growing calf. Also, if cows are at or above BCS targets, it's not recommended to feed them more than they need for maintenance and pregnancy during the last few weeks of the dry period as overfeeding will increase the risk of metabolic disorders.

## Why are BCS targets important for the transition cow?

BELOW BSC 4.5	TARGET	OVER BSC 5.0
<p>Reduced milk production</p> <p>Reduced reproductive performance</p>	<p>Mixed age cows BCS 5.0</p> <p>1<sup>st</sup> &amp; 2<sup>nd</sup> calvers BCS 5.5</p>	<p>Reduced dry matter intake</p> <p>Increase BCS loss</p>
<p><b>DURING THE TRANSITION PERIOD</b></p> <p>Poor immune function</p> <p>Increased risk of infectious diseases such as metritis and mastitis</p>		<p><b>DURING THE TRANSITION PERIOD</b></p> <p>Increased risk of metabolic diseases such as fatty liver, milk fever, ketosis</p>

## Why start in March?

Cows need time and energy to gain body condition. Once cows are into late lactation, time to alter their BCS is running out. Starting early provides time to implement different strategies, such as drying off at-risk cows early, reducing milking frequency (once a day) and/or increasing feed allocation.

## Can I fix BCS in spring?

Little can be done in the first few weeks post-calving to alter BCS loss. BCS at mating is set largely by BCS at calving, hence the importance of achieving BCS targets at calving.

Learn more about transition cow management at [dairynz.co.nz/transition](http://dairynz.co.nz/transition)

## To do from March:

- 1 Monitor individual BCS, and set dry-off rules based on BCS and calving date.
- 2 Give your cows enough time to reach BCS targets.
- 3 Factor in a maximum gain of 0.5 BCS/month plus one month of minimal gain. Do this after dry-off and a month before calving.



## New funding for plantain research

New research into how plantain crops can reduce nitrogen (N) loss from dairy farms in the Upper Manawatu has gained Sustainable Farming Fund (SFF) support.

Tararua dairy farmers must reduce N loss from pastures by an average of 60 percent to meet their council's *One Plan* targets. Helping with that is the Tararua Plantain Project, which is one of 31 projects to recently receive SFF funding.

Running for seven years, the project involves research on six farms where plantain is expected to reduce N from cow urine and lock more nitrate into soil, preventing run-off into waterways. The project aims to eventually see plantain used on 125 dairy farms in the region.

It will serve as a blueprint for possible adoption of plantain in other parts of New Zealand.

Learn more about the Tararua Plantain Project at [dairynz.co.nz/tararua](http://dairynz.co.nz/tararua)

## Get your free check-up

Farmers in Waikato, Southland and Canterbury visiting their local Fonterra Farm Source store in the next few months may come out with more than stock feed, fencing wire and a pair of gumboots. They can also get a free health 'Warrant of Fitness', as stores in these regions will be part of a nationwide campaign to deliver health checks to farmers in April and May.



The free checks, delivered by supervised nursing students, are part of DairyNZ's levy-funded Health PitStops project. Farmers can have their body mass index, glucose levels, cholesterol and blood pressure checked by student nurses. If issues are detected, the farmer will be referred to a GP.

Full details at [dairyevents.co.nz](http://dairyevents.co.nz)



*Denirae Kaa (left) and Daina O'Brien-Wilson from Cambridge Middle School help dairy farmer Stu Gillanders plant flax during their farm visit.*

## Help to inspire future farmers

Are you interested in hosting a school on your farm?

DairyNZ's education programme saw more than 3500 children visit a farm last year. We couldn't do it without our volunteer farmers – thank you!

Hosting schools is a great chance to share your story with children, parents and teachers. It gives kids a firsthand experience of what dairy farming is like and can spark their interest in becoming a dairy farmer.

To register as a host, go to [dairynz.co.nz/schoolfarmvisits](http://dairynz.co.nz/schoolfarmvisits)

## Have your say on immigration changes

DairyNZ will be making a submission on behalf of dairy farmers about the proposed policy changes to temporary work visas and the proposed introduction of regional skills shortages lists. If you'd like to make your own submission, contact us and we'll sort that for you. Consultation closes March 18. For an overview of the proposal, what the changes might mean for you, and the position DairyNZ's taking, see [dairynz.co.nz/immigration](http://dairynz.co.nz/immigration)



# New guidance on Kikuyu



Northland farmers' experiences of managing Kikuyu, combined with earlier research, have been used to create a new management guide.

For the past few months, a panel of farmers, farm consultants and DairyNZ staff (with funding from the Northland Dairy Development Trust) have joined forces to update the *Kikuyu Management Guide*. Many farmers already manage Kikuyu successfully and their experiences are reflected in the new guidelines. The the Northland Agricultural Research Farm supports the management strategies used by farmers, showing that well-managed Kikuyu can match the profitability of ryegrass.

Kikuyu is a tropical grass species, well established in pasture throughout the North Island, especially in warmer areas. Because of its rapid growth and aggressive nature, it's categorised as a weed in some places and requires different management to conventional pasture.

Kikuyu can dominate, particularly in sunny Northland, where it competes with ryegrass and clover pastures. But it has many advantages over ryegrass-based pastures, especially in summer. It grows well in drought conditions, is resistant to pests (e.g. slugs and crickets) and has low facial eczema and grass staggers risk.

When controlled poorly, Kikuyu can quickly lose feed quality in autumn and winter. It can also be wiped out by frost and turn to mush, which contributes to low pasture cover in spring and subsequent loss of production.

The key to success hinges on changing Kikuyu-dominant pastures to ryegrass-dominant pastures in the autumn and winter. This is done through a programme of mulching and drilling Italian ryegrass into the Kikuyu-based pasture to improve pasture quality and cool season pasture production. This allows the farm to achieve higher growth rates of ryegrass in the winter and spring, followed by the advantage of Kikuyu growth over the summer.

Northland farmer Terence Brocx, who has been part of the panel, been successfully controlling Kikuyu on his property at Ohaeawai, east of Kaikohe.

"We're an autumn-calving farm and Kikuyu is dominant.



*Late spring Kikuyu-based pasture resulting from mulching Kikuyu and drilling Italian ryegrass in the previous autumn.*

So, we target 40 percent of the farm to maintain ryegrass and, every three to five years, we re-grass those paddocks with shorter rotation grasses. On another 40 percent we mulch with Italian annuals, and the 20 percent we can't mulch because the ground is steep and rocky, we control with grazing pressure," says Terence.

The updated guide is available at [dairynz.co.nz/kikuyu](http://dairynz.co.nz/kikuyu)

### Strategies for successful Kikuyu management

1. Maintain a moderate to high stock pressure of between 2.5 and 3.2 cows/ha, depending on soil type and contour, and use cost effective supplements to fill feed deficits.
2. Maintain 20 to 40 percent of the pasture area in ryegrass-dominant swards through a summer cropping programme. This can provide additional quality feed in summer and effectively increases stocking pressure on Kikuyu paddocks in autumn.
3. Mulch Kikuyu to ground level and sow Italian ryegrass seed in autumn.

## March events

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1	2	3
4	<b>5 TARANAKI</b> KaiWai/Ratapiko discussion group at Jono and Anne Jonas's Tarata Road farm: identify system and management practices that meet the hosts' future goals and objectives.			8	<b>9 WAIKATO</b> Owl Farm Public Open Day: head along to St Peter's School in Cambridge, 9:15am to 1pm.	
11	<b>12 NORTH WAIKATO</b> Progressing with Profit: designed to showcase highly profitable farm businesses that demonstrate good cost control and physical farm performance.		<b>14 SOUTHLAND/SOUTH OTAGO</b> Safety Sorted Workshop - Winton: bring the team and learn how to fill the gaps in your health and safety plan.			17
18	19	<b>20 CANTERBURY/NORTH OTAGO</b> Kaikoura discussion group: open forum using the experience of people who come to the group to investigate the host farm's system and related issues.			23	24
25	26				30	31

FOR A FULL LIST OF WHAT'S HAPPENING THIS MONTH, VISIT [DAIRYNZ.CO.NZ/EVENTS](http://DAIRYNZ.CO.NZ/EVENTS)



South West Waikato budget case study farmers Peter and Jenny Sinclair (left) and Pete Morgan and Ann Bouma (right).

### WAIKATO

Keen to hear how other Waikato farmers are going with their numbers? DairyNZ's budget case study project shows the progress of dairy farmers nationwide and it includes a group of Waikato farmers who've recently shared their half-year updates.

Here's a quote from one local farmer: "Production to date was about 1000 kilograms of milksolids above budget to end of November, with most of this gain occurring through November. This has been achieved with very little supplement use during the spring, unlike the previous two seasons."

Visit [dairynz.co.nz/budget-case-studies](http://dairynz.co.nz/budget-case-studies) to read the updates.

### BAY OF PLENTY

Want some expert advice on improving your farm business? Based in the Bay of Plenty, Wilma Foster is DairyNZ's farm business specialist for the Upper North Island. Her role is to link farmers and their supporting rural professionals with DairyNZ's farm business resources, such as DairyBase and Farm Gauge.

Wilma brings practical experience to the role – she has a strong background working with farmers in the Bay of Plenty as a consulting officer.

If you have a query about your farm business or DairyBase, email [wilma.foster@dairynz.co.nz](mailto:wilma.foster@dairynz.co.nz)

### TARANAKI

Taranaki's regional winners of the Dairy Industry Awards will be announced at a dinner on March 4 at the TSB Hub in Hawera. The three awards – Dairy Trainee of the Year, Dairy Manager of the Year and Share Farmer of the Year – highlight the talent, skill and passion of people working at all levels within the dairy sector. A winners' field day farm visit will take place later in the month, after the awards are announced.

Find out more at [dairyindustryawards.co.nz](http://dairyindustryawards.co.nz)

## DairyNZ consulting officers

### LOWER NORTH ISLAND

As DairyNZ's farm business specialist for Taranaki and the Lower North Island, Phillip Connors can link farmers and their supporting rural professionals with DairyNZ's farm business resources, such as DairyBase and Farm Gauge.

Having worked in the DairyBase team, Phillip has a wealth of knowledge on the financial side of farm businesses.

To learn more about DairyBase or other DairyNZ farm business resources, email [phillip.connors@dairynz.co.nz](mailto:phillip.connors@dairynz.co.nz)

### TOP OF SOUTH ISLAND/WEST COAST

Shantytown, near Greymouth, will host this year's regional Dairy Industry Awards dinner on March 23.

West Coast/Top of the South regional winners for three categories – Dairy Trainee of the Year, Dairy Manager of the Year and Share Farmer of the Year – will be announced as we celebrate the talent, skill and passion of people working at all levels within the dairy sector.

A winners' field day farm visit will take place in early April. Find out more at [dairyindustryawards.co.nz](http://dairyindustryawards.co.nz)

### CANTERBURY/NORTH OTAGO

Did you know you can get one-on-one farm business advice from DairyNZ? Working from our Lincoln office, Robb Macbeth joined DairyNZ last year as our farm business specialist for the South Island.

Robb's role is to link farmers and their supporting rural professionals with DairyNZ's farm business resources, such as DairyBase and Farm Gauge.

Send an email to [robb.macbeth@dairynz.co.nz](mailto:robb.macbeth@dairynz.co.nz)

### SOUTHLAND/SOUTH OTAGO

Southland budget case study farmers have recently provided a half-year update on how they're tracking.

Here's what one farmer says: "Additional fencing has been done as a result of the *Mycoplasma bovis* situation in Southland. One-wire fences, 1.5 metres from the boundary, have been erected where needed, which has cost about \$2000."

The budget case study farmers have also talked about major challenges to their budgets, and their plans for managing any variances for the rest of the season.

Go to [dairynz.co.nz/budget-case-studies](http://dairynz.co.nz/budget-case-studies)

### Upper North Island – Head: Sharon Morrell 027 492 2907

#### Northland

Regional Leader	Tareen Ellis	027 499 9021
Far North	Denise Knop	027 807 9686
Lower Northland	Lori Grinter	021 242 5719
Whangarei West	Ryan Baxter	021 809 569

#### Waikato

Regional Leader	Wade Bell	027 285 9273
South Auckland	Mike Bramley	027 486 4344
Hamilton North	Lizzy Moore	021 242 2127
Matamata/Kereone	Frank Portegys	027 807 9685
Morrinsville/Te Aroha/Waihi	Euan Lock	027 293 4401
Hauraki Plains/Coromandel/Paeroa	Jaimee Morgan	021 245 8055
Te Awamutu	Stephen Canton	027 475 0918
Otorohanga	Michael Booth	027 513 7201
South Waikato	Kirsty Dickins	027 483 2205

#### Bay of Plenty

Regional Leader	Andrew Reid	027 292 3682
Central BOP (Te Puke, Rotorua)	Kevin McKinley	027 288 8238
Eastern BOP (Whakatane, Opotiki)	Ross Bishop	027 563 1785
Central Plateau (Reporoa, Taupo)	Colin Grainger-Allen	021 225 8345
Katikati, Galatea, Waikite/Ngakuru	Jordyn Crouch	021 619 071

### Lower North Island – Head: Rob Brazendale 021 683 139

#### Taranaki

Regional Leader	Sarah Dirks	027 513 7202
South Taranaki	Nathan Clough	021 246 5663
Central Taranaki	Sarah Dirks	027 513 7202
Coastal Taranaki	Anna Arends	021 276 5832
North Taranaki	Lauren McEldowney	027 593 4122

#### Lower North Island

Horowhenua/Coastal and Southern Manawatu	Kate Stewart	027 702 3760
Wairarapa/Tararua	Abby Scott	021 244 3428
Hawke's Bay	Gray Beagley	021 286 4346
Northern Manawatu/Wanganui/Woodville	Jo Back	021 222 9023
Central Manawatu/Rangitikei	Richard Greaves	027 244 8016

### South Island – Head: Tony Finch 027 706 6183

#### Top of South Island/West Coast

Nelson/Marlborough	Mark Shadwick	021 287 7057
West Coast	Angela Leslie	021 277 2894

#### Canterbury/North Otago

Regional Leader	Rachael Russell	027 261 3250
North Canterbury	Amy Chamberlain	027 243 0943
Central Canterbury	Natalia Benquet	021 287 7059
Mid Canterbury	Stuart Moorhouse	027 513 7200
South Canterbury	Heather Donaldson	027 593 4124
North Otago	Anna Hall	021 712 513

#### Southland/South Otago

Regional Leader	Richard Kyte	021 246 3166
South/West Otago	Lucy Hall	027 524 5890
Central and Northern Southland	Nicole E Hammond	021 240 8529
Eastern Southland	Nathan Nelson	021 225 6931
Western Southland	Leo Pekar	027 211 1389

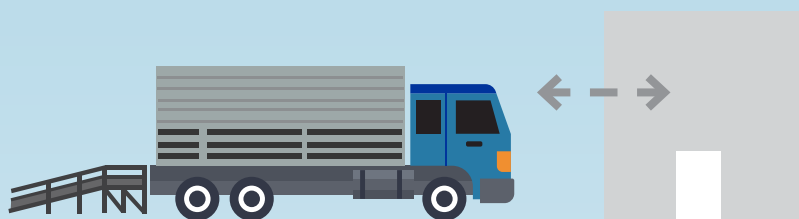
# TRANSPORTING STOCK

• Steady as she goes •

If you're sending cows off-farm in the coming weeks, follow these steps below to ensure they have a safe journey, arrive fit and healthy, and leave as little effluent on roads as possible.

## 1 Choose a processor nearby

Shorter transport distances are better for your cows.

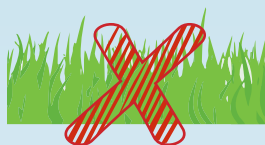


## 2 Make sure she's fit for transport



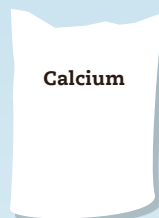
If you're unsure, seek advice from your vet.

## 3 Stand cows off green feed for at least 4 hours



Reduce the risk of effluent spills from trucks.

## 4 Give extra calcium



Give as an oral drench or a slurry on dry feed.

Lactating cows can get low blood calcium during transport because they are still putting calcium in milk and not having it replaced from their usual food sources. Lack of calcium leads to wobbly cows.

## 5 Provide roughage and water



Make sure cows have adequate water and dry feed while they're stood off.

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Sender: DairyNZ, Private Bag 3221, Hamilton 3240, NZ