

## **Key Points from the 2014 Finalists**

### **Pasture Harvest**

- Understanding your farms resources for growing pasture
- Grazing to consistent residues (training cows to graze to requirement)
- Use the three leaf grazing principle to manage rotations
- Regular monitoring of pasture cover
- Having the right stocking rate - alter to get desired residues.
- Getting Pasture Right First - maintain quality by altering round lengths

### **Milk Production**

- Knowing your farms potential pasture harvest, having a feeding plan
- Quality stock - good genetics, high efficiency (90-100% kgMS as % of bodyweight)
- Training staff
- No Hungry Cows / Fully Feed Cows (no matter what system is in place)
- Matrix for adjusting inputs to reflect payout - gearing up or down for best margins

### **Cost Control**

- Justify Spending. Zero budget Build your budget from a blank sheet don't assume because you spent it last year you need to this year
- Communication with everyone in the business in regards to spending/costs
- Look after pasture quality (low cost feed)
- Efficient capital investment (only investing in what will generate a return)

### **People Management**

- Employing the right person for the job - Personality
- Make the workplace enjoyable - attitude/communication/relationships/living standards
- Clear system in place - contracts, regular meetings, performance goals
- Staff training - allowing staff progression, giving responsibilities
- Fair rewards - e.g. production bonus, flexibility with holidays/time off

### **Environmental Management** (N Leaching, P Loss, Pathogens, Sediment Loss)

- Soil Testing - Fertiliser use to achieve optimums (right timing and rates)
- Riparian Planting - non cropping margins by waterways
- Minimising soil damage - standing off
- Grass filters between races and drains to filter pathogens
- Avoid cropping on hills or vulnerable land (or direct drill crops)
- Effluent management - timing, rate, planning