

Tassie Dairy News

www.utas.edu.au/tia/dairy

April 2019

Looking for data-loving dairy farmers



Inside the newsletter

Discussion group round up	02
2019 Tasmanian Dairy Awards	04
Breeding focus delivers in spades for Tasmanian family	06
Avoiding missed conceptions	07
Once a day milking	08
Working with millennials	10
Dairy Diary 2019	12

DataGene is on the look out for dairy farmers who keep meticulous records to join Ginfo, the industry's national reference group for genetic information.

Participating herds will have their 2-year-old heifers DNA tested (genotyped) and classified for free and have the option to test young female calves at a discount. They also receive a year's free subscription to the HerdData app and early access to DataGene's reports and tools under development.

To be eligible, herds need to be regularly herd-testing and recording information such as calvings, joinings, sires and dams, pregnancy test results and health events such as mastitis.

DataGene CEO, Dr Matt Shaffer, said Ginfo had enabled Australia to lead the world in genomic breeding values for traits that are difficult to measure such as feed saved and heat tolerance.

"Ginfo is a critical data set in the genetic evaluation system for the Australian dairy industry. It's enabled us to develop new breeding values and to improve the reliability of existing breeding values, especially fertility," Dr Shaffer said.

Over the next couple of years, DataGene plans to double the number of herds in Ginfo to about 200. Ginfo herds are located across Australia's eight dairying regions.

"Ginfo has benefits for the broader dairy industry as well as the individual farm so I can't understand why more

people aren't involved. The more information you have, the better armed you are to make the right decisions. Ginfo helps us identify which heifers to keep and rear and which ones to sell and then join the best cows to better bulls." Bev Carpenter, South Riana, milking more than 900 Holsteins across two herds.

DataGene manages Ginfo on behalf of the dairy industry, in collaboration with Holstein Australia, Jersey Australia, DairyBio, Agriculture Victoria and Dairy Australia.

Dairy farmers can express interest in joining Ginfo by filling in the form on <https://protect-au.mimecast.com/s/OGXQCYoNROTKLoAQhMyLXt?domain=datagene.com.au> or contact Erika Oakes at DataGene 0427 995 248 or eoakes@datagene.com.au

Discussion Group round-up

Symon Jones, TIA

Irrigation management and heat stress impact on cows have been two of the topics discussed at discussion group meetings in January and February.

Irrigation management

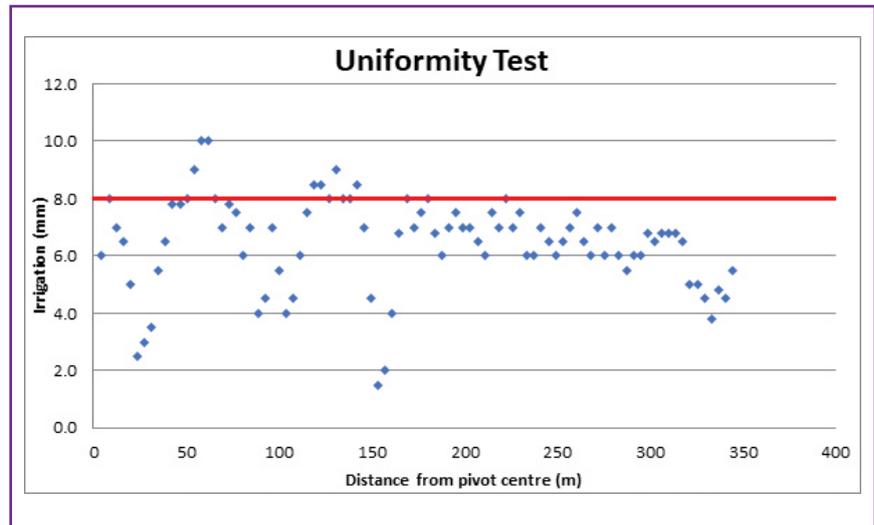
January 2019 was Tasmania's warmest and driest on record (www.bom.gov.au). This resulted in high evapotranspiration rates, sometimes exceeding 7 mm/day, which really tested farmers' irrigation system capacity.

David McLaren from TIA spoke to discussion group attendees about how to irrigate effectively and avoid the 'green drought'. This is when not enough water is being applied to keep-up with evapotranspiration rates. When this happens, pasture remains green but with very low pasture growth rates. This is costly to a farm business.

David also spoke about the irrigation specific discussion group established in the Meander district as part of the new Beyond Water Smart project (funded by Dairy Australia). This is a pilot discussion group this season but there are plans to form similar groups in other regions in the next irrigation season.

If you are interested in being part of an irrigation-specific discussion group, contact Sam Flight on 0409 801 341 or Symon Jones on 0418 876 089.

One of the activities undertaken by the Meander irrigation discussion group was the uniformity testing of their irrigation systems. This is where catch cans are used to check that sprinklers are applying the correct amount of water. The results of the tests were presented at the discussion group meeting as a uniformity test graph. The red line on the graph (above) is the amount of water the irrigator was set to apply, in this case, 8 mm. The blue dots show the amount of water collected in the catch cans, which were placed along the length of the pivot (the left side of the graph is closest to the centre).



The graph shows a few of the catch cans received more than the target amount but most were below target. Of particular concern is that the amount of water applied decreases towards the end of the pivot (the right of the graph). This end of the pivot irrigates the largest area, so under-application of water by these outer spans will have a large impact on pasture growth.

The group discussed the factors that affect uniformity – water flow, water pressure and sprinkler spacing – and how to check these.

Heat stress

The hottest day in Tasmania this year was January 25 when it reached 40.1°C (in Hobart). While that is a hot day for humans, did you know cows feel hot before we do? The comfortable temperature range for a cow is 4-20°C, 10-15 degrees lower than the human comfort zone.

A cow needs to maintain her core body temperature between 38.6 and 39.3°C.

A cow must ensure it stays within its optimal temperature range through thermo-regulation or evaporative cooling. This means balancing the metabolic and the absorbed environmental heat using a range of strategies such as increased breathing

rate and sweating. This is why during summer months cows' tongues may be hanging out of their mouths. This is an attempt to increase the volume of air passing through the airways, maximizing the exchange of heat with the environment.

How do cows handle hot days?

Cows only perspire at 10% of the rate that we do and mainly sweat through their noses. They further dissipate heat through:

- breathing
- transferring heat through physical contact
- standing up to increase airflow either in the shade or water or where there is a breeze - cows rarely lie down when heat stressed
- positioning themselves away from the sun if there is no shade
- seeking shade from other cows by dropping their head under other cows

A cow's core body temperature will be increase throughout the day however she can generally cope by dispersing heat during the night, if night time temperatures are low enough.

Friesians will start to feel the effect of heat stress when temperatures are greater than 21°C and relative humidity is greater than 70%. Jerseys are more tolerant of heat – they don't tend to suffer from heat stress until the temperature increases above 25°C.

Feed intake will decline by around 10–20% when the air temperature is more than 26°C. Twenty to thirty percent more energy can be required for maintenance to compensate for cooling requirements. Blood hormone concentrations also change and blood flow distribution to the gut and uterus is also altered. This will result in a decrease in milk production of 10-25% during the heat stress period.

Conditions that increase the risk of heat stress	Impact on cows
High daytime temperature – two or more days	Back to back hot days mean heat load accumulates, gradually rising each day of the heat wave
High overnight temperatures	Limits the amount of heat a cow can off load overnight
High relative humidity	Limits the effectiveness of a cows evaporative cooling
Recent rainfall	Can increase humidity
Little or no cloud cover	Increases the amount of solar radiation a cow is exposed to during the day
Little or no air movement	Limits the effectiveness of evaporative cooling
A sudden change from cool, mild weather to hot conditions.	If this occurs in late spring/early summer cows with no previous exposure to heat can be vulnerable

Strategies to keep cows cool

Discussion group participants discussed ways to keep cows cool during the high temperature period. These included:

1. Ensure cows have access to plenty of cool clean water. A cow requires 30-40 litres of water per day plus 4 litres for every litre of milk produced.
e.g. a cow producing 20 litres requires 40 litres for maintenance plus 80 litres for milk production (20 x 4 litres = 80 litres).
This is a total of 120 litres per day. Water requirements can increase by more than 50% in very hot conditions.
2. Feed out in the early morning and evening when the temperature is cooler.
3. Keep cows closer to the dairy during the day. Reduce walking distance and speed.
4. Provide shade, if available, through the day.
5. Provide sprinklers in the cow yard.
6. Milk later in the afternoon, when it is cooler.

For more information go to coolcows.dairyaustralia.com.au





2019 Tasmanian Dairy Awards

The annual 2019 Tasmanian Dairy Awards dinner was held at the Country Club Casino in Launceston on March 21. It was a fun evening celebrating some of the wonderful people in our Tasmanian dairy industry. DairyTas and TIA would like to thank all the Award participants and sponsors.

The 2019 Dairy Awards booklet provides information about each of these winners. It is available on the TIA website in the Dairy, Grains and Grazing resources section: <http://www.utas.edu.au/tia/dairy-grains-and-grazing/dairy/resources>



2019 ANZ Dairy Business of the Year

WINNER

Clear Springs Dairy, managed by Tim and Fiona Salter

FINALISTS

Waterhouse Dairies 'Oxberry Dairy' managed by David Risbey-Pearn, Waterhouse

Gary and Helen Strickland, King Island



2019 Fonterra Share Dairy Farmer of the Year

Damien and Brooke Cocker



Dairy Safety Award *Sponsored by WFI Insurance*

Pineview Dairies



Employee of the Year Award *Sponsored by Van Dairy Group*

Nigel Lee





Dairy Employer of Choice Award

Sponsored by Aurora Energy

Dalmore Dairy



Dairy Environmental Award

Sponsored by Veolia

Gary Watson



Dairy Services Award

Sponsored by Elphinstone Stevens Pty Ltd

Peter Tyson



Young Farmer Encouragement Award

Sponsored by Cadbury

Jeremy Page

Damien & Brooke Cocker, winners of the Share Dairy Farmer of the Year Award. A field day will be held on their Sheffield farm on April 17.



Breeding focus delivers in spades for Tasmanian family

Datagene

AN “experiment” with sexed semen three years ago ignited one Tasmanian dairy farming family’s passion for breeding. And the decision has laid-down a foundation for the business’s future.

Stuart and Kylie Nailer milk 215 cows at Ringarooma in Tasmania’s north east with children Sophie 14, Kaiden 13, McKenzie 11 and Oaklea 8.

Since 2014 the family have recorded a 425 per cent rise in the balanced performance index (BPI) rating of their herd – a measure of profit. It now sits at about \$105. This rise follows initial significant BPI gains from \$-40 to \$20 when Stuart and Kylie moved from Queensland and initially purchased the dairy farm six years ago in partnership with Stuart’s parents.

The sexed semen result three years ago provided a boost for the family in what was otherwise a tough year with the farmgate milk price cut and drought.

“That year we did the experiment with the sexed semen, it was a really good result,” Stuart said.

“We had 25 heifers and got 60 per cent in calf – we were stoked.”

From this joining, the couple decided to focus on breeding Friesians – rather than the Jersey-Friesian and three-way cross which they had been breeding. Stuart and Kylie both believe there’s more opportunity for gains with Friesians breed and have made the most of tools such as genomics and corrective mating in recent years.

They “ramped-up” their use of sexed semen across both heifers and cows and this coming year they have a bold plan to sell no bobby calves. Instead, they believe the sexed semen would deliver replacements with an Angus mop-up providing calves for the local F1-market. Last year they joined with two sexed semen sires,

one delivered a 72 per cent in-calf-rate and the other 55 per cent. But using sexed semen for the first time wasn’t the Nailers’ first foray into changing breeding at their farm.

The couple’s first priority when they took-over the property was to tighten the seasonal calving. It was initially spread across four months and they now have it back to August and September, following three weeks of artificial insemination.

“We had to take a whack to tighten-it,” Stuart said.

“We had an empty rate of about 20 per cent for two years, but then it tightened-up. It was then, we woke up to the fact we needed higher fertility bulls and bulls with high daughter fertility. It was then we used a bull called Christmas and got some really good results.”

Stuart and Kylie use the Good Bulls App to make breeding decisions. Calving ease and daughter fertility were “paramount” choosing sires with a reliability of at least 70 per cent. BPI has also been a focus as well. Stuart said the Good Bulls Guide made decision-making easier, by narrowing-down bulls which suit their breeding focus.

“We don’t get caught-up in the nice pictures (of bulls) or anything like that,” he said.

Genomic testing has started to play a larger role in the Nailers’ decision-making.

“For us, we now have numbers to play with and hope to eliminate the bottom 20 per cent (through genomic testing) through culling early and before we spend money on them for rearing,” Stuart said.

They would like to sell these calves to local farmers as replacements and this money would go towards paying for genomic testing.

Stuart shares AI duties with a contractor, but in the past few years due to the use of sexed semen this cost has escalated from \$2000 to \$8000. The couple said this cost rise was something they were prepared to wear as they anticipate fully capturing the value of better breeding in coming years.

Changes have also been made across the entire farming system. Ten per cent of the farm undergoes pasture renovation each season, initially planted out for a summer crop and then back into perennial ryegrass.

This crop, which includes pasja and millet this year, provides feed for the warmer months on top of 60ha of irrigation. The farm is about 82ha, with some agistment used. The herd is fed about 1.8 tonne/cow/lactation in the bail. Production has lifted from a herd total of 75,000 kilogram of milk solids three years ago, to 96,000kg/MS last year and the herd is on-track for 105,000kg/MS this season.

During this time the total herd has increased by 30 cows but production per cow has lifted 40kg/MS. Average production is now 500kgMS/cow and the cow’s weight about 550kg.

Starting a career in dairy was something Kylie Nailer had never considered. Her husband, on the other hand, had completed a dairy apprenticeship in Tasmania, after school, before moving to Queensland where he worked at a power station. Stuart’s parents were farmers in north east Tasmania, but Kylie was a Queensland girl and had never milked a cow before venturing down south.

“I saw Stu working in the power station and I knew he was not really enjoying it in the end and I knew he wanted to get back to farming,” she said.

“I didn’t know anything about it, I had never milked a cow, but then Stuart had an accident (got kicked in the

calf) and from there it was a natural progression for me and I've become more involved as time goes on. For me, especially the last two years, the progress with the cows themselves has kept the passion there when the price certainly hasn't been there."

The Nailers currently service a local market for F1-calves and hope to continue this to make the most out of every animal on farm.

"Our goals are to maximise every calf that's born," Stuart said.

"Our attitude would be that if we have a good 60 replacement heifers, they are the ones that get sexed semen and the best cows. Everything else gets – if possible, F1 beef sires to maximise the calf value. That's our ultimate goal in the back of our minds for two-to-three years' time."



Avoid missed-conceptions!

Samantha Flight, TIA

Conception rate is an important driver of in-calf rate. We all know that. But sometimes it's easy to get side-tracked with the misconception there is a 'silver bullet' that will allow us to achieve high conception rates and hence high in-calf rates. As Charlotte Westwood, a nutritionist with PGG Wrightson Seeds, highlighted at the 2019 Tasmanian Dairy Conference, there is no escape from the reality that to consistently achieve high in-calf rates, we need to get the basics right.

Cow Body Condition Scoring

"Can't manage what you don't measure"

Cow condition score at calving has the greatest impact on the six-week in-calf rates via improved submission and conception rates.

Your herd is likely to be underperforming if:

- More than 15% of cows are calving in a body condition score less than 4.5
- The 3-week submission rate is lower than 75% (greater than 86% should be achievable)
- There is ovulation but no oestrus expression (silent heats)
- Conception rate is lower than 49%

While we often focus on the average condition score, Charlotte encouraged people to assess individual cow body condition score (BCS). There is always

going to be a range of BCS within the herd. Even at an average condition score of five, there are likely to be some cows that need attention because their individual score is too low or too high.

If condition score at calving is something that needs to be improved on your farm, a feed budget is a useful tool to help plan feed strategies through the late lactation and dry period. Often this is a matter of feeding extra dry matter during this period. Solutions to consider include:

- Cool season active grasses that will increase the amount of dry matter grown during this period
- Forage crops
- Lower protein and higher energy feeds to help cows partition energy to weight gain (taking care not to over-fatten)

More information on BCS is available on the Dairy Australia website: <https://www.dairyaustralia.com.au/farm/animal-management/fertility/body-condition-scoring>.

Negative Energy Balance

Almost all cows experience negative energy balance (NEB) in early lactation. This typically occurs after calving when a cow isn't able to consume enough energy to meet her requirements. As a result, body condition decreases. In terms of reproductive performance, it is important this body condition loss isn't too large (it should be less than 0.6 BCS) or too prolonged.

"Cows with good pre-calving appetite eat better POST-calving"

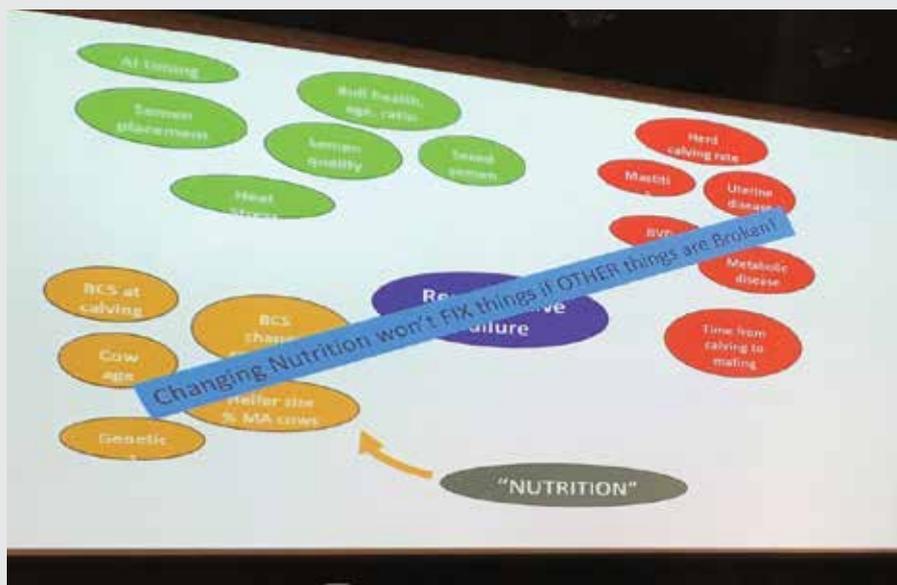


Encouraging the appetite of cows will help reduce the time they spend in the NEB hole. Focus on feeding through the transition period and start transition feeding 21 days pre-calving. Also pay attention to feed during the colostrum period – sometimes colostrum cows can be put in paddocks that are convenient but don't have much feed, or because the number in the herd changes daily the allocation of feed might not be accurate. Charlotte emphasised the need to feed them well right from the start of their lactation by:

- Allocating as much feed to the colostrum cows as they'll eat (clean up residuals with milkers)
- Providing the best quality forages on the farm
- Stepping gradually through the changes from pre-calving to milker mobs
- Continuing to address their metabolic needs (e.g. magnesium, calcium, phosphorus)

Charlotte encouraged people to consider once-a-day milking for the colostrum herd as it reduces energy demand and stress during this early part of the lactation. However careful monitoring for mastitis is needed particularly for cows with high genetic merit.

Quickly addressing any health conditions such as mastitis, ketosis, milk fever or infections is important not only because of individual cow welfare but because of the impact on appetite. Sick cows lose their appetite which results in greater body condition loss, milk production loss and lower conception rates.



Dietary protein and reproduction

Charlotte finished her talk by discussing the question of whether high protein diets have a negative impact on reproductive performance. High protein diets are sometimes blamed

for delaying the onset of ovulation. However, there is not much evidence of this either from research or in practice.

If high protein diets caused low conceptions rates it would mean good conception rates could not be achieved on high protein

pasture diets and this is obviously not true as many Tasmanian and New Zealand pasture-based herds achieve excellent conception rates. This is because cows are able to adjust the rumen and liver to chronic exposure to high protein diets.

Once-a-day milking

Lesley Irvine, TIA

Anyone can see that milking once-a-day has its attractions, but is it a profitable option? At the 2019 Tasmanian Dairy Conference, Paul Edwards from DairyNZ presented the results from two recent studies comparing twice-a-day (TAD) milking systems to once-a-day (OAD) milking systems.

The studies focused on strategic OAD milking – that is, farms that milked their herd OAD for the whole season.

Production difference

One of the studies compared 302 OAD herds and 2424 TAD herds. The study paired the OAD herds with similar TAD herds. It showed there was an 11% decrease in milk

were still 11% behind the TAD herds as the TAD herds had also increased production during the four years. There was less of a production impact on the lower producing OAD herds.

Reproductive performance

Given that OAD milking results in lower milk production, to retain profit parity with TAD herds, there must be

Milking regime	2014/15	2015/16	Category
TAD ¹	56%	52%	
OAD ¹	5%	9%	Strategic
Mix TAD/OAD ²	2%	3%	OAD (12%)
Switch TAD/OAD ³	20%	19%	Tactical OAD
Switch Other ⁴	16%	16%	(35%)

¹Whole-herd, full-season

²Part-herd, full-season

³Whole-herd, part-season

⁴Part-hard, part-season

production in the first year of milking OAD. Milk production returned to the pre-OAD milk production level by the fourth year of OAD milking. However, compared to their paired TAD milking herds, OAD milking herds

benefits that improve profitability and/or cost reduction for OAD herds. There are several ways this can occur:

- Improved reproductive performance – OAD had tighter calving spreads

- While replacement rates were the same between OAD and TAD herds at 20%, the reasons cows were culled were different
 - » Less cows were culled because they were empty in OAD herds
 - » More cows were culled because of low production and udder reasons (e.g. blind quarters, mastitis, cell count, slow milker, udder breakdown) in OAD herds

Economic performance

The second study compared New Zealand DairyBase data from 2005/06 to 2015/16. This data included 99 OAD herds and 927 TAD herds. The data showed OAD herds did not reduce costs relative to TAD herds and had decreased profitability relative to TAD herds.

The greatest opportunity to reduce costs in OAD herds is with labour as you are only milking once-a-day. Labour also accounts for over 20% of costs on a dairy farm. However the study showed there was only a very small increase in the cows milked per full time equivalent on OAD farms.

Key messages

Paul's key messages about OAD milking from the two studies were:

- A decrease in milk production of 2-16% is likely in the first year. Herds with existing low per cow milk production have the lowest decrease in production. The decrease in milk production will be greater in higher producing herds.
- Costs need to be reduced to maintain or improve profitability but on average this wasn't achieved.
- If target costs aren't achieved it doesn't mean OAD milking is unprofitable (just might be less profitable than equivalent TAD herd).
- There are many drivers for adopting OAD.
- It is important to examine the systems changes and prepare a budget if considering OAD.



Working with millennials

Nathan Bakker, TIA

What generation are you? What generation are the people you work for, work with or who work for you?

NAME	BIRTH YEARS	CURRENT AGE
BUILDERS	EARLY 1900's – MID 1940's	OVER 74
BABY BOOMERS	MID 1940's – MID 1960's	55-75
GENERATION X	MID 1960's – EARLY 1980's	39-54
GEN Y/MILLENNIALS	EARLY 1980's – LATE 1990's	20-38
GENERATION Z	LATE 1990's – EARLY 2010's	9-19
GENERATION ALPHA	EARLY 2010's - NOW	UNDER 9

Employing people is a necessity on many dairy farms and managing people isn't always easy. In my job, I have heard a lot of stories about the challenge of finding people willing to work on dairy farms. More than once, I have heard people say something along the lines of "young people just don't want to work hard/put in the hours/get their hands dirty..." And it isn't just in the dairy industry I hear this being said about millennials. Stories in newspapers and social media have said things like:

- Millennials want money, but not hard work
- Millennials: The Me Me Me Generation
- Millennials are lazy, entitled, self-centred
- Millennials aren't eating cereal because it's too much work
- They're always on their phones
- Literally anything can and probably will offend them
- As far as actual problems, they kind of have it easy but complain a lot nonetheless.

As a millennial, I identify with some of these (I am always on my phone!) but others not so much (I am quite happy to eat cereal!). It is easy to just focus on negative stereotypes and how bad young people are 'these days' but as Michael McQueen – keynote speaker at the 2019 Tasmanian Dairy Conference – highlighted with this quote, millennials aren't the first generation frowned upon by older generations:

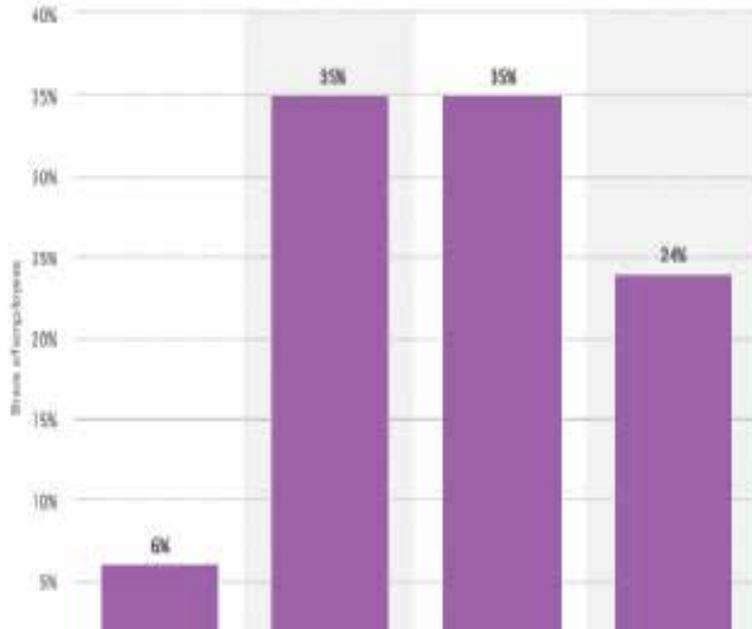
"The youth of today love luxury. They have bad manners and contempt for authority. They no longer rise when their elders enter the room. They contradict their parents and tyrannise their teachers." This quote is attributed to Socrates way back in 410 BC. It highlights that each generation always thinks the next generation is getting 'worse'.

So, does it matter what each generation thinks of the other? Michael made the point that by 2020 – which is next year – 35% of the work force is going to be millennials (generation Y). That is as many millennials in the work force as Generation X'ers. If we can learn to better understand each generation, then it could make life in the workplace a lot better and more effective for everyone.

To help everyone remember and understand what it was like for millennials growing-up in the 1980's-1990's, Michael outlined seven key characteristics of millennials and discussed the reasons for these:

1. Everyone's a winner – 1979 was International Year of the Child and at this time a large focus on building self esteem began. One of the key elements of this was to always give positive reinforcement for everything (Michael pointed out this is a flawed idea as you can't give another person self-esteem). But because of the constant praise and validation, millennials came to expect it. A survey asked millennials how often they want to be praised – 60% said at least once daily; 35% said 2-3 times each day.
2. Truth is subjective – everything is about 'my interpretation'. Millennials don't like being told they 'should' do something, they want to know 'why'.
3. 'Out of range' is out of the question. If you are over the age of 35 you will remember what it was like to not be constantly attached to technology. Millennials

Employment worldwide by 2020, by generation



www.statista.com/statistics/829705/global-employment-by-generation

don't remember that – they have grown-up with mobile access to the internet. In a survey, 40% of millennials said they would rather lose a finger than their phone!

4. Respect must be earned. Earlier generations were taught to respect their elders and respect particular positions, titles etc.
5. There is more to life than work. Where Gen X tend to attach their identity to their work ethic, Gen Y have been told to value their health, family and friends (but when they do, they get called lazy).
6. Life was never meant to be hard. Older generations would be familiar with the phrase "life isn't meant to be easy". Gen X'ers have the attitude that when you meet a challenge, you 'build a bridge and get over it'. Because of the way they have been brought-up, when millennials encounter challenges, they conclude (i) there must be something wrong with my goal/path/relationship, and/or (ii) there must be something wrong with me. This is exacerbated by social media which tends to portray all the best bits of people's lives.

7. I've got this. Despite their confident, brash exterior, millennials actually crave leadership, boundaries and mentoring.

Building relationships with millennials

I don't think very many people take the attitude 'easy come, easy go' with staff because there is a lot of time and effort that goes into training each new person. So how do you get them to stay with you as long as possible? Michael says it is all about building a relationship with each team member.

1. Prioritise your relationship
 - a. be authentic – don't be afraid to let your guard down, own up to mistakes. A millennial will learn better from hearing your story about how something worked/didn't work rather than you just telling them what to do. And don't have double standards, be consistent with rules for all staff, including the boss.
 - b. be interested in them – unlike older generations, they don't tend to divide life into different buckets

e.g. 'work' 'home' 'hobby'. Where a Gen X or Baby Boomer might get to work after weekend and be 'right, let's get to work', a millennial is more likely to want to share everything they did on the weekend.

- c. be flexible – pick your battles. Know what is non-negotiable for your farm e.g. safety – they must wear a helmet. But then there will be other things, like a maybe a tongue piercing that you don't like, but it doesn't actually impact on how they do their job so just let it go.
2. Use stories to teach and coach – 'don't tell me it is right, show me it works'.
3. Respond well to the 'why' question. Because older generations were taught to respect their elders and those in authority, there is a tendency to 'do as they are told'. When a millennial is asked to do something and they respond with 'why?', many leaders see this 'why' question as disrespectful and a challenge to their authority. In reality, many millennials don't mean it that way. They genuinely want to know the reason behind why they are being asked to do something. For example: why would I put the cows back into the same paddock I just got them out of and then come back in 2 hours and move them to the next paddock? You may be thinking they are questioning your judgement or are just lazy and can't be bothered. But really, they are asking because they want to understand the reason behind that decision. If you just dismiss their questions, you will lose them. Answering the 'why' question is also a great opportunity to evaluate why you are doing a particular practice. Sometimes until we have to explain ourselves to someone else, we just keep on doing what/how we have always done something. Try and take on board their ideas and thoughts make them feel included and part of the team. They have fresh eyes and ideas that you might not have thought of. If you respect them they will respect you.

DAIRY DIARY 2019

April

10 & 11 Apr: Workplace Health & Safety, Deloraine (TasTAFE)

10 & 11 Apr: Advanced Nutrition in Action Course, days 2&3 of 8 (DairyTas)

11 Apr: Tamar Action Grants Information Session, 10:30 a.m. to 12:30 p.m. at The Boathouse, 55a Lindsay St, Invermay. Lunch provided, please RSVP 6333 7777 (NRM North)

12 Apr: Tamar Action Grants Information Session, 10:30 a.m. to 12:30 p.m. at The Empire Hotel, 19 Emu Bay Road, Deloraine. Lunch provided, please RSVP 6333 7777 (NRM North)

15 Apr: Genetically Modified Organisms Public Forum, University of Tasmania at Inveresk. More information at www.events.tas.edu.au (TIA)

17 Apr: Share Dairy Farmer of the Year Award Field Day, Damien & Brooke Cocker's, 132 West Kentish Road, Sheffield. Morning tea from 10:30 a.m. with farm walk starting at 11:00 a.m. Free BBQ lunch. (TIA)

17 Apr: North West Legendairy Women's Discussion Group (DairyTas)

17 Apr: Annual Precision Agriculture Expo, Hagley Farm School (TAPG)

May

2-4 May: Agfest. Visit TIA in the Dairy Pavilion, site M98

7 & 8 May: Cups On Cups Off, Deloraine (TasTAFE)

8 & 9 May: Advanced Pasture Management Workshop, Deloraine (TasTAFE & TIA)

9 May: Euthanase Livestock, Smithton (TasTAFE)

9 May: Financial Literacy for Dairy Farmers, Circular Head, Day 1 of 7 (TasTAFE)

15 & 16 May: ChemCert, Burnie (TasTAFE)

16 May: Euthanase Livestock, Deloraine (TasTAFE)

21 & 22 May: Taking Your Business to the Next Level Workshop, Smithton (DairyTas)

22 & 23 May: Advanced Nutrition in Action Course, days 4&5 of 8 (DairyTas)

23 May: Euthanase Livestock, Scottsdale (TasTAFE)

23 & 24 May: Cups On Cups Off, South (TasTAFE)

23 & 24 May: Taking Your Business to the Next Level Workshop, Deloraine (DairyTas)



Contact us

Tassie Dairy News is provided free to all Tasmanian dairy farmers and is funded by TIA and Dairy Australia.

For more information, please contact a TIA Dairy extension officer, phone 6430 4953 or email tas.dairynews@utas.edu.au.

Electronic copies of this newsletter are available at www.utas.edu.au/tia/dairy.

DairyTas (03) 6432 2233

TIA (03) 6430 4953

TasTAFE 1300 655 307

Agritas (03) 6415 4100



Your Levy at Work



TASMANIAN INSTITUTE OF AGRICULTURE



Your Levy at Work



tia

TASMANIAN INSTITUTE OF AGRICULTURE



UNIVERSITY OF TASMANIA



Tasmanian Government

TIA is a partnership of the University of Tasmania and the Tasmanian Government



DISCLAIMER

While the Tasmanian Institute of Agriculture (TIA) takes reasonable steps to ensure that the information in its publications is correct, it provides no warranty or guarantee that information is accurate, complete or up-to-date. TIA will not be liable for any loss, damage, cost or expense incurred or arising by reason of any person using or relying on the information contained in this publication. No person should act on the basis of the contents of this publication without first obtaining specific, independent, professional advice. TIA and contributors to this publication may identify products by proprietary or trade names to help readers identify particular types of products. We do not endorse or recommend the products of any manufacturer referred to. Other products may perform as well or better than the products of the manufacturer referred to.