

Grazing Policies:

The following are typically grazed off the farm:

- Heifer Calves:
 Yearling Heifers:
 Cows wintered off: (for weeks)

<p>Crop & Supplements: Supplement programmes are based on seasonal needs:</p> <p>Typical supplements conserved are:</p> <p>Silage ha Hay bales</p>	<p>The following crops are grown:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">Crop</th> <th style="text-align: left;">Area (ha)</th> </tr> </thead> <tbody> <tr><td>.....</td><td>.....</td></tr> <tr><td>.....</td><td>.....</td></tr> <tr><td>.....</td><td>.....</td></tr> <tr><td>.....</td><td>.....</td></tr> </tbody> </table>	Crop	Area (ha)
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Fertiliser

Last 2 years typical fertiliser applications have been:

Date	kg/ha	Fertiliser Type	kg/ha						
			N	P	K	S	Mg	Na	TE
Average Nitrogen applied has been kgs/ha.									

Maintenance & Development:

The following are maintenance and development priorities:

Item	Proposed Timing

3. Performance Measures

This position will be meeting its objectives if it achieves:

Production	kg MilkSolids	
	Per Hectare	
	Per Cow	
Milking Times	Morning: Start : am Finish: am	
	Afternoon: Start : pm Finish: pm	
Pasture Management	Minimum pasture cover at:	
	Drying off kg DM/ha	
	1 st June kg DM/ha	
Cow Condition	Minimum cow condition score:	
	Calving: Date Condition Score	
	Drying off: Date Condition Score	
Herd Fertility	Submission Rate	%
	Conception Rate
	Empty Cows (less than)
	Inductions
Animal Health	Cow Deaths (less than)
	Calf Deaths (less than)
Herd Replacements	Heifer Calves to rear
	Bull Calves to rear
	Target Weaning Weight (kg)
Milk Quality Herd Tests completed per season.	
Weed Control	No weed to reach flowering stage in any season.	

4. Accountabilities

This position exists to:

1. Achieve the production and profit goals of the farming operation by implementing management policies and striving for performance measures attached.
2. Deliver sustainable results
3. To enable effective delegation and planning.
4. To offer career progress, challenge and job satisfaction for staff.

Performance will be judged against the following responsibilities:

OBJECTIVES & DUTIES	ACCOUNTABILITY <input checked="" type="checkbox"/>
1. Production: Implementation of a jointly agreed management plan. Completing all tasks for effective herd and farm management.	Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/>
2. Maximising herd production: Efficiency in all aspects of milking, feed allocation and day-to-day management. Timeliness to ensure milkings start and finish within specified times and co-ordinate with tanker pickup.	Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/>
3. Optimum feeding and pasture management: Herd feeding to maximise milk production while protecting pasture quality and avoiding damage. Strategies based on feed budgets and research of feeding options. Allocating crops and supplements.	Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/>
4. Effective herd fertility management: Optimise lactation length through a condensed calving. Observe and record cows in season prior to and during mating. Maintaining accurate herd records.	Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/>

OBJECTIVES & DUTIES	ACCOUNTABILITY <input checked="" type="checkbox"/>
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<p>5. Optimise animal health: Preventative herd health management by administering remedies and taking precautions. Strategies are to be agreed with the Employers before being implemented.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>
<p>6. Provide quality replacement stock: Replacements to be grown to agreed target weights.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>
<p>7. Provide sufficient supplements and crops: After consultation with the Employers implement the supplement programme. Crop establishment including land preparation, planting, feeding and regrassing.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>
<p>8. Milk quality: Only milk of the finest quality is to be presented for collection. Shed hygiene and achievement of milk quality to be of highest priority.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>
<p>9. Farm Maintenance: After attending to herd duties, promptly complete farm maintenance and development as requested. Implementation of an effective weed control programme.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>
<p>10. Staff Management: Ensuring staff are informed of and working to priority. Promoting the highest standards of productivity and professionalism. Ensuring safe work practices and a positive team environment.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>
<p>11. General Duties: To complete all other tasks as may be requested.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>
<p>12. Reporting: Regular meetings and day-to-day contact to monitor progress. Monthly written reports to be completed.</p>	<p>Full Control <input type="checkbox"/> After Consultation <input type="checkbox"/> As Directed <input type="checkbox"/></p>

5. Reporting & Delegation

Communication is the key to success:

Management Meetings Weekly / Fortnightly / Monthly

Management Reports To be received within days of month end

This position reports to

Staff Management Regular communication to ensure the team is focused and effective.

Health & Safety

At all times staff must comply with both the requirements of the Health & Safety Policies and Procedures of the property.

Training

Attendance at development activities after approval of the Employers.