DairySA News

LATEST NEWS AND VIEWS FROM DAIRYSA

APRIL 2019

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DIARY DATES

APRIL 10 • Farm Business Analysis, Day 1, Mt Gambier
Details: Beck Burgess on 0438 262 966

APRIL 11 • Healthy Hooves, Brokenshire Farms and RSL Hall, Mt Compass
Details: Beck Burgess on 0438 262 966

APRIL 17 • Farm Business Analysis, Day 2, Mt Gambier
Details: Beck Burgess on 0438 262 966

APRIL 8, 9 & 15, 16 • TAFE Mt Gambier AI Livestock
Details: Mark Thompson 0477 399 080

Further information on these events can be found at dairysa.com.au/news-events

SAVE THE DATE

DairySA Innovation Day
Mt Gambier
Wednesday 19 June

DairySA Innovation Day: ‘FEEDBASE FOR THE FUTURE’

Driven by strong local input from a committed group of farmers from SA’s South East dairy industry, the DairySA Innovation Day is committed to delivering a diverse, informative and inspirational line-up of speakers.

This year, the DID19 Committee is thrilled to announce Santiago Utsumi, Professor in the Kellogg Biological Station and Department of Animal Science at Michigan State University as keynote speaker.

Under the Conference theme of ‘Feedbase for the Future’, Professor Utsumi will discuss the essential elements of forage base in pasture to enhance milk production, and will delve into leading edge precision dairy and grazing technologies including robotics, sensors and acoustics. Delegates will hear from a range of speakers on how better informed grazing management can enhance production and increase profit for their business.

Put the date in your diary: Wednesday 19 June, The Barn Mt Gambier.
Stay tuned for more information on the Day over the coming weeks.

Sponsorship opportunity!

The DairySA Innovation Day is one of SA’s premier dairy industry events, built on a foundation of sixteen years experience. It provides a professional forum appealing to a target audience of over 200 dairy industry members including farmers, milk processors and service providers.

The 2019 DairySA Innovation Day offers savvy businesses the ideal opportunity to align themselves with SA’s dairy farmers and key players at the hallmark dairy industry event of the year.

To find out more on how you can get involved, please get in touch with DairySA’s Sponsorship Coordinator Katie Moorhouse on 0419 821 689 or email katie@dairysa.com.au
‘Diverse Dairy: Driving Opportunities’ heralded success

‘On-point’ dairy topics, inspirational speakers, and a unique venue were some of the key factors that contributed to the highly successful DairySA Central Conference held last month.

More than 180 dairyfarmers, service providers and sponsors gathered at ‘The Bend’ Motorsport Park at Tailem Bend to hear from US-based calf rearing expert Bob James, along with researchers and experts in the energy, workplace and irrigation space – providing insights into key areas affecting SA dairyfarmers and their businesses – with inspirational speakers giving delegates plenty to think about.

Leading international calf-rearing expert Bob James challenged delegates on traditional calf rearing practices, advocating that making the right decisions when raising calves can have a bit impact on the lifetime productivity of the cow. He said this started as early as the first colostrum feed, and detailed simple systems to ensure the needs of a calf are met early including what, when and how they’re fed, whilst also considering other factors such as the environmental influences and housing systems.

Other Conference topics included an insight into the ‘true cost’ of alternative energy options from Simon McKay from SolEnergy, ways to improve irrigation efficiencies from James Hills from the University of Tasmania, and an overview of the current projects and discoveries being made at Australia’s pre-eminent dairy research facility at Ellinbank by head researcher Bill Wales.

Sam Bailey with his wife Jenny shared their story about life and overcoming its obstacles after Sam was left a quadriplegic following a car accident at 19. Kyabram dairyfarmer Locky Hemphill revealed what can be achieved by a dream, clear goals, hard work and calculated risks, providing an insight into how he and his brother turned 65 lease cows on a 160 acres into 900 cows on 2000 acres with a production of 9 million litres.

The Conference was an ideal opportunity to network with peers, industry members and speakers, with its success a testament to the importance of getting off farm during tough times and sharing stories with other dairy farmers facing similar challenges.
Are you an 'Employer of Choice?'

Dairy Australia and DairySA was thrilled to host leading Independent Management Consultant from Ireland, Dr Nollaig Heffernan, who engaged SA dairyfarmers in her Workshop ‘How to be an Employer of Choice’ in Mt Gambier recently.

Dr Heffernan provided a contemporary approach to employing workers that employers and managers can practically apply on farm, based on the understanding that there is a direct effect management practices have on employee performance, satisfaction, retention rates and farm profit.

Dr Nollaig Heffernan, raised on a family farm, is an Independent Management Consultant from Ireland specialising in Leadership and Organisational Psychology. Her dual-discipline background in business and psychology has been invaluable in helping companies and organisations to improve their performance through both their processes and their people.

Some of Dr Heffernan’s key ‘take home’ messages included:

• The importance of an employer’s ‘business awareness’. Employers need to question “what is my role in the business?” and allow others to do their jobs as well.

• Clarifying roles within the business, and being consistent with those roles.

• The importance of planning in your business cannot be understated. It does take time but it’s very important.

• Be accountable and supportive to all employees in your business. Provide feedback for your employees, and also ask for feedback on your own performance.

• Define your expectation of ‘good behavior’ and set this for your team to follow and adhere to.

• Create respect – for yourself, and for everyone in the team. Know who you are as a leader and employer.

• Look after yourself by taking time out

• Ultimate leadership is becoming obsolete, so don’t be scared about this but see it as an opportunity.

To find out more on people related matters in dairy or employment guidelines, contact Kylie Boston on kylie@dairysa.com.au or 0407 231 547.

What’s happening in the people space?

ESKi Resource Kit: have you got the latest information?

There have been comprehensive updates made to the to ESKI (Employment Starter Kit Initiative) folder which are now available as a download. Head to thepeopleindairy.org.au/eski to get your copy.

A table at the start of the pack indicates updates since July 2018 by both section and page number, so it’s simple to update your current ESKI page as you need.

While some people won’t need or want every page, take some time to have a look at the updates and print them out accordingly. It’s much easier to keep one document updated than attempting to print out the entire updated one!

In the meantime if you currently don’t have an ESKI resource kit and you’d like one, or would like the most recent hardcopy, please contact Kylie Boston on 0407 231 547 who will order and post one out to you.

Workplace visas

There have been some changes to the 482 and 187 visa which should be noted for employers.

A summary of 482 visa changes is here thepeopleindairy.org.au/announcements/482_visa_changes with an updated 482 fact sheet and web page that can be found here: thepeopleindairy.org.au/engagement-reward/hiringfromoverseas#visa

A fact sheet on the 187 visa is currently being updated and will be available soon.

‘People Matters’ will be sent to ESKI subscribers/advisors informing these updates in due course.

New Quad Bike safety videos available

Worksafe Victoria has created a series of new Quad Bike Safety videos. The videos and other guidance materials provide relevant information to help workplaces improve quad bike safety, decreasing the risk of incidents and/or injuries. You can access them here: worksafe.vic.gov.au/quad-bikes

These are also on TPID website here: thepeopleindairy.org.au/farm-safety/quad-bikes#resources

Videos on safe handling of chemicals

Safework SA have finished a series of short videos on Chemical Handling which are now available. These have been added to ‘The People in Dairy’ website here: thepeopleindairy.org.au/farm-safety/farm-chemicals
Early days critical for later production

Making the right decisions when raising calves can have a big impact on the lifetime productivity of the cow, according to United States-based consultant Bob James.

Dr James, Down Home Heifer Solutions and Virginia Tech Department of Dairy Science, was speaking at the DairySA Central Conference about setting a calf up for a lifetime of production by getting the basics right.

He said raising a calf could be a big investment, costing as much as $US2000 to get it to ‘springer’ age.

“We want to make sure those raised are able to reach their genetic potential,” he said. Dr James said this started as early as the colostrum feed.

“You want it to be quick and clean,” he said. “Every 20 minutes the bacteria count can double.”

He said higher bacteria levels in the colostrum would lower the absorption of important antibodies. Dr James said calving should occur in a clean environment with the fresh cow milked and calf fed colostrum as soon as possible after calving.

He said there also needed to be more awareness of the benefits of ‘transition’ milk.

“(The calves) are never going to perform as well as when they get first feeding and second and third feeding as well,” he said.

Dr James agreed this could be labour intensive but not putting in the time could mean dealing with a sick calf.

“Screw this up and you’re fighting the rest of the way in raising that calf, but get it right and life is good,” he said.

Dr James said the next step was ensuring calves were being fed at a frequency and amount to allow for growth as well as some extra body condition. He said calves needed to be fed at least twice a day.

“Feeding a baby once a day, talk about a welfare issue,” he said.

He said the quality of this liquid also needed to be considered – was it water milk or milk replacements?

Dr James said feeding rations should consider environmental influences.

A calf in a 22 degrees Celsius environment had the lowest maintenance needs but if the temperature got lower or higher, their energy requirements would increase.

In a 10C environment, a calf would need 3.3 litres of milk just to meet maintenance, before allowing for growth.

Dr James said despite the high detail needed, the system to feed calves needed to be simple.

“It sounds contrary to everything I’m saying, but you need to come up with a system that you are able to do, day after day,” he said.

He said one option was an autofeeder, which would allow frequent access of smaller meals, but he acknowledged there was cost issue with this technology.

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