

# Inside Dairy

Your levy in action



**Welcome to this first issue of Inside Dairy,** a monthly publication which replaces our Dairynewz quarterly. As well as providing practical on-farm information more frequently, we'll also be

giving you a better idea of how we're investing your levy to improve your profitability, sustainability and competitiveness.

Climate change is the focus for this issue as it's going to become increasingly important to farmers worldwide. This was reinforced by a recent trip to the International Dairy Federation Summit in Berlin, and visits to dairy research operations in Holland and Ireland. We must increase our awareness of the impact of climate change and greenhouse gases on agriculture. Our European competitors are already considering how to adapt to climate change and reduce the GHG footprint of dairying.

Europeans see managing and mitigating risks around environmental performance as a central tenet of sustainable farming, not an add-on. We need to adopt this attitude too – the proviso being that it's about solving real issues with real solutions. It's not about compliance for compliance's sake.

It's clear the only certainty about global markets is that price volatility is going to increase. We need to be building greater resilience into our farming systems to ensure we can handle this, and that's a key focus of our Tight Management seminars. Irish dairy farmers are looking at how they build lower cost structures in their businesses and it's essential we continue to drive for efficiency as well to retain a competitive edge on the global market.

I hope you enjoy the new format for Inside Dairy.

**Tim Mackle**

*DairyNZ, Chief Executive*

## Climate Change - where we are investing your levy

*Climate change is a very real challenge for the entire agricultural industry, and DairyNZ is investing in a variety of expert organisations to get the very best information and technological solutions your levy money can buy.*



*Dr Rick Pridmore - Strategy and Investment Leader - Sustainability*

Because there are still many issues to be resolved on how New Zealand will manage greenhouse gas emissions from agriculture, DairyNZ's primary role, at this stage, is to keep farmers well informed of what is happening (enabling you to comment or challenge given opinions or activities) and to use all our experience, knowledge and relationships to advocate to government on farmers' behalf.

As well as providing information on our website (check out the new climate change pages in the sustainable dairying section), we are developing interactive

*(cont'd p2)*

## DairyNZ

Profitability. Sustainability. Competitiveness.

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tools for your home computer to help you learn more about reducing greenhouse gas emissions on-farm and perform well under an emissions trading scheme. DairyNZ's Climate Change Analyst, Dr Clyton Moyo, discusses some of these initiatives later on in Inside Dairy. DairyNZ has also been a strong advocate for farmers. Over the last year, we have made five submissions on proposed climate change policy and we are still at it. A good example of the work underway is the article by the Pastoral Leaders Group in this issue of Inside Dairy. We are also regularly meeting with government ministers and officials to keep them informed of new information and industry initiatives. Good debates are an integral part of wise policy making; together with Federated Farmers, milk companies and the fertiliser industry we are ensuring such debates occur. Much of our discussion with government focuses on agriculture's ability to reduce greenhouse gas emissions. The rumen of a cow is complex and reducing methane emissions from it is no easy task. Impairing one group of micro-organisms in the rumen often leads to other groups proliferating in unexpected ways. To make progress

on reducing methane emissions, we are investing heavily (\$927,000 per annum) in research through the Pastoral Greenhouse Gas Research Consortium. Some of the work conducted through the Consortium is presented in this issue of Inside Dairy. To learn more, you can go directly to the Consortium website ([www.pggrc.co.nz](http://www.pggrc.co.nz)).

We are also investing levy money in testing the utility of nitrification inhibitors in reducing nitrous oxide emissions from dairy farms. The study is part of a three-year research agreement (totalling some 10 million dollars) between Ministry of Agriculture and Forestry, DairyNZ, Fonterra, Ballance Agri-Nutrients, Ravensdown Fertiliser Cooperative, New Zealand Fertiliser Manufacturers' Research Association and the Pastoral Greenhouse Gas Research Consortium. At the end of this national trial, some good guidance will be available to all dairy farmers on the effectiveness of nitrification inhibitors in different regions and under different physical conditions.

Other research, supported by your 2009 levy, on greenhouse gas emissions include:

- DairyNZ - developing grazing and stand-off strategies to minimise nitrogen-derived emissions from dairy farms
- AgResearch (through Pastoral 21) - developing methods to quantify and reduce direct and indirect nitrogen emissions from dairy farms
- DairyNZ - reducing greenhouse gas emissions by improving feed conversion efficiency on dairy farms

In closing, I think it's fair to say that policy related to climate change and carbon trading will continue to develop for many more years. Knowing when and how to react will be essential in maintaining a profitable and competitive dairy business. Your levy is being invested to help you obtain the best information available domestically and internationally, to promote this information so wise policy is developed and good business decisions are made, and to discover technological and farm system solutions which continue to reduce our carbon footprint. It is balanced to meet current demands for knowledge, tools, advocacy and research, and will evolve as these demands change. I encourage all dairy farmers to use these resources and to seek benefit from them when possible.



# Two things you need to know about climate change

*Climate change is no longer something farmers can afford to ignore. To properly understand it, adaptation and mitigation are the first two key areas for farmers to learn about to enable you to meet the environmental and business challenges it poses.*



*Dr Clyton Moyo  
Climate Change  
Analyst*

We've all seen the effects of

adverse weather and a changing climate - unseasonal floods, extended drought, and the potential for tropical weed infestations, as well as better conditions for pasture growth in some areas.

DairyNZ consulting officers are at the frontline when it comes to helping farmers respond to those unseasonal events once they have hit. We have plenty of experience and resources to help cope with events like floods and droughts.

But to help farmers adapt to minimise the effects of these events before they hit, sound research-backed advice is contained in our *Dairy Floods Checklist*, the *Spring Survival Guide* and the *Great Farming Guide on Extreme Weather*, which are all

available via our website or by calling 0800 4 DAIRYNZ. A Great Farming Guide on Climate Change is also in the pipeline.

The DairyNZ website now has its own climate change section, including an ask the expert page, where you can pose your own questions. There will also be articles from leading scientists on aspects of climate change and how it affects dairy farmers.

Knowing how to mitigate greenhouse gas emissions is the other key area in understanding how climate change will affect your business. This will enable you to either reduce your emissions liability, or take advantage of the new business opportunities which will come out of any trade in carbon.

To ensure our industry has the best chance of operating profitably under the proposed entry into the Emissions Trading Scheme (ETS) in 2015 we're creating tools to help

farmers understand the importance of greenhouse gas accounts.

We are developing a farm simulation game which models a typical farm business with various inputs and mitigation technologies to help you understand the ETS process. You'll be able to work out how to realise efficiencies and reduce or offset your emissions in your own business.

DairyNZ researchers are investigating reductions in emissions. We are already using real farmers as demonstration farms across the country in a project with MAF to test the on-farm practicalities of new technologies and farm system approaches.

DairyNZ scientists are also testing nitrification inhibitors in farmlot trials on Scott Farm in Newstead so we can build a better picture of their effectiveness which lets you know if these technologies are going to be of use to your business.

In other research we are looking at ways to reduce emissions through using different types of feed and also through the major feed conversion efficiency trial being run at the Westpac Taranaki Agricultural Research Station.

Projects like these will enable us to provide information through extension work and appropriate tools to assist you to plan for a changing climate and business environment.



# Nitrification inhibitor research

*In August this year a new partnership between DairyNZ, the Ministry of Agriculture and Forestry (MAF), and other players in the dairy and fertiliser industries was signed to invest \$10 million over three years to study the practical on-farm use of nitrification inhibitor technology.*

There are currently few proven, practical and cost-effective farm practices and technologies to reduce agricultural emissions. One strong candidate, nitrification inhibitors, do show promise for nitrous oxide (N<sub>2</sub>O) reduction.

Some soil bacteria can convert nitrate to N<sub>2</sub>O, a potent greenhouse gas (GHG), which is lost to the atmosphere. About a third of GHG emissions from dairy farms are N<sub>2</sub>O.

Farm-based trials so far indicate that the use of nitrification inhibitors on pastures in autumn and winter do reduce nitrate leaching and N<sub>2</sub>O emissions. Although the extent of their effectiveness varies depending on the climate - how warm or cold it is and how much rainfall the location gets.

Dr. Rick Pridmore DairyNZ Strategy and Investment Leader - Sustainability, believes this research will give dairy farmers certainty in their decision making when planning how they operate under an ETS.

“What farmers need to know is if they invest in a new technology they are going to get the results. They need confidence that a change in their farm system, like the use of this technology, will be worth their time and expense to work it into their system,” Rick said.

“The last thing a farmer needs is uncertainty in this area which is why we are key partners in this research agreement so we can bring a farmer’s perspective to the trial work.



Ultimately at the end of the three years we will be able to say exactly what this technology can do on a farm near you.”

Research will initially involve a series of replicated trials in four dairying regions - Waikato, Manawatu, Canterbury, and Southland. The introduction of two more regions is planned for year two of the programme.

Key variables to be measured include: nitrogen inputs, pasture growth under grazing, nitrous oxide emissions, soil type and temperature, rainfall and drainage.

Other partners in the agreement are: Fonterra, Ballance Agri-Nutrients, Ravensdown Fertiliser Cooperative, New Zealand Fertiliser Manufacturers’ Research Association and the Pastoral Greenhouse Gas Research Consortium (PGgRc).

# PGgRC - Working together to reduce emissions

DairyNZ is one of the foundation partners of the Pastoral Greenhouse Gas Research Consortium (PGgRc), a partnership between New Zealand pastoral industries and the Foundation for Research Science and Technology (FRST). Founded in 2002, the PGgRc's goal is to decrease New Zealand's total agricultural emissions of greenhouse gases (GHGs) by 10% per unit of output in 2013 relative to 2004. Dr Rick Pridmore, DairyNZ Strategy and Investment Leader – Sustainability is a member of the Consortium's board.

"Dairy farmers support the PGgRc through their industry good levy. In 2008/9 funding year DairyNZ provided \$468,000 in funding to the organisation. This financial year we are investing \$927,000," Rick said.

Other industry organisations and Government contributions, through FRST, took total funding for the organisation to \$4,422,500 in 2008/9.

"With this support DairyNZ hopes to position New Zealand as the global leader in agricultural greenhouse gas mitigation."

In the past seven years, the Consortium has grown its science team to just over 40 and has invested over \$24 million in scientific programmes aimed at reducing agricultural GHGs. It expects its science programme to gain momentum and make good progress over the next three years, according to Consortium Manager, Mark Aspin.

In the past year the Consortium has progressed its research goals through:

- continued progress in developing a vaccine to reduce methane emissions

- developing improved tools for determining rumen population dynamics
- further refining specific sites for inhibiting methanogens (microbes that produce methane) through genomic and microbial analysis
- the definition of consistent differences in the methane emissions of livestock using respiratory chamber analysis
- accurate analysis of plant constituents that influence methane production in ruminant livestock
- systems analysis of nitrous oxide mitigation options in intensive dairy farm operations.

"One of our major achievements has been the sequencing of the *Methanobrevibacter ruminantium* genome – a world first. We have prepared and applied for four patents based on this research and have now submitted the sequence for publication," says Mark.

"We are on track to deliver by 2012 the concept of a safe and efficient anti-methanogen vaccine."

## Key targets for 2007-2012

- Identified and developed economic on-farm technologies to improve production efficiency for ruminants and decrease total agricultural GHGs by 10% per unit of output in 2013 relative to 2004
- By 2013 have 33% of farmers implementing at least one greenhouse gas mitigation technology
- Increased the agricultural sector (farmers and support industries)

knowledge of climate change and Kyoto

- Established New Zealand and PGgRc as a global leader in agricultural GHG mitigation
- Ensure national coordination of all GHG-related investments between all participants, while also developing further international collaboration and involvement to increase global capability
- Exploited commercial opportunities arising from the science and technologies in a global market
- Contributed to preparing New Zealand Agriculture to be competitive in a carbon constrained global economy beyond 2012 and adapting to the effects of climate change.



AgResearch's Prof. Harry Clark with a yoke for measuring methane emissions from dairy cows used in his work with the PGgRc.

# Pastoral leaders group on climate change

*As the pace picks up in international climate change negotiations, much of the domestic debate is being focused on emissions reductions targets and whether these are too low, too high, or about right.*

Negotiations on climate change have been occurring since 1992, when at the Rio Earth Summit the United Nations Framework Convention on Climate Change (UNFCCC) was adopted by over 185 developed and developing countries, including New Zealand. Subsequently a legally binding international agreement was negotiated and adopted in 1997 to

progress the main objective of the UNFCCC, to prevent 'dangerous anthropogenic (man-made) interference with the climate system'. New Zealand then ratified the Kyoto Protocol in 2002 and it entered into force in February 2005 for the first commitment period of 2008-2012 where New Zealand's obligation is to reduce its greenhouse gas emissions

to 1990 levels, or take responsibility for any emissions over these levels during this time.

Haggling over the numbers at the domestic level takes attention away from one of the important elements of this negotiation round for farmers and that's the role of agriculture in keeping the world's population fed.

That's why the Pastoral Group (Fonterra, DairyNZ, Federated Farmers, the Fertiliser Association of NZ and Meat & Wool New Zealand) have been making representations to Government on this significant area, as well as on climate change targets.

It's important for the pastoral sector to be heard. International negotiations on climate change are working towards a successor for the Kyoto Protocol which runs out in 2012. What's determined at the international level will directly affect New Zealand's domestic climate change policy and our economy. With agriculture a big part of that economy, we have a very real stake in the outcome.

Yet in the initial draft text for an agreement to be thrashed out in Copenhagen in December 2009, agriculture and the need to meet increased demand for food received scant consideration. That is worrying, given the FAO's estimates in June that over a billion people, or a sixth of humanity, is undernourished.



With international agreements ultimately flowing into domestic policy, this lack of recognition heightened the risk that any agreement reached would place an unnecessary burden on the pastoral sector in New Zealand, undermining its competitiveness. New Zealand has done well to raise the profile of agriculture during the negotiations but there is still a long way to go in a very complex and political negotiating environment.

It could be argued that with food security an important issue, agriculture should never be included in international climate change frameworks. Or it could be argued that the goal should be an international agreement which places equal costs on all food producers. With neither scenario a likely outcome in this round of negotiations, efforts need to be focused on securing an alternative treatment for agriculture, given its importance to food security.

There's a good case to argue from New Zealand's perspective. The UN Framework Convention on Climate Change which established the principles on which climate change effort and actions are to be based makes the point that programmes to target emissions reductions should not threaten food production. Inappropriate mitigation commitments would lead to New Zealand being forced to reduce agricultural production, given the high

compliance costs and the absence of any other clear mitigation option.

Yet over 90% of New Zealand's agricultural production is exported to an increasingly hungry world and New Zealand's export growth has been in a manner which may be best described as "climate change efficient". Since 1990 agricultural exports have increased by 82% in real terms, or 3.4% a year, while on-farm emissions have increased by only 12%.

There is also the school of thought that it makes sense to produce food in regions where there are comparative environmental advantages. New Zealand has low emissions intensity in its pastoral agricultural systems compared to the rest of the world, so it has this comparative advantage. Any agreement which causes competitive distortions between New Zealand pastoral producers and competitors in other countries could simply mean production shifts to locations with higher, but unconstrained agricultural emissions profiles. The net effect would be an increase in global emissions.

New Zealand is not arguing for a free ride for agriculture. The Pastoral Sector recognises the need for action on climate change and is working, collectively and sectorally on tools to mitigate greenhouse gas emissions. The Pastoral Greenhouse Gas Research Consortium is just one example, as is the three year research programme funded by

industry partners and MAF to confirm the regional efficacy of nitrification inhibitors.

What we are arguing for is improved treatment for agricultural emissions. This includes a shift to intensity based commitments for agriculture emissions performance, which allow food production to increase where it occurs in a carbon efficient way. An intensity based approach provides direct recognition of the need for food production to expand and minimises penalties to efficient production in countries like New Zealand where agriculture makes up a significant part of our total emissions profile.

New Zealand's economic growth is tightly aligned to agricultural economic growth. Measures that hurt agriculture hurt New Zealand. So the pastoral sector has argued strongly that climate change targets and agreements cannot undermine the sector's competitiveness.

A balance is required between environmental and financial implications of New Zealand's 2020 targets and what the National-led government signs New Zealand up to for post-2012 climate change policies. Failure to do so would work against farmers, New Zealand and long-term environmental gain. This would be inconsistent with New Zealand's past efforts to create an even playing field in world agricultural trade.



# The ETS, DairyNZ and you

*DairyNZ put in a submission on the Climate Change Response (Moderated Emissions Trading) Amendment Bill in October and spoke before the committee to make sure they were aware of dairy farmers' views on this issue. Here are the key points we put to the committee:*

DairyNZ recognises that the Amendment Bill makes a number of improvements to the Emissions Trading Scheme (ETS).

In particular, we welcome the move to an output-intensity basis for allocations of units, and the delayed entry for the agricultural sector.

We also support moves toward a Global Alliance on research into agricultural greenhouse gas emissions because we believe that New Zealand's greatest contribution to addressing global warming is likely to be through our leadership in addressing mitigation of agriculture-based emissions.

An intensity-based approach has significant advantages for you as a dairy farmer because:

- It recognises existing efficiencies and incentivises behaviour change
- It reduces the risk of carbon leakage and damage to our international competitiveness. New Zealand dairy farmers enjoy a comparative carbon advantage, producing milk with lower greenhouse gas emissions per unit compared to most other farmers globally. Charging dairy farmers here for their emissions when their competitors in other countries face no such charges will simply handicap New Zealand producers vis-à-vis their competitors
- An output efficiency-based approach linked to best practice is

fair. It sets clear commercial drivers for participants to optimise their investment in mitigation science and carbon efficient technology and creates a model that is able to be picked up and applied with ease by other countries. In so doing it ensures that we achieve emissions reduction through technology change rather than reductions in production, which is of benefit to New Zealand.

There are areas of the proposed Scheme which we feel still have room for improvement.

The key to getting farmers to adopt new technologies and practices under any ETS will be to ensure that the Scheme is designed to incentivise changes in practice.

Just like all small to medium business operators, farmers are more likely to make changes when they get a return for their investment; in other words when they are rewarded for adopting mitigation techniques.

For this reason, in a situation where the dairy sector is liable for its emissions, DairyNZ strongly supports an on-farm point of obligation for those emissions. An on-farm point of obligation will ensure that all farmers have an incentive to put in place the appropriate proven mitigation measures, as they will see the benefits from that measure.

We consider that a processor-level point of obligation for farm-level



emissions has the effect of converting the ETS to a uniform tax on farmers, who will not see any individual rewards for adoption of mitigation tools and thus will not be exposed to a key driver for behaviour change. For this reason, we are disappointed that a processor point of obligation for farm-level emissions remains the default position under the Amendment Bill.

## *The next steps*

There is a large amount of work to be done to prepare for a farm-level point of obligation. We are therefore supportive of clause 59, which delays the commencement of unit-surrender obligations for the agriculture sector until 1 January 2015, as this gives industry and government more time to complete the necessary groundwork.

You can find our submission online at: <http://www.parliament.nz/en-NZ/PB/SC/Documents/Evidence/>

# Focus on profitability

Thousands of farmers have attended their local Tight Management on-farm events.

As part of the campaign DairyNZ is working alongside 30 farmers across New Zealand who excel in cost control and maximising the amount of pasture eaten, two of the most important profitability drivers identified by DairyBase data.

These farms are providing a forum for dairy farmers to discuss tactical decisions at a local level, with host farmers describing the monitoring systems in place which ensure their businesses remain profitable.



"Farmers attending these events have been impressed with the level of detailed information provided particularly relating to financial decisions and are enjoying the opportunity to debate financial issues," says the DairyNZ Tight Management campaign leader Rob Brazendale. "Together we can learn how to get through the immediate challenge of tight cashflow conditions and look forward to improving the underlying profitability of our farms."

Regular email updates from Tight Management farms to their local community keep subscribed farmers up-to-date with tactics used in between events. "We are very grateful that our Tight Management farmers are allowing their local farming community to share and scrutinise their financial planning and farm management decisions," says Rob. "This willingness to share information with their peers is part of what makes the New Zealand farming community so unique."

## Get involved

- Attend each of your regular local Tight Management Farm events
- Register to receive the regular email update from your local Tight Management Farm at **www.dairynz.co.nz/tightmanagement**
- Use the information to make the best possible decisions on-farm this season.



## Summer Management

- Plan early for the decisions the need to be made. A plan reduces stress in a dry summer
- Refer to DairyNZ Farmfacts 1-30 through 1-35.

## December/January issues to consider:

- Maintain grazing residuals going into summer - consistent even grazing height
- Consider the timing and amount of N for pastures and summer crops
- Calculate the amount of supplement surplus to winter requirements that can be fed during the summer and for when it rains
- Book in dates to PD cows so culls can go early if summer is dry
- Develop decision rules around if and when cows will be milked OAD
- Monitor facial eczema (FE) spore counts
- If history of FE need to monitor own farm (either pasture or faecal counts)
- Don't forget young stock.

Find further tips on each of these subjects in the Tight Management page of the DairyNZ website: **www.dairynz.co.nz/tightmanagement**

# Discover, plan and grow with Career Pathways

*All you need to plan your career in the dairy industry is now in one place.*

DairyNZ's Career Pathway tool uses simple technology to bring career planning to life, providing those in the dairy industry with real career choices.

Launched in early November by the Minister of Agriculture, Hon David Carter, the programme includes career planning resources, creates customised career maps and simplifies the process of learning about on-farm and near-farm positions. All via a portable USB flash drive.

"Skilled people are increasingly important on-farm and in the industry," says DairyNZ Strategy and Investment Leader (People and Business) Dr Mark Paine.

"Career Pathways is a first for our industry. It is a tool that will open doors to a career in dairy for talented people and it will help those already here to work towards their aspirations and realise a rewarding career in dairying."

Career Pathways developer Samantha Palmer believes there is nothing else worldwide like it - certainly, nothing in the agricultural world.

"It's unique - it takes employees and shows them every job available to them, their skills are assessed and any training requirements are identified. It then maps out a career plan for the next five to 10 years," says Samantha. "For example, if you

have a family and time with them is important, the Career Pathways tool will help you identify the jobs that fit with that priority."

Fundamental to its uniqueness is that Career Pathways is not a website, CD, DVD, book or pamphlet. It does not require high speed internet, extensive reading or savvy computer skills. The programme operates by USB flash drive, only needing an internet connection for registration.

"The entire programme operates off the flash drive, so there's no reliance on the internet and no need to worry about slow dial-up, which is a primary concern for most dairy farmers," says Samantha.

Inserted into a computer, the flash drive automatically launches the Career Pathways programme, which

looks and functions just like an interactive website.

However unlike a website, Career Pathways quickly becomes a personalised career planning tool.

Samantha says the software is designed to be unique to its user, through a simple process of steps which evaluate where you are now and where you want to - or could be - in the future.

Created for all people involved in dairy farming, regardless of their age or career goals the Career Pathways tool has been designed so that it can be used over and over again. People can revisit their career plans as circumstances change, goals are achieved or when aspirations and goals need to be redefined.



## *For farm employees, sharemilkers and owners*

Farm employees, sharemilkers and owners can 'explore their options' both on-farm and near-farm, learning more about the roles, necessary qualifications, and get an insight into the everyday work through real-life profiles on video.

A series of simple assessments help the user to 'discover who I am' - evaluating skills, goals, core values and other key personal qualities.

The resulting interactive career map provides relevant career options, helps set goals and creates a training plan to work towards.

The resources section helps the user to take the actions necessary to move along their individual career path: this might involve developing a CV, building strong financial skills or developing management skills.

Users can also register to receive professional development resources matched to their learning needs, essentially building a great library

of resources tailored specifically to their individual needs. New articles will be distributed to them as they become available. For example, if you have registered your interest in HR or people management info, these articles will be delivered directly to your flash drive online toolbox. In this way the user focuses on using the best information to plan their next career move, not wasting time searching for information that may or may not be relevant to their needs.

## *For employers and rural professionals*

Career Pathways is also designed to help employers and rural professionals. It identifies employees' key strengths and skills, what motivates them, their ambitions and potential training needs.

Employers can use Career Pathways as a tool during staff reviews and to help build training plans and a career map. In this way the employer sees how the role is progressing and on how the staff member wants to move forward in that role.

The tool may also help employers and rural professionals with the recruitment and staff development process. A prospective applicant that has used the tool will have a clearer view of their farm role and the expectations of that role, ultimately streamlining the application process and increasing their chances of suitable role matches following interview.

Add on the fact that all users will be able to provide employers with a complete training needs analysis, well thought out career plan and a firm picture of their ideal dairy farm role and it soon becomes clear how the Career Pathways tool demonstrates its unique effectiveness in complementing a farm's existing HR processes.

DairyNZ Career Pathways is available through DairyNZ consulting officers, AgITO, New Zealand Young Farmers and other rural professionals, along with the DairyNZ website:

**[www.dairynz.co.nz/careerpathways](http://www.dairynz.co.nz/careerpathways)**



# News in brief

## New DairyNZ director

New Zealand dairy farmers have voted Alistair Body, Barbara Kuriger and Kevin Ferris onto the DairyNZ board of directors.

At the recent annual meeting, Alistair and Barbara were returned onto the board, along with Kevin, who replaces long-standing industry good director Jim van der Poel. Kevin is a Te Awamutu dairy farmer, who also owns a farm in Southland and is a Fonterra Shareholders Councillor.



Clockwise from left: Kevin Ferris, Barbara Kuriger, Alistair Body.



## Irish collaboration

New Zealand dairy farmers are set to benefit from Irish research as a result of a memorandum of understanding signed between DairyNZ and Ireland's Teagasc Agriculture and Food Development Authority.

DairyNZ CEO Dr Tim Mackle says the Irish have learnt a lot in the past from our dairy farming practices, and now it's time for New Zealand farmers to learn from Ireland's research.

Senior DairyNZ scientist Jenny Jago is on a one-year secondment there, and she says unlike other European dairy production research, Teagasc is focussed on low cost grass-based farming systems, and has extensive capability which will complement DairyNZ expertise.

## Welcome to Bill Montgomerie

Bill Montgomerie has joined DairyNZ as the NZ Animal Evaluation Ltd manager.

Formerly LIC's animal evaluation unit manager, Bill's experience will be put to good use with DairyNZ, where he will continue his work managing genetic information of the national dairy herd.

NZ Animal Evaluation Ltd is a wholly-owned subsidiary of DairyNZ and was established to manage the national breeding objective.

With continuing Waikato dairy farming interests managed by his eldest son, Bill will continue to focus



on ensuring dairy farmers get the most up-to-date genetic information on dairy sires, improving New Zealand dairy herds and identifying animals whose progeny will be the most efficient converters of feed into farmer profit.

## Get Fresh

The fourth phase of the Get Fresh campaign got underway in October.

The campaign featured a series of television commercials on TV3 and C4, along with a text campaign and a magazine featuring five young people already working their way up the dairy career ladder.

Information packs detailing career opportunities and study options were also distributed.

## Compliance Toolkit - animal welfare

The new animal health and welfare section is now live on the Compliance Toolkit website.

Developed as a tool for dairy farmers, the section outlines good practice guidelines for animal welfare, helping give more certainty around New Zealand legislation and industry codes of practice. The tool provides detail around routine welfare needs, ACVM regulations, TB management and more.

[www.compliancetoolkit.co.nz](http://www.compliancetoolkit.co.nz)

