

5. QUALITY WORKPLACE



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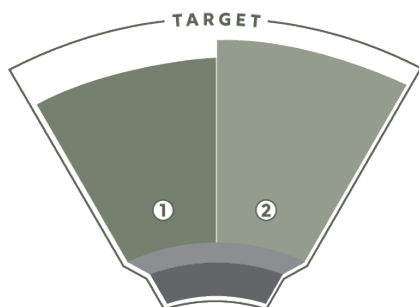
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Disclaimer:

While every effort has been made to ensure information provided in this handout was true and correct and the time of going to print, Owl Farm takes no responsibility for the use of data outside of the purpose to inform readers of the current situation at Owl Farm for the purpose of the Focus Day.



QUALITY WORKPLACE



	PRIMARY KPI	OWL FARM TARGET	2020/21	2019/20	2018/19	2017/18	2016/17
①	Workplace 360	100%/100%/100%	100/79/63	-	-	-	-
②	Average hours worked/week	45 hours/week/person	46.4	45	49	50	-

Summary points - Primary KPIs:

- Slight increase in hours worked per person for our Farm Manager and 2IC due to challenges of attracting and retaining a part-time team member.
- Workplace 360 assessment used to measure performance against the five pillars of a quality workplace as defined by DairyNZ. Achieved 100% foundation level and identified areas to continually improve.
- Our team of Tom (Farm Manager) and LaArni (2IC) have been employed together at the farm for over four years.

Summary points - Secondary KPIs:

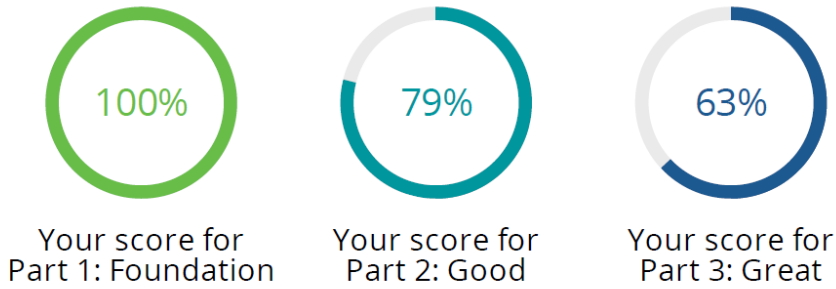
- Use of Pro-track auto draft in 2020-21 has helped reduce time required to draft in the shed, and provided greater workplace flexibility.

Result of Workplace 360

This is our first year of results assessing current workplace and employment conditions based on the Sustainable Dairying Workplace Action Plan.

Graphic 5.1: Workplace 360 Overview

Workplace 360 overview

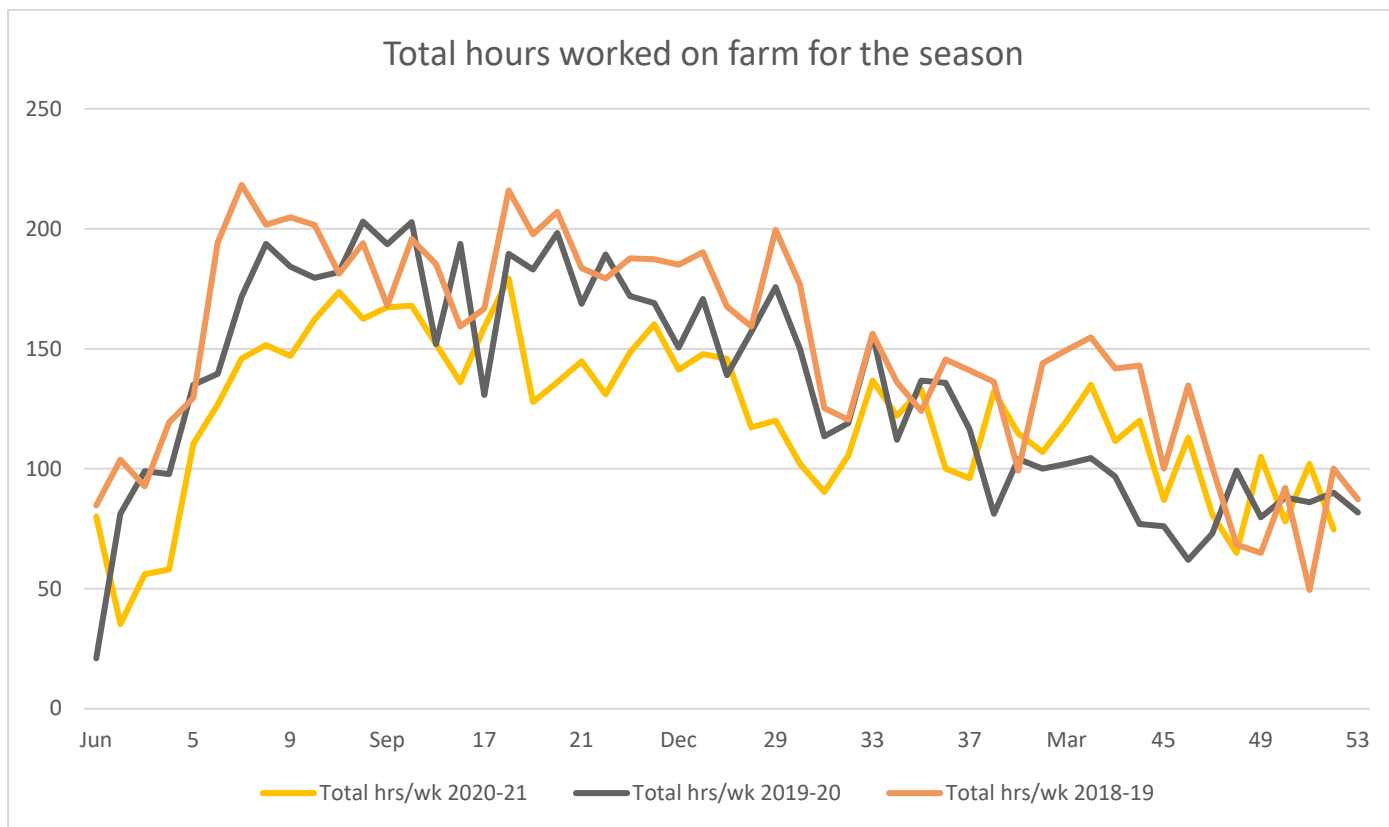


Average hours worked/week

We have made steady gains in reducing the average hours worked per person per week over the last four years, from 50 to 45. With a vacancy arising and some anticipated changes in technology on farm, in 2020/21 we changed our team structure to 2 FTE plus a part-timer working 40 hours during calving and 20 hours for the rest of the season. This was a hard role to maintain and, even with the help of student relief and use of contractors for fertiliser and effluent spreading, the workload for our team was increased.

Workload over the season has reduced from a distinct calving peak to a more even workload. More time in summer shifting cows on crops and feeding out due to dry periods has changed the work requirements for our system.

Graphic 5.2: Total hours worked over the season



Technology

Owl Farm invests in technology to reduce weekly hours worked, create a safer work environment and better animal well-being outcomes, and to provide more accurate farm decision-making. Investments must increase returns or reduce expenses to maintain balance on our Wagon Wheel KPIs. Currently we have automatic cup removers and auto teat spray in our 36-bail rotary to allow one person to milk 400 cows while another gets the second herd in and completes other tasks. We invested in Pro-track to provide a safe work environment for drafting, greater accuracy and provide workplace flexibility when cows are being selected to draft.

Time and task analysis enable us to identify and assess areas that would benefit from further investments.