

Inside Dairy

November 2019

Your levy in action



Finding clarity

Demystifying the submissions process

▼
DAIRY LEADER GROUPS
leverage farmer interests

Where we stand on Essential Freshwater

Does touching teats spread mastitis?



DairyNZ



over the fence...

"Coming together is a beginning, staying together is progress, and working together is success." – Henry Ford

As a sector, we're stronger when we work together. This has never been more true than in the last two months as we've worked on our submissions to the Ministry for the Environment's Essential Freshwater Package.

I want to say a huge 'thank you' to every farmer who engaged in this process. The package had some good elements that we believe will support better environmental outcomes, but it also had some glaring concerns. Throughout September and October, thousands of you attended meetings, checked out our website or listened to one of our webinars. And thanks to those of you who took the extra step of submitting. Read more about this on pages 10 and 11.

This issue of *Inside Dairy* focuses on how DairyNZ, farmers and the wider sector are working together to ensure your needs and opinions are being heard by decision-makers, both regionally and nationally.

Read how Southland dairy farmer Jolene Germann, who as part of a catchment group supported by DairyNZ, gained confidence to submit on the Southland Water and Land Plan (WaLP). Catchment groups play a vital role in giving farmers a strong voice around council tables. Check out one local to you.

Also in this edition, read about DairyNZ's support of Rotorua farmers on Plan Change 10 (page 9), see a simple breakdown of how regional plans are formed (page 12), and find out about the value of DairyNZ's regional Dairy Leaders Groups (page 14).

Congratulations to the successful Board members, ratified at the annual general meeting on October 22. You can read about the successful candidates at dairynz.co.nz/news

Lastly, we're expecting an announcement from the Government on whether agriculture will be included in the Emissions Trading Scheme. There'll be an email in your inbox from us as soon as we hear something.

Please drop me a line if you have any questions or feedback –
tim.mackle@ceo.dairynz.co.nz

Tim Mackle
Chief executive
DairyNZ



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DairyNZ's Dairy Leader Groups are bringing together farmers, organisations, councils and others in the sector to provide a unified voice for dairy.

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On the cover: As part of a catchment group supported by DairyNZ, Southland dairy farmer Jolene Germann has played a key role in helping local farmers understand the Southland Water and Land Plan and make submissions.

TAKE 5... TIPS FOR FARMERS

1. Wellbeing re-start

Wintering and calving is a busy time; it's easy to lose sight of what you want out of your life and work. Do a summer re-set: check out five wellbeing principles – connecting, giving, being active, learning and taking notice – at dairynz.co.nz/wellbeing



2. Updated DairyBase benchmarks

Our public DairyBase benchmarking information has just been updated. It summarises what dairy farmers were producing and spending over the last three seasons. This info provides an ideal starting point for farm business discussions with consultants, accountants or bankers. Get the latest figures from dairynz.co.nz/benchmarks

3. Milking efficiency module

On most dairy farms, more than 50 percent of staff time is spent on milking and related tasks. Use our new module to help you and your team learn the key principles for efficient milking, so you can cut down that time – and take our 10-question quiz to gauge what you've learned. Visit dairynz.co.nz/milking



4. Successful summer management

Get the best out of your pasture and cows, and prevent heat stress affecting your herd, by using our seasonal management tips for summer. You'll also find a handy list of monitoring tools to keep on top of things. See dairynz.co.nz/summer

5. A calculated break

Use our handy leave calculator and plan ahead for the festive season's staff holidays. Remember, how much a leave day is worth can change depending on people's work hours and patterns. Timesheets help you keep track of this. Go to dairynz.co.nz/leave

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We appreciate your feedback

Email 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.





Collective effort gives farmers a voice

Southland's Jolene Germann knows full well how daunting it can be to make a submission to a regional council plan. But her farmer-led catchment group, working with DairyNZ, has proven it's possible to deliver responsible, workable solutions to improving regional water quality — without pushing themselves out of business.

Farmers in almost every region face the prospect of changes in their farming practices as a result of regional plan requirements around water quality and nutrient loss.

While most farmers accept the intention of plans to help lift the country's water quality, many can feel intimidated and even powerless when it comes to having a say on how these plans will affect them, and what some alternatives are to plan proposals.

Southland dairy farmer, dairy



Southland dairy farmer and farm consultant Jolene Germann knows many farmers can feel intimidated by formal plans and submission processes. That's why she's helping them have their say and discover what alternatives to put forward.

environment leader and farm consultant Jolene Germann has played an instrumental role in helping farmers in the Aparima Catchment get a handle on what the Southland Water and Land Plan (WaLP) means for them. She has helped to ensure they can get their voice heard when it comes to submitting on the plan's proposals.

In the region, farmer catchment groups have multiplied to total of 19, providing the vehicle for a community-led approach to addressing some of the freshwater issues.

Treading lightly on southern soils

Jolene appreciates more than most the value of literally treading carefully when dairying in a sensitive environment like Southland. She and husband Hadleigh (Federated Farmers' Southland dairy chair) are equity partners in an Otautau property that's on heavy soils with high clay content, and which pugs easily in wet weather. Stocking rates, a planned approach to wintering and care in wet weather



Farm Facts

EQUITY PARTNERS:

Jolene and Hadleigh
Germann

LOCATION:

Otautau, Southland

FARM SIZE:

197ha (effective)

HERD SIZE:

550 (peak)

PRODUCTION:

240,000kg MS/year

SYSTEM:

3



Jolene checks the clarity of the Waicolo Stream, which runs right through the Germanns' farm, before joining the Otautau Stream which flows into the Aparima River. She believes that farmers having a hand in the WaLP process can achieve farmers' business goals, as well as everyone's water quality aims.

The Germanns' 550 cows are a mixture of mostly Kiwi-cross and Jersey, with some Friesians.



"While DairyNZ had an important supporting role, dairy farmers themselves had to show leadership."

keep their soils well managed. Jolene is aware that the WaLP will mean farmers need to think about managing soils more carefully during wintering, if they're not doing this already.

She also wants to see that the next stage of limit-setting under the WaLP recognises farmers' need to farm profitably and sensibly, alongside achieving the plan's overarching water quality aims.

Urging farmers to take the lead

In 2016, Jolene completed her Kellogg Rural Leadership project on how DairyNZ could support Southland dairy farmers to adapt to the regulations.

"What I found was that dairy farmers had a responsibility to build their relationships with council and community, and while DairyNZ had an important supporting role, dairy farmers themselves had to show leadership," she says.

Proving she could 'walk the walk', she decided in early 2016 to form the mid-Aparima Catchment Group, with some neighbouring farmers, after completing her Kellogg work. It is



Jolene and Hadleigh with their 20-month-old son Harry, who will be joined by a new sibling in January 2020.

now one of six catchment groups covering the entire Aparima River catchment.

"We knew that submissions had to be in on the WaLP by July, and DairyNZ had been very encouraging to farmers about getting together as a group to better understand the plan, and to formulate what their submissions could be."

She had appreciated input and observations from existing groups and individuals, including Balfour dairy farmer Aaron Wilson, who was founder of the Upper Waimea Catchment Group, one of the first formed in Southland.

That group's field days and open approach to the community, both farming and non-farming, has earned respect around council chambers. It also helped break down the traditional 'us and them' stance between council and farming groups.

Jolene's catchment group built up a contact list of almost 40 farmers, and drew strong interest in formulating a submission.

"That was also in part because we were standing on a burning platform in terms of how long we had to get submissions together."

Having the group meant brainstorming sessions could be held to identify areas to submit upon. Working with DairyNZ



“We also encouraged farmers to submit on things they liked about the plan.”

staff provided expertise and the leverage to publicise the group’s work, helping gain a positive profile within the greater community.

Leveraging off sector resources

Jolene welcomed support from DairyNZ’s then engagement co-ordinator Julia Christie for her behind-the-scenes support.

That also included input from other DairyNZ colleagues with expertise to help inform farmers not only on the submissions process, but also the science and farm system impacts underpinning the WaLP.

“The Southland soils have been categorised into physiographic zones that are based on geology, soil type, hydrology, climate and topography,” says Jolene. “The natural nutrient losses from these soil zones could have an impact upon farms’ future ability to operate in terms of stocking rates and intensity. It is quite a complex science to determine the risky soils. We were supportive of the science but were concerned there was no way to dispute the zone some soils were in.”

Jolene acknowledges submitting on a plan like Southland’s was quite daunting to farmers, and quite foreign.

“DairyNZ was very helpful. We had drop-in sessions for farmers and provided good templates for their submissions to be based on.”

Working with Beef + Lamb New Zealand staff also helped boost the group’s profile and unify all farmers in the catchment, rather than it becoming simply a ‘dairy’ issue.

“We also encouraged farmers to submit on things they liked about the plan, so it did not appear they were entirely negative about it, and there genuinely are aspects that are positive.”

One aspect the group submitted on was winter grazing rules that limited farms to no more than 50 hectares of wintering area.

“It didn’t take account of that as a proportion of land holding area; it was quite an arbitrary figure.”

Role-playing and practising were also done to help farmers



Current Government consultation on water quality is also top of mind for the Germanns, who’ve attended DairyNZ’s Essential Freshwater meetings.

sharpen up the verbal presentations they could give to their written submissions.

“The hearings process is quite formal, and council feedback was they were impressed with the quality of the submissions made from farmers. They only had about 10 minutes to talk, with a few minutes for questions, so they really wanted to make the most of the opportunity.”

Getting submissions sorted

Meantime, individual farmers also submitted alongside the group, adding to the constructive volume of farmer input at hearings time.

The catchment group still operates, but its members are taking a ‘wait and see’ approach as the WaLP is under appeal in the Environment Court.

The six Aparima Catchment Group leaders are also participating in a community involvement project (Aparima Community and Environment, or ACE), helping effect change across the entire catchment of 636 landowners.

Jolene is satisfied with the process of the hearings on the WaLP, which she thinks are in part thanks to farmers’

Jolene and Hadleigh are reaching out to guide others into a environmentally sustainable, yet profitable, farming future.



Jolene describes Katie Delve (pictured) as the property's "farm assistant extraordinaire".



Jolene and Hadleigh are former New Zealand Dairy Industry Awards finalists, while Jolene also has a doctorate in biochemistry of the clover root weevil and was a Fonterra Dairy Woman of the Year finalist in 2017.



“Our previous submission to the WaLP has made us more confident about submitting on the Essential Freshwater Package.”

collaborative approach with Environment Southland, and the thought put into submissions. She is hopeful that there will be no major surprises coming out of the court's decision on the WaLP appeal.

Essential Freshwater Package

While it awaits that court decision, the catchment group has been busy making a submission to the Government's Essential Freshwater Package.

“Our previous submission to the WaLP has made us more confident about submitting on the Essential Freshwater Package,” says Jolene. “We've followed a similar process, with brainstorming as a catchment group and focusing on the key areas we wish to submit on. We've offered alternatives for things we don't agree with and submitted on things that we do agree with.”

Jolene says the catchment group has combined with its local discussion group for a field day, where DairyNZ water quality specialist Justin Kitto spoke. DairyNZ's Tessa Schmidt, a graduate environmental change specialist, has been a big help on the package too, she adds.

“There were also DairyNZ Essential Freshwater meetings and webinars that our members attended – these helped us prepare for our submission. So, again, DairyNZ has provided a lot of support.”

Words: Richard Rennie Photos: Megan Graham



Jolene's tips for submitting to regional plans

Don't be apathetic — you are a member of the community, your view matters and these plans will affect how you and the next generation can farm.

Present an alternative — for any plan aspect you don't agree on, offer an alternative approach.

Balance a negative with a positive — input on the positives helps remove any claim farmers are 'anti' freshwater goals.

Approach other farmers personally — someone is more likely to get on board if they are asked by someone they know and trust.

Jamie (left) and Chris Paterson at their farm, 'Hameulldaeme'. The Celtic saying ('home'll do me') is Jamie's favourite comment when busy periods limit time off-farm.



'Team ag' turns the tables

DairyNZ has been working with Rotorua farmers for more than 15 years, including supporting the Lake Rotorua Primary Producers' Collective on Plan Change 10. Collective stalwart Chris Paterson explains.

"Ecstatic."

There's a huge amount of effort and relief behind that word.

It's how Rotorua dairy farmers Chris Paterson and her husband Jamie felt when they heard about the Environment Court's August 2019 decision on the Bay of Plenty Regional Council's Plan Change 10. The plan's focus is on improving the water quality of Lake Rotorua through nutrient management (see dairynz.co.nz/PC10).

The court endorsed the plan's nitrogen allocation methodology, based on a sector range approach which recognises dry stock and dairy farms' differing needs for nutrients.

An appeal was lodged with the court for consideration of a different allocation method based on Land Use Capability (LUC), which allocated the lake's nitrogen load by soil type, meaning some land got more nitrogen and some got a lot

less. Federated Farmers, some individual farmers and the council opposed that allocation method in the court hearings. DairyNZ provided financial and economic modelling support.

Chris says if the decision had endorsed LUC, "there wouldn't have been any dairy farming left in this catchment. Having that recorded in the Environment Court decision is going to help all farmers around New Zealand.

"We're so thankful to DairyNZ for their support, which meant our submissions were based on scientific evidence," says Chris.

"I also take my hat off to Neil Heather, our current chairman of the Collective. He and the Collective have worked really hard to ensure the dry stock and dairy sectors worked together

harmoniously – we've included dry stock reps on our committees."

DairyNZ was initially involved in the establishment of the Collective. Since then, Chris says DairyNZ's ongoing support has come from every level, from consulting officers to scientists and strategists. That's included putting together specific economic reports and science trials to back up farmers' and the Collective's submissions. (Note: DairyNZ and Fonterra had jointly submitted on the plan to support the allocation method developed by the council in consultation with the stakeholder group.)

"The DairyNZ Board and CEO Tim Mackle have taken a personal interest in our story too, including visiting our farm's science trials in 2018. The fact that the Board has taken an interest has made people here feel really appreciated. Board chair Jim van der Poel also rang and

congratulated us on the announcement.

"It's that 'open door' policy that DairyNZ has, that 'team ag' approach. We've been working really closely with Federated Farmers, but DairyNZ's been right there alongside us as well."

The Patersons and the Lake Rotorua Primary Producers' Collective are now gearing up for Stage 2 of the Environment Court process. Chris says their success so far shows farmers leading change at policy level means fronting up and telling their stories.

"It's really important that farmers come and face up to these guys. Tell their story, tell and show them how they operate, what they've done to improve their farming system. It drew a picture for the commissioners, and they came to understand."



The Essential Freshwater Package proposes a number of changes to the way freshwater is managed in New Zealand.

Delving into the Essential Freshwater proposals

At the time you're reading this article, all the Essential Freshwater submissions will have been lodged with the Ministry for the Environment. Read more about DairyNZ's feedback to the Government.

Over the last two months, DairyNZ staff from across the country, and across a range of disciplines, have been working tirelessly to understand the implications of the Government's proposed Essential Freshwater Package on dairy farming and test whether the proposed changes will deliver the outcomes sought.

The proposed package is of huge significance to farmers and some of the proposed policies have been causing concern, particularly at a time when there is so much to do on-farm.

Although the timeframes for consultation were extremely

short, especially given the amount of change being proposed, the complexity of the issues and the sheer volume of material to try and understand, DairyNZ has developed a comprehensive and detailed submission.

We have summarised the most important parts, alongside our positions and recommendations (as of October 22), in the table opposite. However, as this has gone to print mid-October, please check our full submission online for any updates, more details and changes.

YOUR INTEREST

The engagement in Essential Freshwater by farmers has been significant. At the time of going to print, and with 10 days still to go

on the consultation, more than 2000 farmers had attended both the MfE meetings and our DairyNZ meetings and discussion groups, over 300 people logged into our webinars, and over 5200 people read information on our website. Even better, more than 650 people had downloaded our submission form.

Thank you.





You can read DairyNZ's full submission at dairynz.co.nz/environment/freshwater


Timeline

- Action for Healthy Waterways package released September 5
- Submissions were due October 17
- Late submissions due by October 31
- Government summarises submissions before Christmas
- An independent Advisory Panel will provide Ministers with a report on the consultation submissions, and their recommendations
- A government decision is expected early 2020

Subject	Policy proposal	DairyNZ position	DairyNZ recommendation
 Freshwater Farm Plans (FW-FP)	<ul style="list-style-type: none"> All farmers and growers to have a FW-FP to manage risks to waterways by 2025 	<ul style="list-style-type: none"> Support mandatory FW-FPs This is the best way to manage environmental risk on-farm and quickly improve water quality outcomes for all contaminants Support national certification and proposed timeframes (we've already committed to FW-FPs in the Dairy Tomorrow strategy) but need more detail on implementation 	<ul style="list-style-type: none"> Avoid penalising early adopters: those with current, robust Farm Environment Plans (FEPs) shouldn't need to have them re-done That Government continues to work with the sector on integrated farm planning, certification and initiatives to ensure sufficient capability and resources to support farmers in developing and implementing FW-FPs
 New bottom lines for nutrients	<ul style="list-style-type: none"> New bottom line (limit) for instream nitrogen (N) and phosphorus for ecosystem health, where instream concentrations exceed proposed values. Reductions needed over a generation 	<ul style="list-style-type: none"> Proposed nutrient limits are based on overly simplistic relationships and not supported by robust science We support policies that protect ecosystem health alongside swimability 	<ul style="list-style-type: none"> Consider alternative approach and managing N through reducing bottom line for N-toxicity Retain proposed nutrient thresholds as optional guidance table for regional councils to use
 Immediate action on N loss	<ul style="list-style-type: none"> Reduce N-loss through interim measures in proposed high-N catchments Three options being considered: N-cap, fertiliser-cap and FEPs 	<ul style="list-style-type: none"> To see if proposed catchments are appropriate, the science needs to be reviewed. Support hybrid N-cap (N-surplus) and FW-FP approach to improve N-use practices Do not support this approach to underpin future allocation processes 	<ul style="list-style-type: none"> Focus on improving N-use efficiency and lifting poor practice
 Restricting further intensification	<ul style="list-style-type: none"> No further intensification from June 2020 Applies in catchments where limit-setting process not fully implemented 	<ul style="list-style-type: none"> Broadly support no further intensification in over-allocated catchments until the limit-setting process is implemented 	<ul style="list-style-type: none"> Government needs to provide clarity on how the proposal would quantify sediment and bacteria discharges. This cannot be achieved with existing tools
 Stock exclusion	<ul style="list-style-type: none"> Regulations for stock exclusions and buffer widths on permanent waterways Some moving of fences will be required Timeframes for moving fences based on minimum setback 	<ul style="list-style-type: none"> Support current fencing to remain in place, if minimum setbacks are achieved. Support 1m minimum setback Support capturing smaller streams and critical sources through FEPs Support average setback approach, but not 5m 	<ul style="list-style-type: none"> For this policy to be effective at improving water quality outcomes, it needs to capture more rivers on steeper slopes Flood control restrictions and requirements should take precedent (as set by regional councils) Government needs to clarify where the setback starts and finishes
 Intensive winter grazing (IWG)	<ul style="list-style-type: none"> Standards for IWG of forage crops within six months of policy coming into effect. Two options proposed: regulation or sector standards 	<ul style="list-style-type: none"> Support mandatory wintering plan in an FW-FP as a standard for a permitted activity Support mix of proposed 'national' and sector standards 	<ul style="list-style-type: none"> Encourage Government to look at proposed Southland rules as the basis for national policy Protocols needed on how/where to measure slope Propose removing pugging definition as this is difficult to monitor/quantify
 Reducing pollution from stock holding areas	<ul style="list-style-type: none"> Consented standards for stock-holding areas, including feed, wintering, stand-off and loafing pads Sacrifice paddocks permitted activity if criteria met 	<ul style="list-style-type: none"> Support measures to manage environmental effects of stock-holding areas as permitted activities through FW-FPs Oppose requiring a consent 	<ul style="list-style-type: none"> Clear, defined set of requirements are best managed through FW-FPs
 Reducing sediment	<ul style="list-style-type: none"> New bottom lines for suspended sediment New adaptive management approach to deposited sediment 	<ul style="list-style-type: none"> Support an action plan approach to manage deposited sediment Proposed suspended sediment limit approach is overly complicated Methods used to derive thresholds are not supported by science on the effects of sediment 	<ul style="list-style-type: none"> The best approach for managing suspended sediments to be determined

 DairyNZ supports

 Some recommendations

 Alternative approach recommended



HOW REGIONAL

CONFUSED BY THE REGIONAL PLAN PROCESS? HERE'S A SIMPLE OVERVIEW, INCLUDING DAIRYNZ'S WORK TO HELP FARMERS GET INVOLVED AT EACH STAGE OF THE JOURNEY.

1



COUNCIL MAKES DRAFT PLAN AVAILABLE AND SEEKS FEEDBACK FROM STAKEHOLDERS

This is your opportunity to have a say on the direction of the plan at this early stage of the process.

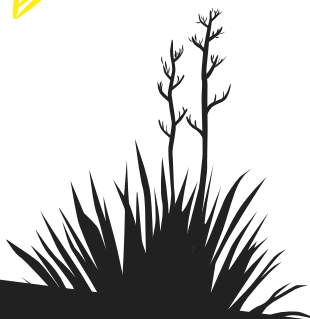
2



COUNCIL MAKES PROPOSED PLAN AVAILABLE AND CALLS FOR SUBMISSIONS

The proposed plan is the next, more detailed version of the plan. You can now make submissions in support or opposition of the plan. You can also make a further submission in support of, or opposition to, others' submissions.

DAIRYNZ'S ROLE



- Builds relationship with council before draft is released.
- Raises farmer awareness of draft and opportunity to get involved (e.g. giving feedback to council and/or DairyNZ through meetings and/or workshops).
- Facilitates discussions with councils and farmer groups on the draft.
- Advocates on farmers' behalf for council to make any changes.

- Raises farmer awareness of proposed plan and opportunity to get involved.
- Helps farmers to understand plan and make a submission.
- Facilitates discussions with councils and farmer groups on the proposed plan.
- Formulates a position based on discussions with farmers and sector partners, and tests this with farmers, usually through workshops.
- Lodges a submission based on farmer feedback and expert analysis (usually DairyNZ staff).
- Analyses other parties' submissions and makes a further submission on farmers' behalf.

PLANS ARE FORMED

3



COUNCIL HOLDS PLAN HEARINGS TO HEAR FROM COUNCIL STAFF AND SUBMITTERS

This is your opportunity to explain what the plan will mean for you to the hearings panel. You can appeal the hearings panel's decision to the Environment Court or High Court.



- Works with DairyNZ's experts in farm systems, economics, water quality, on-farm change and policy work together to build and lodge evidence for the hearings.
- Holds farmer events to support farmers who have submitted and want to present at the hearings.
- Continues to work with council staff to understand hearings panel and court's needs, and address these needs, to ensure the best chance of success in the legal process.

4



ENVIRONMENT AND/OR HIGH COURT PROCEEDINGS

Only matters previously raised in submissions can be appealed. You may have the opportunity to enter into mediation with others appealing.



- DairyNZ's experts review the hearings panel's decision and decide whether to appeal to court.
- Manages legal case and supports proceedings with DairyNZ experts.
- Continues to work with council staff to understand hearings panel and court's needs, and address these needs, to ensure the best chance of success in the legal process.

5



COUNCIL MAKES PLAN FULLY OPERATIVE FOLLOWING COURT DECISION

This means all farming activities must now comply with the plan, unless they hold a consent for that activity.



- Builds farmer awareness of the new rules, and how to comply with them through appropriate Good Management Practices.
- Raises any rule implementation issues, and sits down with council, farmer representatives and other industry groups to resolve these issues.



Farmers: our sounding board

We talk to four members of DairyNZ regional Dairy Leaders Groups about what they're achieving, providing a unified voice for dairy.

WAIKATO – CHRIS LEWIS

➔ The Waikato Dairy Leaders Group (DLG) was set up in 2012. It's since worked hard on retaining key elements in Waikato Regional Council's Healthy Rivers Plan Change 1 (PC1) as part of the plan process.

Pukeatua dairy, beef and arable farmer Chris Lewis was Federated Farmers' ('Feds') Waikato president when he joined the DLG back then (he's now Feds' national board dairy chair, and has recently stepped down from the DLG).

"The DLG's 'team dairy' strategy has seen DairyNZ doing a lot of farmer liaison, research and providing a support role alongside Federated Farmers and the dairy companies. Plan Change 1 needed to be well-suited to benefit dairy farmers, but they also had to improve and adopt better farming practices while maintaining a profitable business."

The group guided how each member organisation worked with farmers. For instance, DairyNZ worked hard during the development of PC1 to bring in farmer viewpoints on the plan and its likely effects. DairyNZ also helped farmers to write and present their individual submissions. DairyNZ also made its own submission and put up science, economics and policy evidence. Chris believes that farmers using a DLG as a sounding board is just the start of making sure their voices are heard in the sector.

"A DLG is one of many places DairyNZ can get feedback, but it's also just as valuable for farmers to directly contact DairyNZ. It's very important to stay in contact with *all* sector organisations.

"At the end of the day, DairyNZ can't do this by themselves. It requires all 12,000 farmers to make an effort and achieve these goals."



Chris Lewis says it's very important that farmers stay in contact with all sector organisations, including DairyNZ.

"IT REQUIRES ALL 12,000 FARMERS TO MAKE AN EFFORT AND ACHIEVE THESE GOALS."



James Stewart sees Horizons' DLG as a bridge that connects organisations with each other and with farmers.

HORIZONS – JAMES STEWART

➔ A fifth-generation farmer, Palmerston North's James Stewart was shoulder-tapped for the Horizons DLG after several years representing Federated Farmers (Manawatu-Rangitikei).

He sees the DLG as a bridge that connects organisations with each other and with farmers.

"The people in the group all have influence and experience. They're passionate about dairying, with good connections both to the land and to similar networks.

"Our main focus has been Horizons' environmental One Plan. We've provided industry leadership, co-ordination and governance oversight in a very challenging business environment. We're also steering the strategic direction of the Tararua Plantain Project (see dairynz.co.nz/tararua), and having discussions around *Mycoplasma bovis* and Zero Carbon too.

"It's been really valuable for us to use resources from DairyNZ, Federated Farmers, Fonterra and Open Country, with people in our group linked up to those organisations and into local council as well. To have information from the likes of DairyNZ and others is really crucial to make sure our message is backed up.

"Ultimately, our work is farmer-led, which gives some authenticity around it. You've got to have people on the ground in each region who are living, breathing and really connecting with what's happening. I think that's the strength of these Dairy Leaders Groups."

CANTERBURY – CAM HENDERSON

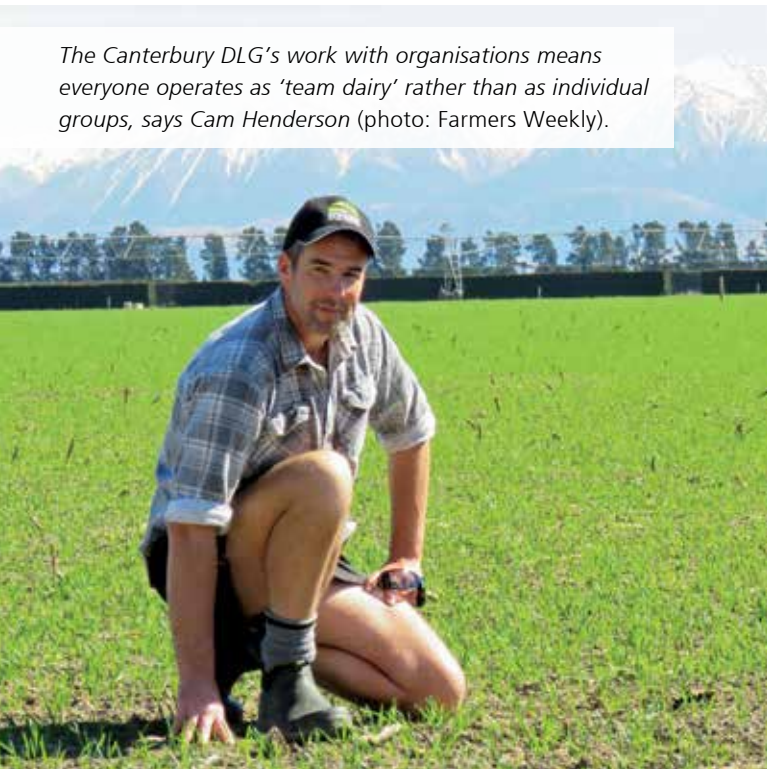
→ Canterbury dairy farmer Cam Henderson is Federated Farmers' North Canterbury provincial president. He grew up on a Waikato dairy farm and has had roles with Fonterra and DairyNZ.

The Canterbury DLG's been focusing on Environment Canterbury's Plan Change 7 (Cam is deputy chair of its Waimakariri Water Zone Committee). It's also working with DairyNZ on its Hinds and Selwyn case studies project, helping farmers meet various new policy limits within the regulations.

"We've got a good mix of farmers and technical people as well as representatives from the dairy companies, operating as 'team dairy'. That's a positive thing that's enabled the group's feedback to be very influential and valued at various levels – it's not just being paid lip service."

"... THE GROUP'S FEEDBACK [HAS BEEN] VERY INFLUENTIAL AND VALUED AT VARIOUS LEVELS – IT'S NOT JUST BEING PAID LIP SERVICE."

The Canterbury DLG's work with organisations means everyone operates as 'team dairy' rather than as individual groups, says Cam Henderson (photo: Farmers Weekly).



Providing a sounding board to DairyNZ has also helped the DLG to ensure farmers' views on policy and advocacy issues are heard at every level. "Farmer input helps us to get the greatest return from DairyNZ's efforts."

"As farmers, we live in the rural communities, we work the land, we swim in the rivers, we drink the water, we fish and hunt. We've got as many emotional ties to the land and the water as anybody and I think that gives us a great incentive to try and improve things."

Key focus areas for the Southland DLG in 2019 have included wintering (pictured), water quality and farmer wellbeing.



SOUTHLAND – MARK ROBINSON

→ Mark Robinson, Fonterra's head of Farm Source (Otago and Southland), talked to DairyNZ chief executive Tim Mackle about DLGs three years ago, and joined the Southland DLG when it formed in 2018.

"The group's functioning really well. It's open and transparent, with the best interests of farmers at its core. We're looking at local solutions for local issues – using local people to optimise local opportunities. Encouraging strong farmer representation into our DLG is also critical, to have that 'farmer voice' within groups like this."

Mark says the wintering expertise DairyNZ has brought to the table will help to ensure good management practice information is consistently communicated to all dairy farmers in the region. The group's also promoting the value of and linkages between the region's water catchment groups.

"Another area of focus is farmer wellbeing. We've made a callout to all sector groups in the region, and professionals too, to make sure we're identifying and acknowledging that times are tough for farmers."

Acknowledging farmers' environment efforts is another goal for the group, says Mark.

"The public only sees the minority that don't get things right, yet the vast majority of dairy farmers do implement good dairy practices.

"I'd like people to ask farmers what they *have* done, not what they aren't doing. The land and the stewardship of it are so important to dairy farmers and they really do care about it."

DAIRYNZ'S POLICY TEAMS: SPEAKING UP FOR FARMERS

Check out this quick summary of what our national and regional policy teams have done to support dairy farmers in the past 12 months.



15

NATIONAL
SUBMISSIONS



7

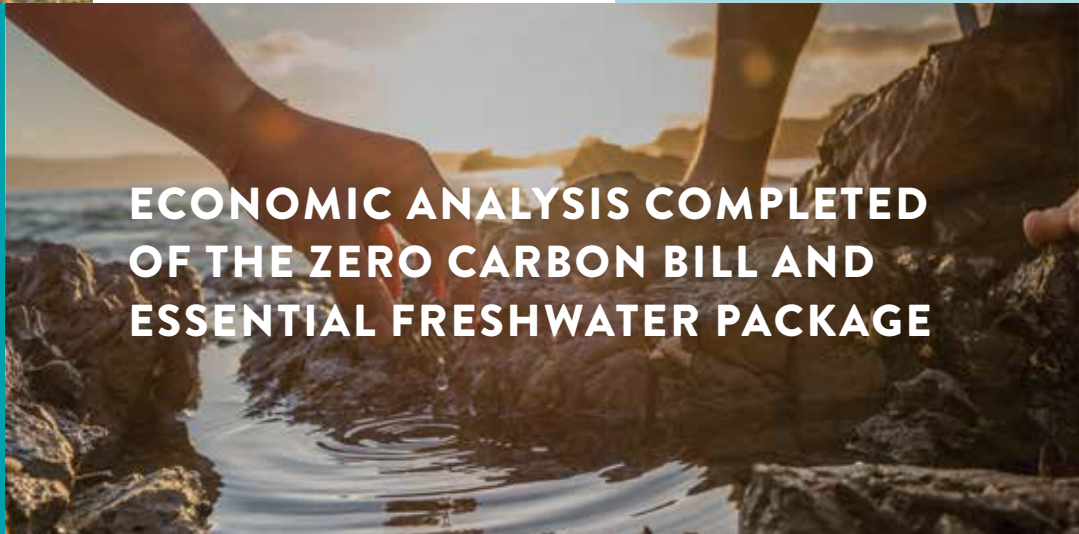
REGIONAL
SUBMISSIONS



4

SELECT
COMMITTEE
APPEARANCES

ECONOMIC ANALYSIS COMPLETED
OF THE ZERO CARBON BILL AND
ESSENTIAL FRESHWATER PACKAGE



100s



OF MEETINGS
WITH
MPS AND
OFFICIALS



Does touching teats spread mastitis?

Is it true that touching cows' teats during milking can spread the bacteria that leads to mastitis? DairyNZ senior scientist Jane Lacy-Hulbert 'hands' you the answer.



Bacteria live on skin, so there's always a risk that teats will become contaminated by mastitis bacteria during the milking process. Bacteria can be spread during milking by contact with milk from an infected udder. The risks can be minimised by ensuring good teat condition and effective teat-spraying practices.

Detection

Foremilk stripping is the most effective way to detect clinical mastitis, which shows as abnormalities in the milk. Stripping a few squirts of milk onto a black paddle, rather than the ground, makes these changes more visible.

Farms that routinely foremilk strip tend to have better control of their bulk milk somatic cell count (SCC). Foremilk stripping offers other advantages to make milking easier on-farm:

- **Teat condition monitoring**

Maintaining healthy teat skin is important for successful prevention of mastitis. Bacteria grow and multiply in rough teat skin and teat sores. Foremilk stripping provides an ideal opportunity to check teat condition and spot any emerging issues.

- **Calmer cows**

Milker injuries are common on-farm. Cows that are less familiar with their udders being touched can fidget and kick during cup attachment. ACC reports large numbers of injuries caused by cows kicking milkers.

However, when they have their foremilk stripped and teats inspected, cows become more accustomed to having their udders handled, so they're less likely to react during cup attachment.

Calmer cows also produce dung less frequently while being milked, kick the cups off less often, move through the dairy easily and produce less adrenalin and, thus, better milk let-down than stressed and anxious cows.

- **Increased cure rates**

Early detection of mastitis increases the chance and speed of cure.

Reducing the risk

- In early lactation, foremilk strip regularly, initially, then implement strategic stripping. Monitor the bulk milk SCC and filter sock, and strip more regularly when suspicious about mastitis.

- Use gloves when foremilk stripping cows. Gloves have a smooth surface, which are easier to clean and harbour less dirt and bacteria than bare hands.
- Review teat-spraying procedures. Teat spraying after milking reduces bacteria left behind on the teats, which can include those left behind by foremilk stripping.
- Check teat spray coverage. To be effective, teat spray needs to cover all sides of the teats, as well as the teat tip; this can be achieved by manual and automatic spraying systems.

Learn more about mastitis management at dairynz.co.nz/mastitis



Myth

▶ Touching teats will increase the incidence of mastitis in cows.

BUSTED



Not if hands and teats are kept clean. Foremilk stripping, to find new cases, and teat spraying after milking, to prevent new cases, provide effective control of mastitis.

SUPPORTING THE NEXT GENERATION

For DairyNZ's education facilitator Susan Stokes, encouraging the next generation of young minds to choose a dairy sector career is both a passion and a job.



As a sector, we need to meet current and future demands for the very best dairy farmers, agriscientists and agribusiness specialists. To do this, we need young people to understand the breadth of opportunities and dispel any myths they might have about what a dairy sector career really means.

Farmers and the wider sector know that a dairy career is not just milking cows. It's technology, business management, caring for animals and nurturing the environment. It's also about using knowledge and tools developed by top scientists, including our New Zealand scientists, who lead the world in genetics, soil science, animal nutrition, pastoral farming, and environmental science.

"ATTRACTING YOUNG PEOPLE TO THIS DISRUPTIVE SPACE WILL BE KEY TO MEETING THESE FUTURE DEMANDS AND CHALLENGES."

We also need to make dairy sector career pathways easy for young people. This lies at the core of my work with high school teachers, career advisers and through sector partnerships. These partnerships include GrowingNZ and the Centre of Excellence in Agricultural Science and Business. I also directly connect with high school students at career expos, Mystery Creek's Fielddays, high schools, career 'taster' days, and through the DairyNZ Scholarship Programme.

While DairyNZ scholarships offer more than more than \$250,000 worth of undergraduate scholarships in agriculture and agriculture-related fields, they also offer invaluable mentoring networking opportunities. I can support young people through their education journey and connect them with key sector people so they can make their careers happen.

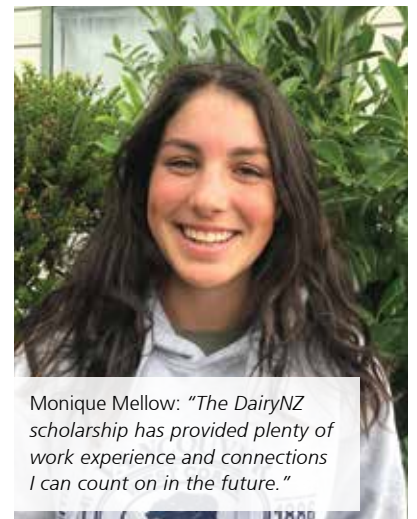
More than 85 percent of past DairyNZ scholarships recipients are now in dairy-related careers. That's not only a testament to the calibre of our programme and its recipients, but it's also an indication of dairy sector demands.



DairyNZ's Susan Stokes on the GrowingNZ stand at a careers expo with Year 13 students.



Brayden Johnston: "The DairyNZ scholarship is an amazing opportunity. The mentorship and support networks have been invaluable."



Monique Mellow: "The DairyNZ scholarship has provided plenty of work experience and connections I can count on in the future."

I loved teaching agriculture and horticulture science as a teacher for more than 20 years. Science has the power to find solutions to complex challenges and create new ways of doing things, and that's what we need right now.

Our sector's highly nutritious food products will, I believe, continue to be in demand as the world's population increases. Attracting young people to this disruptive space will be key to meeting these future demands and challenges.

DairyNZ undergraduate scholarship applications close December 7. Visit dairynz.co.nz/scholarships

Four steps to protect your farm

Biosecurity isn't just about border control at the airport. Here are some simple steps you can take to shore up your farm borders.

PROTECT
OUR FUTURE.

Your farm is an island

A good way to think about biosecurity on your farm is to see your farm as an island, with the boundary of your farm as the border. Many risks can pass over the border, and pests, weeds and diseases can also be transmitted from farm to farm. Ensure your boundary fences are secure to protect your stock. Limit the number of entry points to your farm so you have better control of who's coming on and off – it's best to have a single entry and exit point.

Clean on, clean off

Practice a 'clean on, clean off' policy whenever possible. Expect visitors and their equipment to arrive clean, and then be clean when they leave so they don't carry anything to the next farm. Provide visitors with a footbath, scrubbing brush and somewhere to wash their hands.

Having a sign-in and sign-out process means you'll have a record of who's been on-farm. It also provides an opportunity for you to tell visitors that you're a biosecurity-aware farm and share any requirements they need to comply with. The more we talk about biosecurity, the more it will be implemented across the country.

Traceability is key to safe trading

Tagging your animals is only half the job. You must also register your animals online and tell NAIT which tags you've used.

Record and confirm all livestock movements within 48 hours of the animals going off-farm. If you use an information provider, such as MINDA or CRV Ambreed, to record movements in the first instance, OSPRI recommends you check the livestock movements have also been captured in NAIT. This is critical for effective traceability.

Biosecurity at grazing

If you're sending calves to grazing, make sure they're tagged and registered, and that their movements are recorded. To protect the calves' health while they're grazing, check with your vet to ensure all animals have had recommended vaccinations prior to leaving.

Discuss your expectations with your grazier. To reduce risk to your stock, animals from different farms should be managed as separate mobs at grazing. Find out more at dairynz.co.nz/biosecurity-at-grazing

If possible, it's best if mobs from different farms aren't mixed when being transported to off-farm grazing.

For more on how to protect your farm, business and animals, go to dairynz.co.nz/biosecurity



Key points

- ➔ Think of your farm as an island to prevent biosecurity incursions.
- ➔ Have a 'clean on, clean off' policy.
- ➔ Ensure animal movements are recorded.
- ➔ Talk to your grazier about biosecurity.



Designing workplaces for 2030

We all want our dairy farms to be highly attractive workplaces – but how do we get there? Senior scientist Callum Eastwood looks at how DairyNZ is working with farmers to find the answers.



Dairy farm workplaces are being affected by technological change, changing employee expectations and increased competition for staff. To ensure they're attracting and retaining talented staff in 2030, we need to prepare for change.

That's why, through a levy-funded project called New Workplace Design, DairyNZ is currently working alongside farmers to understand global workplace trends and map a path for dairy farms to become workplaces of choice. We're focusing on dairy farms of 2030 to generate thinking beyond today's issues.

The project aims to identify a variety of future solutions by examining best practice and technology from a wide range of cross-sector workplaces, then applying these to a dairy context.

3. In a future with high demographic change, we'll need to provide a good community environment and an attractive work environment to a 'choosy' workforce.

The group will use these scenarios to determine the principles that underpin great future dairy farm workplaces. From there, the group will create a 'roadmap' to help the dairy sector begin to implement these principles.

To read more about the project, or to register for updates, see dairynz.co.nz/new-workplace-design

Innovative farmers

Nine South Island farmers put their hands up in February 2019 to be part of a series of innovation workshops. Insights from other farm teams throughout New Zealand identified current dairy workplace challenges.

As part of the design process, the nine-strong farmer team also visited Auckland businesses to understand the pressures faced by non-agricultural workplaces, and their responses. The team talked to experts from Spark, Fonterra, PricewaterhouseCoopers (PwC), Datacom, Human Synergistics and Auckland University, along with an intercultural coach and business consultant.

The farmer design team proposed a range of ideas, and six were selected for development and on-farm testing this season. Their game-changing ideas (see table to the right) included better use of technology to enhance on-farm learning for new employees, task-scheduling systems so employees or contractors can choose flexible job packages, and the use of non-hierarchical 'agile' team management methods in farm teams. These concepts are being piloted and assessed with some members of the farmer team this season. Successful ideas will be rolled out to interested farmers across the country in the next season.

Three scenarios for the future of work

DairyNZ is also working with a national group to unpack global workplace trends using three scenarios:

1. For a high-tech future, we'll need highly skilled people and access to people from non-agricultural backgrounds.
2. For a future with new ways of learning, novice staff will be trained as needed, but will progress to having skills which are transferable to other industries.

SIX PROTOTYPE IDEAS TO CREATE GREAT DAIRY WORKPLACES

1	DISRUPTING TRADITIONAL DAIRY ROLES	using less hierarchical team structures to empower and engage the whole team
2	ALTERNATIVE MILKING WINDOWS	a focus on maintaining profitability while improving the workplace and reducing burnout
3	OPERATION CHOICE	a tool to match tasks to people and expand labour availability into the local community
4	TRANSFERABLE, MEASURED POTENTIAL	development, training, and formal recognition of skills that are transferable both inside and outside of dairy
5	TECHNOLOGY IN TRAINING	a transformation in the way we standardise, develop, and deliver training through better use of technology
6	BREEDING BETTER LEADERS	valuing people leadership and EQ development over traditional transactional skills

Lingering lameness – why?



Farmers care deeply about their cows, which is why reducing and treating lameness remains a priority. Recent overseas research on claw horn lameness has highlighted three key risk factors, explains DairyNZ's Vanessa Robinson.

Three key risk factors

The research illustrates three key risk factors for claw horn lameness (white line and sole disease), which are environmental factors, the 'calving effect' and previous lameness. Issues caused by environmental factors should sound reasonably familiar (hard/rough surfaces, stock handling, walking distance). We've also already discussed the calving effect in *Inside Dairy's* July 2019 issue (see dairynz.co.nz/inside-dairy).

However, the third key factor, previous lameness, bears further explanation. The overseas research shows cows that have had more bouts of lameness in the past are more likely to get lame in the future. While we don't know whether that applies to New Zealand dairy cows yet, lameness experts believe it could be significant.

"What's important here is to identify and treat these cows as early as possible."

Previous lameness and its effect

With repeated bouts of claw horn disease, the inflammation in the hoof results in the pedal bone laying down new bone, altering its shape. The altered bone shape then no longer fits well within the hoof wall. This causes abnormal pressure and further damage to the sensitive tissue below the bone.

Cows in this situation are more likely to become lame again, and this downward spiral of disease is very difficult to stop. Once a cow becomes chronically lame, each subsequent case of lameness becomes more difficult to treat.

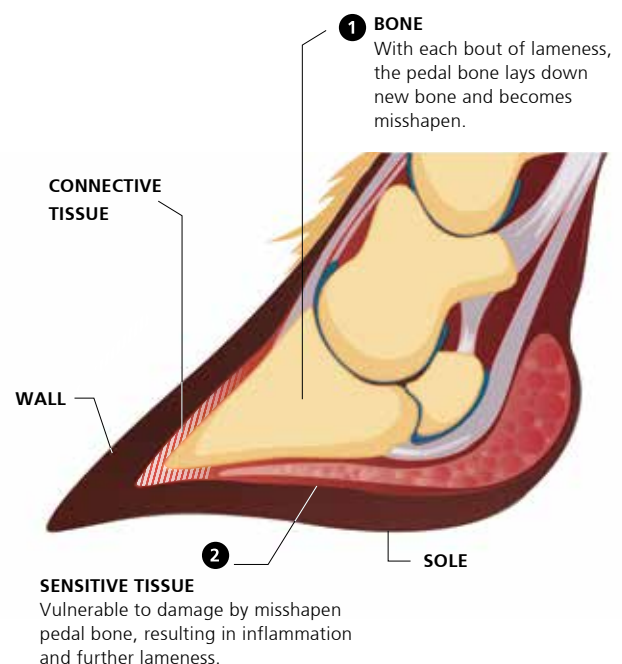
This could also explain why it takes time for the benefits of herd-level lameness interventions to become apparent. Because those cows in the herd with chronic lameness are likely to have bone changes that can't be reversed, intervention benefits may not be seen until new cows come into the herd.

Reducing the risk of permanent damage

Even with good management, some cows in the herd may still become lame. What's important to reduce the risk of permanent changes to the pedal bone within the hoof is to identify and treat these cows as early as possible.

1. Identify lame cows early through regular locomotion scoring (see dairynz.co.nz/lameness-scoring).
2. Treat cows effectively – transfer the animal's weight off the affected claw and use anti-inflammatories. Ensure all your staff are trained, or use a vet or hoof trimmer.
3. Record all cases of lameness in DairyNZ's Healthy Hoof app (download it at dairynz.co.nz/healthyhoofapp). This will also contribute to accurate New Zealand data collection.
4. If you need more support, contact your local Healthy Hoof provider (see dairynz.co.nz/healthyhoof).

How previous lameness can lead to future lameness



Change is upon us – we’re here to help



There’s never been a more important time for farmers to improve their business resilience. Customer and Government expectations are changing, just as our climate is changing.

To make sure DairyNZ is providing the very best support, we’ve formed a new project where the focus will be to help farmers ensure they are financially resilient to manage their way through change. The biggest lever to pull for many farmers will be to target feed efficiency. Through improving performance here, greenhouse gas and water quality will be positively impacted along with profit.

This project will help farmers continue to adapt, with advice, tools, and resources that can help improve both business resilience and environmental performance.

Injection of awareness

November 18 to 24 is Antibiotic Awareness Week. This annual event aims to encourage the responsible use of antibiotics and antimicrobial products in veterinary and human health.

Antibiotics used in livestock pose a risk for antibiotic-resistant bacteria to be transferred to humans, by either direct infection, or by transferring resistance genes from pathogens in livestock, to pathogens that affect people.

Talk to your veterinarian about how best to reduce antibiotic use on your farm, and check your team is following your farm’s animal health plan.

For more information visit dairynz.co.nz/antibiotics



Public support is on the up

What does the New Zealand public think about dairy farmers? DairyNZ’s latest survey shows some positive results.

We surveyed 750 randomly selected members of the public in August and September. More than 58 percent had a favourable or very favourable impression of dairy, and one in five had a very favourable impression. In the highest result in almost 10 years, more people than ever felt informed about what’s going on in the dairy sector.

Here are some other highlights:

- The amount of people who believe farmers are doing a good job with the environment has increased by two thirds.
- 69 percent believe farmers are doing all they can to maintain a good balance between economic success and environmental responsibility.
- 71 percent believe farmers are committed to looking after waterways.
- 82 percent believe farmers are looking after the welfare of their cows.

DairyNZ has been working hard to share positive stories about dairy farming. In the last three months alone, we’ve sent more than 68 articles, opinion/editorial pieces and media releases, and managed hundreds of media enquiries. This matters because more than half of the people we surveyed said the media is their main source of information about dairying.



Field days a farm success

Check out highlights from Pasture Summit's Canterbury Spring Field Day, one of two events sharing ideas for achieving profitable food production from grass.

The popularity of last year's New Zealand Pasture Summit was echoed recently at two follow-up field days held this spring. One was held in the North Island in September, the other in the South Island in October. Both events were supported by technical expertise from DairyNZ staff.

Greg and Rachel Roadley hosted the October event on their Ashburton farm. Those attending learned that:

- the farm business has grown significantly off the back of excellent grazing management and strict farm expenditure rules
- pasture and crop eaten is 17 tonne of dry matter per hectare (t DM/ha) compared to 14t DM/ha average
- milk production operating expenses are \$3.74 per kilogram of milksolids (kg MS) – \$1.33/kg MS less than the Canterbury average
- supplements have largely been eliminated, reducing environment effects but still maintaining production and herd reproductive performance
- a stocking rate of 3.6 cows/ha and calving date of August 1 mean maximum pasture is utilised without needing silage and concentrates from calving.

The Roadleys' farm staff, contract milkers and equity managers are also growing their skills and personal wealth. This has created strong win-win relationships with people who have shared farming philosophies.

Pasture Summit secretary Alistair Rayne says it was a thoroughly inspiring day, with a tremendous turnout of farmers and a warm atmosphere.

"The Roadleys showed how choosing a simple farm system meant more time to be superb at managing grass to drive

results, results which have consistently delivered profit and choices for themselves, their family, and staff."

Speaking about both the South Island and North Island events, Pasture Summit committee member Robert Ferris says: "Two great farmers, two outstanding farms. The key message is to focus on profit and pasture, and the rest will follow."

Find out more about Pasture Summit and its related events at pasturesummit.co.nz



North Island spring field day

Pasture Summit's other spring field day was held at the Te Awamutu farm of Morgan and Sinclair Equity Partnership (Morlands Farm).

- It's a low-input profitable farm, generating an extra \$1000/ha profit compared to the Waikato average.
- They're doing this while applying less than half the average amount of nitrogen fertiliser they used to use, and with minimal supplement use.

Olin Greenan, Pasture Summit committee member, says operating expenses at Morlands Farm are below \$4.00/kg MS, compared to the Waikato average of above \$5.00.

"This business has a high profit margin, combined with a low environmental footprint, to ensure it's sustainable at all milk prices," says Olin.

November events

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1	2	3
4	5	6	7 WAIKATO Join the Waikato Effluent Roadshow, visiting two farms between 10.45 a.m. and 1 p.m. View bladder systems and finishing at one farm and a lined pond at another.			10
11	12 SOUTHLAND/SOUTH OTAGO Offload, Reload, Refresh: join DairyNZ directors and your local DairyNZ team to discuss the future of dairying and share a light lunch. 10.30 a.m. and 2 p.m. at the Central Southland Presbyterian Church, Winton.			15	16	17
18	19	20	20 NORTHLAND Tangiteroria Discussion Group meets between 10.30 a.m. and 1 p.m. at Dave and Tina Robinson's Pukehuia Rd farm. Lunch provided.			24
25	26 CANTERBURY Join the Canterbury Milksmart Spring Discussion Group to see Milksmart principles in action. We'll be looking at cow flow, milking routines, standard operating procedures and MaxT (milking to a set time).			29	30	

NORTHLAND

Protecting our valuable water resource is crucial for dairying in New Zealand, and one way to achieve that is by using riparian zones. Once fenced and planted, these zones filter nutrients, sediment and bacteria that leave the land as runoff.

Check out our practical guide, *Getting riparian planting right in Northland*, at dairynz.co.nz/riparian. This covers planting and maintaining riparian zones for a sustainable and profitable dairy farm. It also includes advice from dairy sector and regional council experts.

WAIKATO

What's the vision for dairy farming in the Waikato? What are the priorities and what does 'good' look like?

Over the last year or so, DairyNZ has led a collaborative project called Plans for Regions, which brought together farmers, rural professionals and local governments. Together, we identified the current and future priorities for dairy farming in the Waikato.

To find out what DairyNZ and the dairy sector are planning to do in response, including research, development, adoption, communications and policy work, visit dairynz.co.nz/p4r

FOR A FULL LIST OF WHAT'S HAPPENING THIS MONTH, VISIT

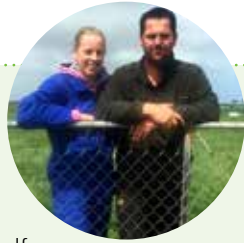
DAIRYNZ.CO.NZ/EVENTS

BAY OF PLENTY

Take time before you sign! Towards the end of November, we'll be hosting three events in Te Puke, Tokoroa and Whakatane to give dairy farmers a chance to learn more about the due diligence process. Hear what other sharemilkers and farm owners are doing to set up successful business partnerships.

These workshops are a great 'risk and reality' check for contract milkers, sharemilkers and farm owners. Go to dairynz.co.nz/events for the full details.





TARANAKI

Want to see how the owners of a Coastal Taranaki organic farm are spending their money?

Rachel and Kenneth Short own a self-contained, 400-cow, 168ha (effective), System 1 farm that's heading into its first year as fully certified organic. They've shared their 2019/20 budget as part of DairyNZ's Budget Case Studies.

The Shorts' business focus is on sustainability and profitability over production. Production is budgeted to be about 130,000kg MS (325kg MS/cow and 774kg MS/ha), with operating expenses remaining under \$3.40/kg MS (farm working expenses \$2.57/kg MS).

See the numbers at dairynz.co.nz/budget-case-studies

LOWER NI

Without new tools, many dairy farmers in the Tararua Catchment will almost certainly fail to meet lofty nitrogen-leaching targets and remain viable. That's why DairyNZ is investing in a potentially game-changing research project to test the benefits of plantain in local pastures.

The Tararua Plantain Project capitalises on research findings from the DairyNZ Forages for Reduced Nitrate Leaching (FRNL) programme, which established that New Zealand-bred plantain cultivars reduce soil nitrogen concentration under cows' urine patches.

Read more about the project at dairynz.co.nz/tararua

TOP OF SOUTH ISLAND/WEST COAST

Looking at doing some riparian planting? Having a plan is the key to getting value for your money and doing it right the first time. Your riparian plan should cover the three steps of fencing, planting and maintaining your riparian zones.

Download our step-by-step riparian planting guide, specific to the Top of the South and West Coast, at dairynz.co.nz/riparian, and create your plan using our online Riparian Planner tool at dairynz.co.nz/riparianplanner

SOUTHLAND/SOUTH OTAGO

Successful wintering in 2020 starts now. Wintering cows on crops is a good way to maintain body condition, but there are many factors to consider when selecting paddocks, establishing crops and grazing the crop.

Careful paddock selection and crop establishment will benefit your cows, your team and the environment next winter. Find out more about planning a successful winter at dairynz.co.nz/wintering

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Whangarei West	Ryan Baxter	021 809 569

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Te Aroha/Waihi	Euan Lock	027 293 4401
Cambridge/Hamilton	Lizzy Moore	021 242 2127
Huntly/Tatuanui	Brigitte Ravera	027 288 1244
Matamata/Kereone	Frank Portegys	027 807 9685
Pirongia	Steve Canton	027 475 0918
Otorohanga/King Country	Denise Knop	027 513 7201
Arapuni	Kirsty Dickens	027 483 2205

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Central Plateau	Colin Grainger-Allen	021 225 8345
Tokoroa	Angela Clarke	027 276 2675
Eastern Bay of Plenty	Ross Bishop	027 563 1785
Central Bay of Plenty	Kevin McKinley	027 288 8238

Lower North Island – Head: Rob Brazendale 021 683 139

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Central Taranaki	Mark Laurence	027 704 5562
Coastal Taranaki	Caroline Benson	027 210 2137
North Taranaki	Ian Burmeister	027 593 4122

Lower North Island

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Wairarapa/Tararua	Rob Brazendale	021 683 139
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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

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North Canterbury	Amy Chamberlain	027 243 0943
Central Canterbury	Rachael Russell	027 261 3250
Mid Canterbury	Stuart Moorhouse	027 513 7200
South Canterbury	Heather Donaldson	027 593 4124
North Otago	Alana Hall	027 290 5988

Southland/South Otago

Regional Leader	Ollie Knowles	027 226 4420
West Otago/Gore	Lucy Hall	027 524 5890
South Otago	Guy Michaels	021 302 034
Central/Northern Southland	Nicole E Hammond	021 240 8529
Eastern Southland	Nathan Nelson	021 225 6931
Western/Central Southland	Leo Pekar	027 211 1389

DairyNZ directors

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Elaine Cook	027 223 2049
Colin Glass	027 486 4064
Jacqueline Rowarth	027 694 4334
Peter Schuyt	027 557 4242
Jo Coughlan	021 522 142

Or send an email to: chair@dairynz.co.nz or director@dairynz.co.nz

WHAT'S THE FUTURE FOR DAIRYING?

TELL US AT
AN EVENT
NEAR YOU.

OFFLOAD RELOAD REFRESH

OFFLOAD

Offload your ideas about where to focus DairyNZ's activities.

RELOAD

Reload on the latest insights and breakthroughs happening in the dairy sector and how DairyNZ and dairy farmers are responding to change.

REFRESH

Refresh over a drink and nibbles with DairyNZ directors, sector leaders and other farmers.

New Zealand
Permit No. 174646



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



For full details about your local event,
go to dairynz.co.nz/refresh

DairyNZ