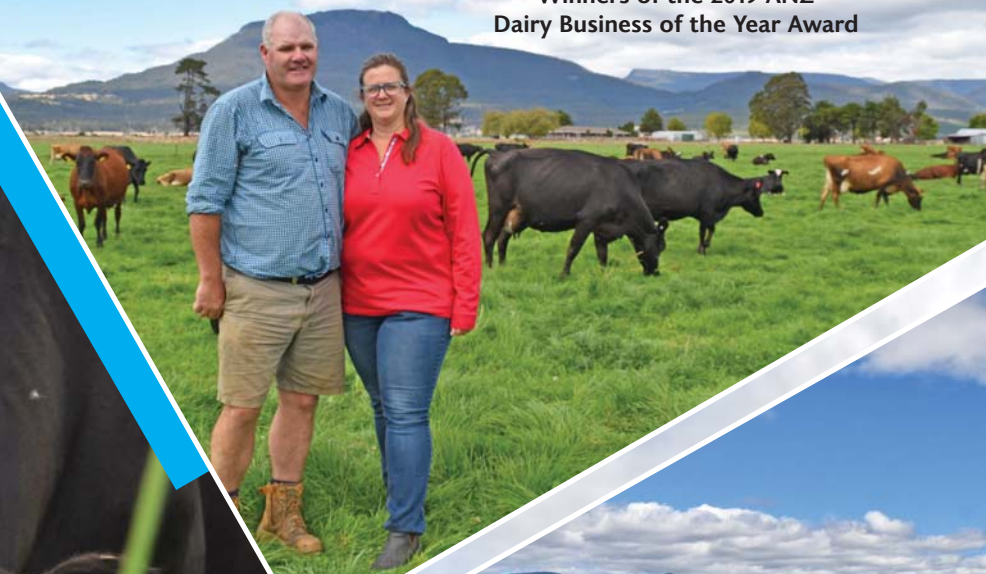




CLEAR SPRINGS DAIRY
MANAGED BY TIM AND FIONA SALTER
Winners of the 2019 ANZ
Dairy Business of the Year Award



2019 Tasmanian Dairy Awards

DAMIEN AND BROOKE COCKER
Winners of the 2019 Fonterra Share
Dairy Farmer of the Year Award



Your Levy at Work

2019 Tasmanian Dairy Awards

The Tasmanian Dairy Awards are organised by TIA and DairyTas. The Awards have been made possible by the generous support of the following:

SPONSORS

- ANZ – Dairy Business of the Year Award
- Fonterra – Share Dairy Farmer of the Year Award
- WFI – Dairy Safety Award
- Veolia – Dairy Environmental Award
- Cadbury – Young Farmer Encouragement Award.
- Van Dairy Group - Employee of the Year Award
- Aurora Energy – Dairy Employer of Choice Award
- Elphinstone Stevens Pty Ltd – Dairy Services Award

ACKNOWLEDGEMENTS

Thank you to all the farmers who participate in the Awards.

The Dairy Business of the Year Award and Share Dairy Farmer of the Year Award are organised by TIA. Data for these Awards has been analysed using DairyBase. The field days for these Awards are conducted through the Dairy On PAR project which is funded by Dairy Australia and TIA. Other Awards in this booklet are co-ordinated by DairyTas.

This booklet has been prepared by Samantha Flight, Nathan Bakker, Lesley Irvine and Symon Jones, TIA.

Disclaimer: This publication has been prepared for the general information of dairy farmers in Tasmania. TIA and the University of Tasmania do not accept any liability for damage caused by, or economic loss arising from reliance upon information or material contained in this publication.



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2019 Dairy Award Winners

In conjunction with TIA, DairyTas hosted the 2019 Dairy Awards Dinner on the evening of 21 March. Congratulations to the following winners:

2019 ANZ Dairy Business of the Year

Clear Springs Dairy, managed by Tim and Fiona Salter

2019 Fonterra Share Dairy Farmer of the Year

Damien and Brooke Cocker

Dairy Safety Award, sponsored by WFI

Wayne and Joanne Bowen

Dairy Environmental Award, sponsored by Veolia

Gary Watson

Young Farmer Encouragement Award, sponsored by Cadbury

Jeremy Page

Employee of the Year Award, sponsored by Van Dairy Group

Nigel Lee

Dairy Employer of Choice Award, sponsored by Aurora Energy

Dalmore Dairy

Dairy Services Award, sponsored by Elphinstone Stevens Pty Ltd

Peter Tyson



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2019 Dairy Business of the Year Awards

DBOY Winners: Clear Springs Dairy - managed by Tim and Fiona Salter
Finalists: Waterhouse Dairies 'Oxberry Dairy' – managed by David Risbey-Pearn
 Gary and Helen Strickland



Recent Past DBOY Winners

Year	Winner	Participants
2018	Remlap	36
2017	Mulder family, Forest	34
2016	Brian & Michele Lawrence, Meander	31
2015	Bill & Jill Chilvers with Grant & Kim Archer, Symmons Plains	52
2014	Nigel & Rachael Brock, Montana	35
2013	Rob, Norm & Lesley Frampton, Gawler	31
2012	Rob & Jo Bradley with Grant & Kim Archer, Cressy	40
2011	Darron & Veronica Charles, Mawbanna	33
2010	Grant & Melanie Rogers, Ouse	45
2009	Huisman family & Hatfield Dairies P/L	36
2008	Paul & Nadine Lambert, Merseylea	36
2007	Gary & Helen Strickland, King Island	36
2006	Stephen & Karen Fisher, Togari	40
2005	Symon & Louise Jones, Gunns Plains	50
2004	John & Katrina Sykes, Ringarooma	42
2003	Alan & Rosie Davenport, Derby	47



Your Levy at Work

2019 Dairy Business of the Year Winners - Clear Springs Dairy

Managed by Tim and Fiona Salter

Clear Springs Dairy is in its third season following conversion from a beef property. The Meander property is owned by a syndicate of family investors led by Andrew Beattie and John Hewitt from Limberlost.



Management

Tim and Fiona Salter have managed the property since it was converted. They are responsible for employing their farm team, the day-to-day management as well as preparing options and budgets for strategic discussion with the board or management team.

The business has quarterly board meetings with the farm managers and investors. There are also monthly management support meetings with Tim and Fiona (managers), Andrew Beattie, John Wilson (owners) and Brian Lawrence (local farmer). At these meetings, the group discuss the farm walk data, milk production, nitrogen use, feed budget actual versus predicted, cow health and condition, and seasonal decisions such as dry-off date.

Fiona manages all the farm's financial information using Xero. Data is allocated to categories according to Dairy Australia's standard chart of accounts. Fiona has set-up a report template that summarises the data to match the sections in DairyBase making

data entry for benchmarking a much easier process.

Other data, such as nitrogen and concentrate use is managed in Excel. This has been set-up to allow them to easily produce graphs and reports for meetings.

At the farm level, Tim and Fiona conduct toolbox meetings with their team every month. Farm safety issues and improvements are discussed at these meetings.



Tim and Fiona are enthusiastic knowledge seekers. They regularly attend discussion groups and get involved in the many different programs offered within the dairy industry.

“One of the biggest things is being open to other opinions and advice”

Through their learning and experience, they have identified their focus for managing a successful dairy business: achieving high pasture consumption and healthy cows.

Achieving high pasture consumption

The amount of pasture harvested on the farm has increased by almost 2 t DM/ha since the first year of the conversion. In 2017-18, the amount of feed harvested on the farm (grazed plus conserved) was 10.5 t DM/ha. This is with 70% of the farm irrigated. Tim has a strong focus on managing pasture to provide quality feed to the cows. This involves undertaking weekly farm walks with a plate meter and producing a feed wedge to assist in the development of the weekly grazing plan. Pre-grazing measurements of paddocks about to be grazed are also done to check the amount of pasture available to the cows. Pasture is grazed at the 2.5 leaf stage or canopy closure – whichever occurs first. Monthly pasture samples are collected and sent for quality analysis. A grazing residual of 1650 kg DM/ha is targeted. If the residual is higher than 1800 kg DM/ha the paddock will be topped.

Tim and Fiona participated in the Meander discussion group's recent *Measuring and Monitoring Boot Camp* to hone skills in using pasture management data to make decisions.

Tim is also currently participating in the Beyond Water Smart Irrigation discussion group being facilitated by TIA. The farm has 3 pivot irrigators. A 13-span pivot irrigating 140 ha, a 9-span pivot irrigating 82 ha and a 7-span pivot irrigating 45 ha. Tim is keen to learn more about using water efficiently to grow more pasture. He believes participation in the irrigation specific discussion group this season has resulted in better pasture growth rates.

The business participates in the Fert\$mart program with consultant Bill Cotching. A fifth of the farm is soil-tested each year and an annual fertiliser plan developed from the results. The farm had a good fertiliser history so there isn't a large capital fertiliser requirement. Extra fertiliser is applied to paddocks where silage and hay is harvested.

Nitrogen is applied post-grazing once or twice weekly by a contractor at a rate of 1 kg N/ha/day. Straight urea is used for most of the year but when frosts start, a mixture of urea and sulphate of ammonia is used. Nitrogen is generally not applied in July or August because it is too wet. The weather forecast is always considered when scheduling fertiliser applications to ensure there isn't any run-off into waterways. Gibberellic acid is applied in June.

Effluent is managed in a two-pond system. The first pond holds 5 ML. Liquid flows through into the second pond which can hold 15 ML. Effluent is irrigated through the 13-span pivot.

Healthy cows

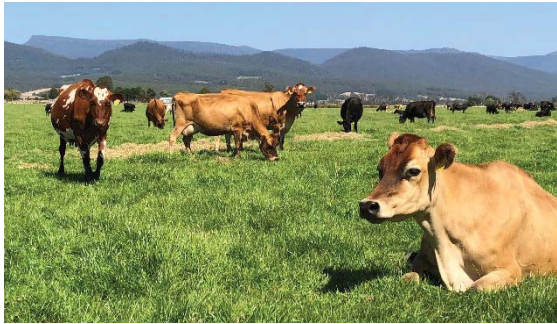
The Salter's are milking over 1000 cows on the 370 hectare milking area.

The Salter's believe having healthy cows is essential to managing a profitable dairy farm. For Tim, this starts with monitoring cow condition and keeping it in the target range. While pasture is the major component and focus on this farm, concentrate supplement is used to fill feed gaps or provide the cows with extra feed if condition is below target.

A fixed-time artificial insemination program is used on the farm. AI is used for 6 weeks. In the 2018-19 season, 65% of cows conceived



to the fixed-time insemination and a 74% 6-week in-calf rate was achieved. This is followed by a 3-week bull mating period using Jersey bulls and beef bulls – Speckle Park and Hereford. No inductions are used.



Fiona manages the calf rearing. Calves are collected from the calving pad 2-3 times per day. All calves are fed colostrum when they are brought into the shed. Fiona uses a 'dot' system to ensure calves have received their colostrum. Calves are given their first feed of tested colostrum off the feeder when they are brought into the shed and a dot is sprayed on their rump. If they won't drink, they are stomach-tubed and a dot is sprayed on their head so extra attention is given to them on the feeder next time. The calves are then given another feed of tested colostrum

that night and a second dot is sprayed on their rump. The next morning they receive a third feed of tested colostrum. After the third feed, they will then be fed 6 litres of pooled colostrum/fresh milk each day. Calves are trained on the towable feeders from day 3. At the moment, Salter's are rearing 400 heifer calves as they are still growing the herd to reach 1200 cows.

Calves are weighed regularly and weaning from milk begins when they reach 70 kg and is completed when they reach 90 kg. Once calved are weaned from milk, they are put into groups of up to 200. Concentrates feeders are placed with each group so they continue to have access to concentrates. The calves are put on agistment once they reach 110 kg and they stay on agistment until just prior to calving. When they are brought home, the heifers are teat sealed.



Table 1 Key performance indicators for Clear Springs compared to the state average (2017-18)

KEY PERFORMANCE INDICATORS	Clear Springs 2016-17	Clear Springs 2017-18	Tasmanian average
Usable area, ha	370	370	289
Milking area, ha	360	370	208
Irrigated area, ha	260	260	137
Cows milked, number	905	1,080	607
Stocking rate, cows/milking area	2.5	2.9	2.9
Milksolids per cow, kg MS/cow	382	421	445
PASTURE AND FEED – MILKING AREA			
Grazed feed, t DM/ha	8.4	9.9	10.1
Conserved feed, t DM/ha	0.3	0.6	0.5
Total Homegrown Feed, t DM/ha	8.8	10.5	10.6
Grazed feed fed, t DM/cow	3.4	3.4	3.5
Homegrown fodder fed, t DM/cow	0.2	0.2	0.2
Purchased fodder fed, t DM/cow	0.0	0.3	0.4
Purchased concentrate fed, t DM/cow	0.6	0.8	1.2
Total feed fed, t DM/cow	4.1	4.8	5.3
Nitrogen applied, kg N/ha	204	227	219
Water used, ML/irrigated ha	3.2	2.7	3.8
Total water use efficiency, t DM/100mm/usable ha	0.65	0.85	0.87
FINANCIAL KPI's (\$/kg MS)			
Milk income (net)	5.16	6.11	5.95
Livestock trading profit	0.93	0.57	0.71
Other farm income	0.10	0.00	0.02
Gross farm income	6.20	6.69	6.69
VARIABLE COSTS			
Herd costs	0.40	0.46	0.30
Shed costs	0.15	0.10	0.18
Homegrown feed costs	0.94	0.62	0.86
Purchased feed costs	1.39	1.41	1.60
Feed & water inventory change	-0.02	0.12	-0.01
Total feed costs	2.31	2.16	2.46
Total variable costs	2.87	2.73	2.94
GROSS MARGIN	3.33	3.96	3.74
OVERHEAD COSTS			
Employed labour cost	0.94	0.82	0.72
Farm insurance	0.05	0.02	0.06
Repairs and maintenance	0.32	0.29	0.37
Other overhead costs	0.14	0.10	0.19
Imputed labour cost	0.00	0.03	0.43
Depreciation	0.06	0.20	0.28
Total overhead costs	1.54	1.47	2.08
TOTAL OPERATING COSTS	4.41	4.21	5.03
EARNINGS BEFORE INTEREST & TAX	1.79	2.48	1.66
COST OF PRODUCTION (excl inventory change)	4.43	4.08	5.03



Judges' Comments – 2019 ANZ Dairy Business of the Year Award

Michael and Rhys Palmer, dairy farmers and 2018 DBOY winners
Lesley Irvine, TIA Dairy Development & Extension Team Leader

Three finalists were selected from the participants in the Tasmanian benchmarking program based on their Return on Total Assets (RoTA) and Earnings Before Interest and Tax per hectare (EBIT/ha) during the 2017/18 financial year.

This year the judges of the Dairy Business of the Year Award were Michael Palmer and Rhys Palmer, dairy farmers from Sisters Creek and winners of the 2018 Dairy Business of the Year Award, and Lesley Irvine from TIA.

The judges would like to congratulate the three finalists in the 2019 ANZ Dairy Business of the Year Award on their achievements this year:

- Waterhouse Dairies 'Oxberry Dairy', managed by David Risbey-Pearn,
- 'Clear Springs Dairy' managed by Tim and Fiona Salter, and
- Gary and Helen Strickland

The judges visited each of these businesses in February - March and had discussions about the financial performance of each farm based on the data collected through the benchmarking process. The judges also conducted a farm tour observing and discussing the pasture management, cow health and nutrition, breeding program, young stock, work place health and safety, and environmental management. The judges also considered the overall business strategy.

It was great to see two recent dairy conversions performing so well. The two farms are excellent examples of how large herds can be managed profitably and still look after their people, cows and the environment.



However, it was also really encouraging to see a smaller, family farm performing just as well as the two conversion properties.

The diversity seen in top Tasmanian dairy farm businesses shows there is not a single pathway to business profitability.

The Return on Total Assets of the finalists was very close – ranging from 8.8% to 9.2%.

Pasture management skills were of a high standard on all the farms. Gary and Helen Strickland also incorporated an extensive cropping rotation within their business. Staged planting of crops was used to manage the pasture surplus and deficit in place of using silage or hay.

Irrigation was used on each of the farms although the judges noted there wasn't much soil moisture monitoring taking place which is an opportunity to improve water use efficiency and pasture growth.

Nutrient management was conducted to a high standard with all farms using soil testing to develop their fertiliser plans.

Each of the farms employed staff and acknowledged the importance of their farm team in helping each business achieve its goals. It was encouraging to see all farms had people policies in place on their farm to assist with training and keep people safe. Both of the large dairies also had very high labour use efficiency at 190 and 233 cows/FTE. In particular, Oxberry Dairy had developed and implemented streamlined processes to ensure jobs were undertaken efficiently.

Cow nutrition, health and welfare was a priority for each business. Pasture was the main source of energy with a range of 3.4 to 5 t DM/cow of homegrown fodder fed. The amount of concentrates fed ranged from 0.7 to 1.3 t DM/cow.

Often there isn't a lot of non-production related environmental improvements

undertaken on dairy farms, so it was really pleasing to see the many years of work that had been undertaken on Strickland's farm to protect and encourage native habitat and improve salt affected land. Clear Springs Dairy had also been very proactive improving the banks of the river flowing through the farm by stabilising the banks and planting trees.

This is just a snapshot of some of the practices examined as part of the judging process. The judges would like to thank each of the participants for their openness in sharing about their farm management and again congratulate each business on their performance. They should each be very proud of their achievement.

Based on the analysis of financial data and the visits to each of the finalist properties, the judges declare Clear Springs Dairy to be the winner of the 2019 ANZ Dairy Business of the Year Award.



Finalist Profiles

Gary and Helen Strickland

Gary and Helen Strickland purchased their King Island dairy farm from Gary's parents, Dick and Jan Strickland, in 1985. Since then, they have expanded the business through purchasing neighbouring land. They split calve their herd of 500 cows due to the factory requirement for milk supply.



Gary and Helen love to learn and this has been a driving factor in their business success. They participate in all the dairy discussion groups, workshops and field days conducted on King Island as well as source expert advice from researchers and consultants. The Strickland's have participated in the Tasmanian dairy benchmarking program for many years



finding it a useful tool for comparison and motivation. They have been finalists multiple times in the Dairy Business of the Year Award and have won the Award twice.



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

Located 25 minutes northeast of Scottsdale, Oxberry Dairy was converted to a dairy farm five seasons ago and is managed by David Risbey-Pearn. This is the third consecutive year the farm has been a finalist in the Award.



Over 1000 cows are milked on the 245 ha fully irrigated milking platform. Oxberry Dairy is one of the most labour efficient

farms participating in the benchmarking milking 233 cows/FTE. While the dairy is set-up to allow one-person milking, the efficiency of this farm is much more than just technology and tools. It is more about the people and their attitude towards making an effective and efficient workplace. Led by David, the team have developed a consistent work routine for milking and other tasks that focuses on maximising the efficiency of the team as a whole rather making individual task faster. David is very supportive of his team and proud of what they have achieved on the farm.

Pasture management is a big focus at Oxberry Dairy with David undertaking regular farm walks to determine the pasture cover of each paddock and develop the weekly grazing plan. He has also worked as a nutritionist so uses this knowledge to make sure the nutritional needs of the cows are being met. The cows produce 95% of their liveweight in milk solids.



2019 Fonterra Share Dairy Farmer of the Year Winners – Damien & Brooke Cocker

Damien and Brooke Cocker share farming for Rushy Lagoon.

Damien and Brooke Cocker share farm in the far north east on Rushy Lagoon, one of Tasmania's largest dairy farms. They operate two of the four dairy farms on a cents per kilogram of milk solids payment arrangement.

They have three daughters under the age of 8 years and juggle the demands of their family commitments with running their large share farming business.

Rushy Lagoon spans almost 21,000 ha comprising 14,000 ha of grazing country and milks 2500 dairy cows alongside all dairy young stock and 7000 beef cattle. The area receives an average rainfall of 750 mm per year and therefore has developed 1000 ha of irrigated area.



Damien and Brooke share farm the spring calving farm Cinderella Dairy and the autumn calving farm Cygnus Dairy for a combined effective area of 640 hectares and approximately 1,650 cows to calve.

The Cinderella Dairy is 320 effective hectares and almost fully irrigated, milking 850 spring calved cows and the Cygnus Dairy has 320 effective ha with 280 hectares irrigated milking 550 autumn calved cows and 200 spring cows.

Damien and Brooke have been share farming on Rushy Lagoon for five years and in that time have increased milk production on both farms from 381,180 kg MS to 626,386 kg MS.

This is a production increase of 245,206 kg MS or 40%.

This increase has been a result of:

- increased cow numbers
- increased per cow production
- improved herd, feed, irrigation and general farm management.

Key to Success

Damien and Brooke believe the important factors in their business success is having:

- A strong work ethic
- Excellent communication
- Good guidelines and work procedures
- Attention to detail
- Careful planning

Damien and Brooke are very hands on and do a large amount of work themselves. Not only does this help reduce costs but helps them observe, understand and react to the changes in the farm system.



Damien and Brooke both share the milking responsibilities and calf rearing. Damien manages pastures, cropping, repairs and maintenance and fits in some local contracting while Brooke manages and rears around 500 heifer calves, updates the staff roster and keeps the accounts in order. In addition, the couple have recently realised their goal of farm ownership by purchasing a small dairy farm at Sheffield.

Career path

Damien began his dairy career as an apprentice with Charleston Bros at Wilmot in 1998.

After his apprenticeship, Damien worked at Rushy Lagoon, then with John Wilson at Milabena and with Grant Archer at Mella.

Damien's career took a turn when he became a cropping farmer with Premium Fresh in 2009. He returned to the dairy industry in 2013 where he took up his position with Rushy Lagoon. Brooke began her farming career alongside Damien helping out at Charleston Bros but credits most of her knowledge and experience to their time at Rushy Lagoon.

Staff

Damien and Brooke recognise the valuable contribution their employees make within the business and believe in the "leading by example" philosophy. They would not ask anyone to do something they wouldn't do themselves.

They employ 5 full time labour units and have a staff- cow ratio of 228 cows/FTE (full time equivalent). Everyone is given the opportunity to take on additional training and as a result one employee has progressed through a farm apprenticeship to becoming a share farmer for the Rushy Lagoon operation.

Quad bike training is compulsory with additional training and discussion groups optional.

The staff rosters are drawn up well in advance so that all staff can plan ahead.

Daily communication and staff contact is supported using farm maps and a large white board in the dairy providing day to day instructions. A diary recording grazing rotations informs staff of herd and paddock movements.

A team meeting is held when important issues need to be raised such as dealing with high cell counts or identifying cycling cows.

While Damien and Brooke are responsible for the day to day management of the farms regular contact is maintained with the general farm manager Rodney Moore to discuss farm performance, the farm budget, update cow numbers, additional feed requirements, young stock support, dry cow support and capital expenditure requirements.

Pasture management

Managing pastures for a large herd of 1600 cows requires continuous observation.

Damien closely monitors feed availability, pasture cover and seasonal growth rates, adjusting the grazing rotation accordingly.

His decision-making ability is supported by his innate sense of observation, allocation and delegation skills.

9.6 t DM/ha of pasture was consumed in 2017-18 which formed 79% of the diet.

Table 2 Annual amount of feed per cow

Feed	t DM/cow
Pasture consumed	3.3
Homegrown fodder	0.4
Purchased concentrate	0.8
Total Feed Fed	4.5

Animal Health & Nutrition

The spring calving dairy herd is made up of 850 medium sized Friesian-cross cows.

The 'autumn' herd is increasing and consists of 550 autumn calving cows and 200 spring cows (spring calvers and spring carry-over cows).

Prior to mating, the dairy herd is metrick-checked to ensure the best submission and conception rates are achieved.

The spring herd is mated for ten weeks. There is four weeks of artificial insemination commencing October 23rd and paddock mated using dairy bulls for the remainder. The bulls are removed on January 1st.

The autumn herd are paddock mated using dairy bulls for six weeks only.

Wealth creation

Damien and Brooke have built up a wealth of experience and knowledge which has led

them into a share farming position that provides return for effort.

Their aim over time has been to continually build their business to reach a position of farm ownership. Damien and Brooke recognise that the size and scale of the Rushy Lagoon dairy business has been critical in developing their own successful business but it has required a large personal commitment.

While they have reached a milestone of farm ownership, purchasing a dairy farm in Sheffield in 2018 they know there is still a long way to go to ensure this next move is just as successful.

They are proof that a strong work ethic, commitment and personal sacrifice can lead to success.



Table 3 Key performance indicators for Damien and Brooke compared to the other share farmer participants (2017-18)

Key performance indicators	D&B Cocker	Average for sharefarmers 17/18
Milking area, ha	640	276
No. cows milked	1600	739
Stocking rate, cows/ha	3.0	3.0
Milk production, kg MS/cow	396	382
Milk production, kg MS/kg lwt	0.8	0.80
Milk production, kg MS/Mha	977	1047
Labour efficiency, cows/FTE	148	148
Pasture consumption, t DM/Mha	9.4	10.0
Percentage of milking area irrigated	94%	66%
Nitrogen, kg N/Mha	216	165
Concentrate fed, t DM/cow	1.0	1.0
Proportion of homegrown feed in the diet	77%	72%

Judges' Comments – 2019 Fonterra Share Dairy Farmer of the Year

Judges

Troy Franks, Fonterra Milk Supply Officer
Wayne & Caroline Seward, 2018 Share Dairy Farmer of the Year Winner
Symon Jones, TIA Dairy Development & Extension Officer

This year there were four entrants in the Fonterra Share Dairy Farmer of the Year Award:

- Andrew and Jenny Aldridge
- Damien and Brooke Cocker
- John and Emma Innes-Smith
- Jeffrey Gijbers and Monique Mulder

The judges would like to congratulate each entrant not only on their business performance but their willingness to participate and share their information to benefit other share farmers and the dairy industry as a whole.

In choosing a winner for the share dairy farmer of the year award, the judges visit each of the entrants and assess their management across all areas of the business.

The strong field of entrants were judged on a range of criteria covering both the operational and financial management within the business.

These areas included:

- Farm management
- Pasture management
- Herd management
- Animal health and welfare
- Record keeping
- Young stock management
- People management
- Induction and training
- Working conditions and safety
- Motivating & supporting staff
- Relationship with the farm owner

The judges were impressed with the dedication and commitment shown by all the entrants towards the management of their individual businesses. All participants are extremely capable dairy farm managers with a very good understanding of their business, their progression and aspirations in the industry and a willingness to engage in staff training and self-improvement.

In terms of management skill and capability across all areas of the business very little separated the participants. They understand the fundamentals of what is required to manage a successful dairy business. They focus on doing the basic things well, such as maximising homegrown pasture production, setting grazing rotation length to leaf stage, best management of irrigation and the strategic use of nitrogen. They all have excellent herd management skills and meet target liveweights for all young stock.

In general, they have:

- Excellent observation skills
- Excellent attention to detail
- The ability to react to changes within the farm business.

The judges were impressed with the excellent drive, work ethic and the focus on their future and particularly with the business growth achieved by all participants. The winners, Damien and Brooke Cocker, who performed particularly well in the areas of pasture, herd management and people management had impressive business profitability and Return on Assets.

Share Farmer Profiles

Damien and Brooke Cocker

Damien and Brooke have been share farming for five years and operate two of the four Rushy Lagoon dairy farms milking a total of 1600 cows.

The judges were impressed with the couple's ability to manage a large-scale operation. They were able to achieve relatively high per cow production on a largely pasture based system with minimal grain and additional supplements.

With employed labour playing a key role in the business the Cockers have managed to provide a workplace which offers a pathway for their employees to progress further in the industry. One apprentice has progressed to a share farmer position.

The judges highly commended the couple on their business performance with their Return on Assets a stand-out at 34% on assets owned.

In addition, Damien and Brooke have been able to grow their asset base in a relatively short period of time to purchase a dairy farm at Sheffield.

FARM DETAILS

- 1600 split calving cows
- 640 hectares
- 94% irrigated
- Stocking rate 2.5 cows/ha
- 979 kg MS/ha
- 391kg MS/cow
- Labour 246 cows/FTE
- 0.8 t concentrates/cow fed
- 8.1 t DM/ha pasture consumed
- Homegrown feed as a % of diet 77%



John and Emma Innes-Smith

John and Emma are 50/50 share farmers for Silverdale in Togari.

They have three young children and are in their third season on the farm following a previous share farming position and large herd management experience.

John and Emma employ 1.5 FTE and share the workload on all day to day tasks.

They are excellent pasture and herd managers with a focus on setting the grazing rotation length to leaf stage and meeting target weights on all youngstock.

Pasture management is always spot on with minimal wastage.

John and Emma encourage all employees to develop within the business by encouraging them to attend workshops and various courses.

John and Emma have grown their business to a point where they now have surplus stock and are moving to an equity partnership on a new family development farm.

FARM DETAILS

- 490 spring calving cows
- 142 dry land hectares
- Stocking rate 3.45 cows/ha
- 1362 kg MS/ha
- 395 kg MS/cow
- 1.6 t concentrates/cow
- 9.5 t DM/ha pasture consumed
- Homegrown feed as a % of diet 74%



Andrew & Jenny Aldridge

Andrew and Jenny 50/50 share farm with Andrew's parents, Peter and Felicia Aldridge at Branhholm.

The judges were impressed by Andrew's understanding of the production system and his absolute attention to detail on his irrigated pasture management.

Andrew and Jenny have recently steered away from convention to a once-a-day milking system as a way of maintaining an extremely low cost of production.

Andrew and Jenny are working towards purchasing the family farm.

FARM DETAILS

- 430 spring calving cows
- 144 ha
- 70% irrigated
- Stocking rate 2.98 cows/ha
- 857 kg MS/ha
- 287 kg MS/cow
- 287 cows per labour unit
- 10.4 t DM/ha pasture consumed
- Homegrown feed as % of diet 80%



Jeffrey Gijsbers & Monique Mulder

Jeffrey and Monique have a great eye for detail. They are completely focused on the day to day running of their business and employ one labour unit.

The judges were impressed with the presentation of the farm, the overall pasture management and particularly the young stock. The young stock were described as exceptional with weaning weights of 200 kg liveweight being achieved.

Jeffrey and Monique have also grown their business to a point where they can now look at farm purchase options or take on a second farm.

FARM DETAILS

- 435 spring calving cows
- 147 hectares
- 52% irrigated
- Stocking rate 3.0 cows/ha
- 458 kg MS/cow
- 150 cows per FTE
- 1.6 t concentrates/cow
- 10.9 t DM/ha pasture consumed





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Tasmanian Snapshot

Benchmarking in Tasmania

The Tasmanian dairy industry has a long history of benchmarking, with dairy farmers having the opportunity to submit their figures and benchmark their business performance on an annual basis for over 30 years. Since 2011, the Tasmanian Institute of Agriculture (TIA) has been funded by Dairy Australia to manage the Tasmanian Dairy Farm Monitor Project. This involves collecting benchmarking data from 30 Tasmanian dairy businesses each year. The data from these businesses is used to compile an annual report that monitors trends in the Tasmanian dairy industry. The data is also used in DairyBase (the national online benchmarking program) as a validated dataset that can be used by anyone for comparative analysis. This year, 32 Tasmanian dairy businesses participated in the Dairy Farm Monitor Project. A summary of the data from the 2017-18 Dairy Farm Monitor Project annual report is provided below. A copy of the full report is available on the TIA and Dairy Australia websites. A printed version of the report is available from DairyTas.

Dairy Farm Monitor Project Summary

In 2017-18 Earnings before interest and tax (EBIT) was on average \$493,729 per farm, a 75% increase on the previous year (adjusted for inflation). Return on total assets managed (RoTA) has increased for the first time in three years to an average of 6.3% this year from 3.7% in the previous year. The top 25% of farms (as measured by RoTA) had RoTA of 11.5%.

Of the 32 participants, all recorded a positive return on assets with a range (for all farms) from 1.6% to 15.2%.

Net farm income, calculated after interest and lease charges were deducted from EBIT,

was on average \$358,205 per farm compared to \$153,967 per farm in the previous year, a 133% increase from last year.

Three out of the 32 farms recorded a negative return on equity (RoE). The average RoE was 6.7% and 13.1% for the top 25%. After a relatively large decline in average equity percentage from 70% in 2015-16 to 61% in 2016-17, there was a slight increase this year to 62%. There was a decline in debt service ratio from 11% to 9%.

There was an increase in cost of production without inventory change from \$4.87/kg MS to \$5.04/kg MS, an increase of 3.5%.

The top 25% received a slightly higher than average milk price at \$6.02/kg MS and posted 3% more gross income of \$6.90/kg MS than the average of all participant farms of \$6.70/kg MS. Their variable costs were 13% lower at \$2.59/kg MS compared to the average (\$2.95/kg MS). The top 25% performers also spent less on overhead costs at \$1.66/kg MS than the average (\$2.09/kg MS). They generated much higher EBIT (\$2.65/kg MS) than the average of all participants (\$1.66/kg MS).

Milk sold increased on both a per cow basis and per hectare basis. Milk sold per hectare increased from 976 kg MS/ha to 1031 kg MS/ha with milk sold per cow increasing from 433 kg MS/cow to 445 kg MS/cow. The top performers sold more milk per cow and per hectare, 2% and 16% higher, respectively.

Stocking rate, measured as cows per usable hectare remained the same compared to 2016-17 at 2.3 cows per hectare.

Farms in the top 25% had a higher stocking rate with 2.8 cows/ha. This was an increase from 2.5 cows/ha the season before.

Average milk fat was 4.6%, 0.1% higher than the previous season and milk protein was 3.6%, the same as the previous season.

Pasture consumption was 10.6 t DM/ha, forming an estimated 66% of the diet. Figure

Table 4 Farm physical data – Tasmania overview (from the 2017-18 Tasmanian Dairy Farm Monitor Report)

Farm physical parameters	Tasmania average	Q1 to Q3 range	Top 25% average
Herd size	607	-	738
Annual Rainfall	901	806-1,060	897
Total water use efficiency (tDM/100mm/ha)	0.9	0.7-0.9	1.0
Total usable area (hectares)	289	174-437	278
Milking cows per usable hectare	2.3	1.7 - 2.8	2.8
Milk sold (kg MS/cow)	445	400-483	480
Milk sold (kg MS/ha)	1,031	652-1,289	1,368
Home grown feed as % of ME consumed	66%	64%-76%	72%
Labour efficiency (milking cows/FTE)	154	119-185	158
Labour efficiency (kg MS/FTE)	67,059	51,293-78,913	75,044

1 below shows pasture consumption trending upwards overtime with a similar trend occurring for % of milking area irrigated on farms involved in benchmarking.

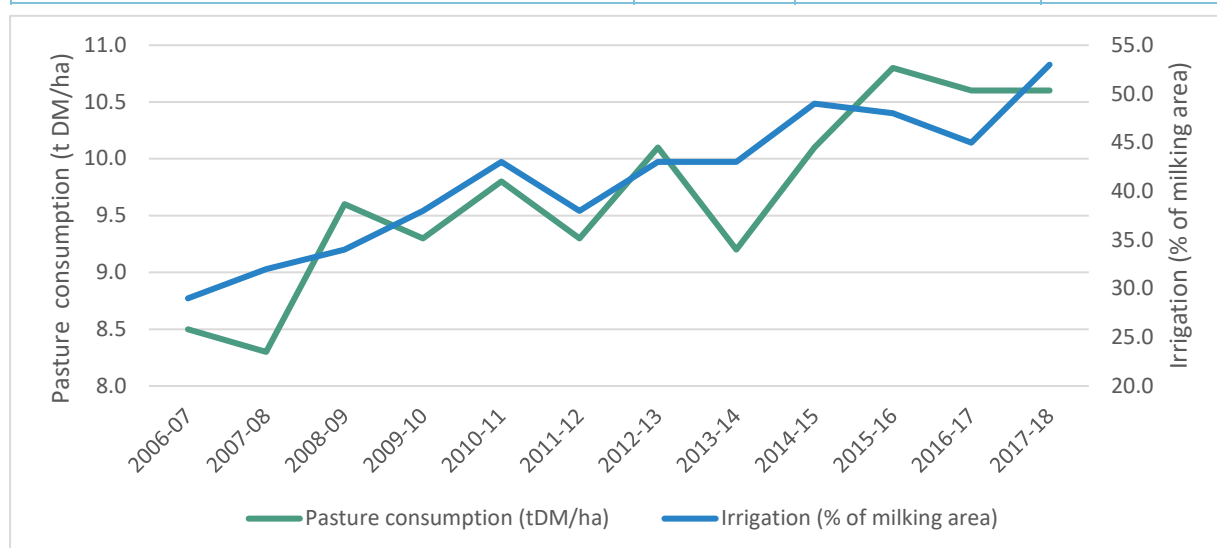


Figure 1 Pasture consumption vs irrigation (% of milking ha)

National Dairy Farm Monitor Project Results

Being part of a national project means direct comparisons can be made with other states. Western Australia, South Australia, Victoria, New South Wales and Queensland all participate in the Dairy Farm Monitor Project. Reports for each of these states is available on the Dairy Australia website. Data from these states is also included in DairyBase which expands the pool validated farm data sets that can be used for

comparative analysis. Some of the key performance indicators for Tasmania, Victoria, South Australia and New South Wales are shown in the table below. The data shows that despite having one of the lowest milk prices, Tasmanian dairy businesses achieved the highest return on assets through good cost management. This was assisted by a high proportion of home-grown feed in the diet and high labour efficiency.

Table 5 Comparison of Tasmanian Dairy Farm Monitor Project data with previous years and other states

	TAS Average 2015-16	TAS Average 2016-17	TAS Average 2017-18	VIC Average 2017-18	SA Average 2017-18	NSW Average 2017-18
Herd size	580	542	607	352	399	337
Annual rainfall (mm)	1044	1288	901	668	686	718
Total water use efficiency (tDM/100mm/ha)	-	-	0.9	0.7	0.6	0.6
Total usable area (ha)	302	268	289	246	527	251
Milking area (ha)	198	190	208	166	205	142
Stocking rate (cows/Mha)	2.9	2.9	2.9	2.1	1.9	2.8
Milk sold (kg MS/cow)	444	432	445	503	569	488
Pasture consumed (t DM/Mha)	10.7	10.4	10.6	6.1	4.4	6.4
Home grown feed as % of ME consumed	69%	74%	66%	62%	54%	55%
Labour efficiency (milking cows/FTE)	141	143	154	106	94	77
Labour efficiency (kg MS/FTE)	62,053	61,111	67,059	52,988	52,742	37,536
Milk income (net) (\$/kg MS)	\$5.55	\$5.03	\$5.95	\$5.81	\$6.24	\$7.25
Total variable costs (\$/kg MS)	\$3.27	\$2.87	\$2.95	\$3.46	\$3.40	\$4.53
Total overhead costs (\$/kg MS)	\$1.91	\$1.98	\$2.09	\$2.29	\$2.50	\$3.13
Earnings before interest and tax (\$/kg MS)	\$0.92	\$0.99	\$1.66	\$0.66	\$1.18	\$0.33
Return on Assets	3.9%	3.7%	6.3%	2.5%	4.3%	-0.3%



Ten Year Tasmanian Trends

Table 6 Key performance indicators from benchmarking in Tasmania for the past ten years

	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18
Return on Assets, %	7.9%	6.1%	3.4%	7.2%	8.4%	4.6%	9.9%	7.9%	3.7%	3.9%	6.3%
EBIT	\$385,024	\$271,890	\$172,525	\$340,747	\$462,923	\$296,170	\$565,784	\$492,084	\$269,598	\$298,398	\$493,729
Production, kg MS	171,995	187,360	157,637	173,714	218,651	232,381	220,157	247,283	267,906	252,467	272,726
Cows Milked, nos	466	484	404	415	514	548	508	552	552	566	607
Milking area, ha	239	236	204	206	233	186	183	194	201	195	208
Labour used, FTE	4.5	4.8	4.2	3.3	3.6	3.7	3.8	4.0	4.3	4.0	4.1
useable area irrigated, %	32%	34%	38%	43%	38%	43%	43%	49%	48%	45%	53%
Milksolids kg MS/Mha	739	835	772	878	971	1,032	1,206	1,312	1,333	1,295	1,327
Milksolids kg MS/cow	373	400	374	407	422	420	422	445	485	437	445
Stocking Rate, cows/Mha	2.0	2.1	2.0	2.1	2.3	3.0	2.8	2.8	2.9	2.9	2.9
Pasture, t DM/Mha	8.3	9.6	9.3	9.8	9.3	10.1	9.2	10.1	10.8	10.6	10.6
Grain intake, tonne/cow	0.92	0.94	0.89	1.04	1.17	1.33	1.30	1.33	1.64	1.23	1.25
Nitrogen, kg N/ha	212	201	173	157	140	142	158	173	236	199	219
Cows per FTE	105	105	94	120	137	126	137	141	141	146	154
Dairy assets owned, \$'000	\$4,811	\$5,040	\$4,512	\$4,658	\$5,200	\$5,345	\$5,090	\$5,516	\$6,405	\$6,152	\$7,003
Assets per eff ha, \$/ha	\$20,442	\$22,094	\$22,514	\$22,661	\$23,818	\$23,166	\$19,834	\$19,852	\$21,590	\$21,814	\$26,396
Assets per cow, \$/cow	\$10,641	\$10,949	\$11,737	\$11,220	\$10,619	\$9,750	\$10,020	\$10,124	\$11,596	\$10,068	\$11,448
Liabilities, \$'000	\$1,602	\$1,560	\$1,176	\$1,351	\$1,607	\$1,602	\$1,317	\$1,335	\$1,413	\$2,299	\$2,767
Liabilities per cow, \$	\$3,346	\$3,167	\$3,306	\$3,254	\$3,370	\$3,171	\$2,628	\$2,491	\$2,558	\$4,062	\$4,559
Equity, %	69%	70%	72%	70%	68%	70%	71%	70%	76%	61%	62%
Milk Income, \$/ha	\$4,732	\$4,502	\$3,561	\$4,854	\$5,257	\$5,215	\$6,200	\$5,771	\$7,436	\$4,923	\$5,657
Total Income, \$/ha	\$4,938	\$4,746	\$3,861	\$5,469	\$5,985	\$5,670	\$6,733	\$6,405	\$8,196	\$5,732	\$6,362
Animal Costs, \$/ha	\$299	\$341	\$311	\$363	\$417	\$452	\$435	\$447	\$708	\$479	\$326
Feed Costs, \$/ha	\$1,878	\$1,940	\$1,441	\$1,770	\$1,940	\$2,433	\$2,361	\$2,450	\$3,796	\$2,383	\$2,565
Labour, \$/ha	\$735	\$824	\$866	\$948	\$985	\$1,047	\$650	\$732	\$1,182	\$1,143	\$1,139
Other Overheads, \$/ha	\$543	\$597	\$546	\$652	\$638	\$554	\$1,154	\$1,032	\$1,309	\$661	\$890
Operating Costs, \$/ha	\$3,455	\$3,701	\$3,164	\$3,734	\$3,979	\$4,541	\$4,600	\$4,661	\$6,995	\$4,666	\$5,103
EBIT, \$/ha	\$1,483	\$1,046	\$697	\$1,735	\$2,006	\$1,129	\$2,133	\$1,744	\$1,201	\$1,030	\$1,836
Milk Income, \$/kg MS	\$6.33	\$5.50	\$4.66	\$5.51	\$5.40	\$5.01	\$6.88	\$6.19	\$5.58	\$5.03	\$5.95
Total Income, \$/kg MS	\$6.87	\$6.01	\$5.17	\$6.24	\$6.17	\$5.50	\$7.52	\$6.91	\$6.25	\$5.92	\$6.70
Operating Costs, \$/kg MS	\$4.76	\$4.53	\$4.27	\$4.26	\$4.07	\$4.48	\$5.09	\$5.04	\$5.28	\$4.87	\$5.04
EBIT, \$/kg MS	\$2.10	\$1.48	\$0.92	\$1.98	\$2.09	\$1.02	\$2.43	\$1.88	\$0.97	\$1.01	\$1.66
Finance costs, \$/kg MS	\$0.63	\$0.63	\$0.75	\$0.81	\$0.66	\$0.54	\$0.52	\$0.41	\$0.46	\$0.65	\$0.58
Net Farm Income, \$/kgM8S	\$1.47	\$0.85	\$0.16	\$1.17	\$1.43	\$0.49	\$1.91	\$1.47	\$0.51	\$0.36	\$1.07
Participants	46	40	33	40	27	34	52	31	34	40	33
As % of dairy farmers	10%	9%	8%	9%	6%	8%	13%	7%	7%	9%	8%

Please note: Data in this table is from all Tasmanian benchmarking participants which may include additional data sets to the Dairy Farm Monitor Project. Therefore, the data in this table may not exactly match the data from the Dairy Farm Monitor Project. Data is not directly comparable from year to year as the farm businesses participating are not necessarily the same each year and data analysis methods change from time-to-time. Rather the data in the above table indicates trends.

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WFI Farm Safety Encouragement Award

The 2019 WFI Farm Safety Encouragement Award winner is Wayne and Joanne Bowen owners of Pineview Dairies in Springfield.

Milking 900 to 950 cows at peak Wayne and Joanne are new to the safety journey. With the assistance of Deb Morice from Fonterra's Farm Source Team they have started to put in place a safety system that will suit them. After a few safety incidences on the farm Wayne and Joanne knew they needed to change their practices to ensure that their staff remained safe at work.



Recognising some of their biggest dangers being quad bikes, they have gone about ensuring that the bikes are safe as possible. This includes having bikes regularly serviced by the dealer, maintaining a fleet of newer bikes, substituting in side by side vehicles, speed limiting the bikes and having all staff wear helmets when on bikes. All users of bikes are also required to attend ATV driver training.

Seeking outside help has helped them to recognise where they need to improve their systems. Putting in place Employment Policies and Procedures Manuals, Individual Employee Agreements, Incident forms and Hazard Reporting forms.

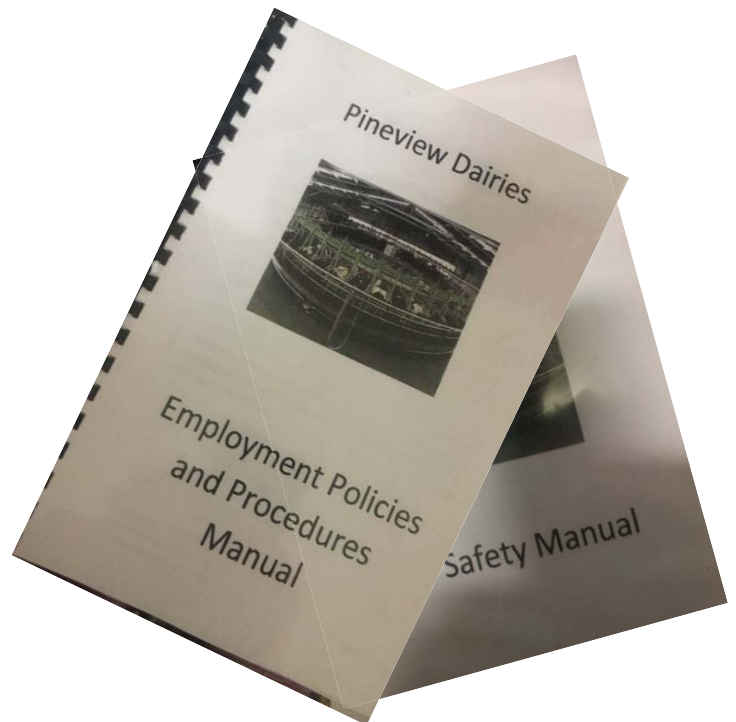
Other simple safety systems in place include:

- Use of a contractor for many tasks, particularly chemical spraying.

- Altering of non-compliant steps to be the correct width, number of steps and installation of handrails.
- Having a clean dairy (one of the cleanest dairies that judges have seen).
- Keeping records of machinery servicing.
- Painting of yellow lines on clearly indicate different levels (steps) throughout the dairy.
- Installing an automatic chemical wash.

Safety systems previously in place at Pineview relied heavily on all incidents and hazards being reported to Wayne directly. The change to reporting forms will ensure that hazards are not missed.

While they are still in the early stages of implementing their safety changes, Wayne and Joanne are to be applauded for recognising an issue, taking control of the situation and making changes within their business. The judges wish Wayne and Joanne all the best in their safety journey into the future.



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Veolia Environment Award

Gary Watson operates a Dairy Farm in Lileah, located in Circular Head. Milking 360 cows, Gary has incorporated several strategies on farm to maximise efficiency of water usage, power creation and effluent distribution. Sustainability is important to Gary and some of activities he has undertaken in the area of environmental sustainability have included:

- Installation of soil moisture probes to provide accurate details for effective irrigation usage
- Installation of solar panels, creating over 35 kilowatts of power
- Built an effluent pond and weeping wall for effective effluent management allowing 100% of effluent being retained on farm
- Installation of a solid set irrigation system which distributes this effluent across 100 out of 120 hectares of the farm
- Regular soil and hair sample testing
- Fencing of natural bushland
- Undertaken travel to the US to build knowledge in areas of environmental sustainability



- Future aspirations include travel to Europe to further expand knowledge in biogas

Congratulations to Gary Watson for the positive environmental projects he has undertaken on his property and for winning the 2019 Veolia Environment Award.



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Cadbury Young Dairy Farmer Encouragement Award

DairyTas and the Young Dairy Network Tasmania wish to recognise and encourage a young dairy farmer in the Tasmanian Dairy Awards through the presentation of the Tasmanian Young Dairy Farmer Encouragement Award. The Award is open to people working on dairy farms aged between 18-35 and recognises the importance of young people to the sustainable future of the dairy industry. We were seeking someone who not only enjoys working within the dairy industry but is achieving their goals, progressing in and is passionate about the industry.

DairyTas received a number of nominations, for this Award. Nominees were interviewed over the phone by Richard Duniam and Jacki Hine who were impressed by the high standard of responses to the questions.

Congratulations to all the nominees who are great ambassadors and share a genuine passion for the dairy industry.

The winner of the 2019 Cadbury Young Dairy Farmer Encouragement Award is Jeremy Page who works at Waterhouse Dairies 'Oxberry Dairy'.

Outlined in the interview, this nominee demonstrated participation in training opportunities, both formal and informal and shared with us the ways they encouraged



others to participate in Young Dairy Network events and other dairy events.

Jeremy started out his agricultural career within the beef industry before moving to Oxberry Dairy at Waterhouse in the last couple of years.

Jeremy was encouraged to attend a Young Dairy Network event in Scottsdale by his manager David Risbey-Pearn). From there he participated in the Dairy Sage mentoring program which proved to be a real turning point for Jeremy helping him set career goals,



build confidence and skills and stay motivated to progress. This enabled him to take up further opportunities for growth at both a personal and professional level. Jeremy is now a regular attendee at workshops and courses and has undertaken formal training at TasTAFE attaining his Cert IV. Jeremy aspires to continue to increase his skills and one day become a manager at Waterhouse Dairies.

Jeremy is grateful for all the support available in the dairy industry and actively encourages others to take advantage of the plethora of learning opportunities supported by the levy and federal government funding.

Van Dairy Group Employee of the Year Award

The inaugural winner of the Dairy Employee of the Year award is Nigel Lee. Nigel is employed by Ken and Jill Lawrence in Osmaston. Nigel was nominated by his employer and after interviewing by the panel it was clear that Nigel has many attributes that will continue to see him play a valued role as an employee.

Some key points that stood out about Nigel:

- He takes time to educate others within the team and learn with them new skills
- He demonstrates an effective way of communicating and explaining during training
- He readily shares his acquired knowledge and skills effectively amongst the team that includes two apprentices
- He shows great pride in milk quality, young stock and recently won the on-farm challenge



- He manages the run off block and 640 young stock since the land was purchased
- He managed the installation of irrigation on the run off block
- He went above and beyond his normal role when the owner underwent hip surgery to ensure the business continued to operate smoothly
- He continues to expand knowledge and skills through attendance at field days and workshops
- He continues to show great pride in the industry and harbours aspirations to remain involved

Congratulations to Nigel for winning the 2019 Dairy Employee of the Year Award.

Aurora Energy

Dairy Employer of Choice Award



The 2019 Employer of the Year Award is Dalmore Dairy. Dalmore Dairy have incorporated numerous first-class systems and standards despite only operating for short period of time. Through the use of external support, internal resources, network support and board knowledge they ensure all staff members are well supported.

- Provides visibility to all staff of business goals by the Manager attending board meetings

- The Manager is then encouraged to relay these discussions through to team members
- The Manager has input into the 5 years plan of the business
- Regular tool box meetings where each employee signs the minutes at the conclusion
- Safety discussions form part of these tool box meetings
- Clear and Updated Position descriptions for all roles
- Use of support group to leverage skills from outside the business
- Use of Board knowledge and Primary Employers Tasmania to ensure all employment agreements are aligned with award requirements
- Ongoing development discussions with team members
- Internal and external training
- Interaction between board members and the farm team is encouraged

Whilst the business is only in its early foundation laid for its team lays a solid foundation for sustained success through its people.



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Dairy Services Award

The third Dairy Services Award is awarded to Peter Tyson. Peter has a long and distinguished career in the Tasmanian Dairy Industry. Some key qualifications and highlights include:

- 1966-1968 Trainee Livestock Officer Webster and Woolgrowers
- 1968-1971 Technical Advisor North Western Dairy Co-operative (Deloraine and Devonport)
- 1970 - Hawkesbury Agricultural College, Diploma Dairy Technology
- 1978 - Roseworthy Agricultural College, Graduate Diploma of Agriculture
- 1972-1992 Varied responsibilities as extension officer and later deputy chief Dairy Branch
- 1993-2007 Manager Dairy Branch Department Primary Industry Water and Environment Tasmania
- 2007-2010 Leader Dairy Industry Development/ Senior Fellow - Tasmanian Institute of Agricultural Research, University of Tasmania

In addition to these roles, on his retirement from the Department he continued to be involved with the dairy industry through the TDIA Board and with Sydney University in the development of a robotic dairy.



Throughout his time at the Dairy Branch and TIA, he was instrumental in driving practices that still remain key to the success of the Tasmanian Dairy Industry. He drove the growth of the Dairy Business of the Year award to what it is today and took the focus away from production, to productivity which in turn lead to greater profitability. This was mirrored by programs that focussed on measuring and recording growth rates / pasture cover and the importance of the three-leaf phase.

Throughout Peter's career he took great pride in supporting dairy farmers at an individual level. He was and continues to be a great source of information. Within the industry took an active role in mentoring farmers during his career, many of whom remain involved in Tasmanian Dairy industry today.

Peter now joins Rhys Palmer (2013) and Bob Bush (2018) as recipients of this prestigious award.

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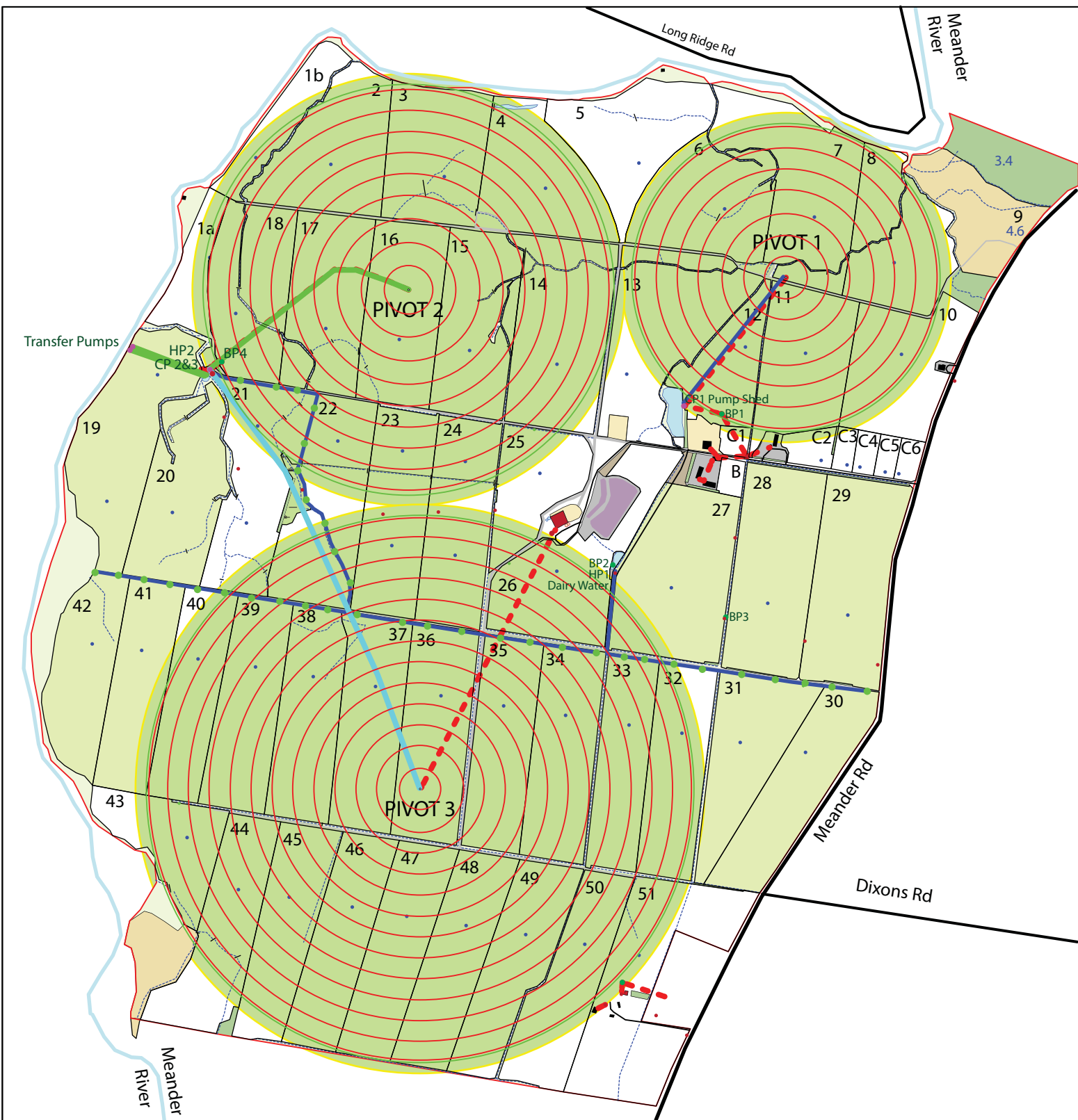
Summary of all participants

Table 7 Key performance indicators for individual participants in the 2017-18 Dairy Business of the Year Award

Milking Area	Cows Milked	Stocking Rate	Milk Production	Home Grown Feed	Proportion of Home Grown Feed	Milk Income (net)	Cost of Production	Return on Total Assets
ha	No.	Milking cows/ha	Total Milk solids	t DM/ha	% of Diet	\$/kg MS	\$/kg MS	%
230	780	3.4	473,284	17.4	66%	5.95	3.45	15.2%
155	570	3.7	255,260	14.3	60%	6.14	2.97	13.8%
265	810	3.1	368,022	13.1	63%	6.10	3.89	12.9%
260	1060	4.1	463,062	12.8	67%	6.02	3.77	10.9%
300	1050	3.5	537,258	12.6	75%	6.20	4.46	10.5%
80	280	3.6	132,236	10.2	54%	5.92	3.88	10.5%
90	280	3.2	136,359	12.8	60%	5.67	3.63	9.5%
370	1080	2.9	454,323	10.5	64%	6.12	4.16	9.2%
245	1040	4.3	502,207	14.5	52%	6.01	4.68	9.1%
255	490	1.9	221,181	9.5	86%	6.83	5.56	8.8%
440	1230	2.8	523,313	9.3	54%	6.08	4.71	8.6%
280	500	1.8	206,832	8.5	88%	5.91	3.75	7.6%
80	200	2.5	96,137	9.2	57%	5.73	4.68	6.4%
270	750	2.7	324,215	9.3	70%	5.89	4.70	6.0%
300	970	3.2	536,961	11.6	59%	6.19	5.03	5.8%
120	340	2.8	145,962	8.8	53%	6.03	5.32	5.3%
290	920	3.2	353,366	10.1	48%	5.97	5.03	4.8%
150	420	2.8	238,300	8.0	65%	5.87	5.05	4.7%
140	430	3.0	123,386	10.4	88%	5.94	4.35	4.6%
180	480	2.7	262,775	11.8	57%	5.97	4.95	4.2%
165	370	2.3	180,311	9.3	70%	5.54	4.85	4.2%
170	560	3.3	246,024	11.8	55%	5.90	5.27	3.9%
450	1300	2.9	467,395	9.1	77%	6.03	5.71	3.8%
60	200	3.5	73,819	14.2	66%	6.02	5.17	3.8%
110	230	2.1	110,312	8.0	72%	5.71	5.02	3.8%
120	465	3.8	267,872	11.3	68%	6.16	6.32	3.7%
185	465	2.5	186,053	8.8	75%	5.86	5.26	3.4%
210	420	2.0	131,944	8.1	82%	5.84	4.86	3.3%
250	720	2.9	289,954	8.7	51%	6.09	6.34	2.4%
240	890	3.8	427,144	13.5	77%	5.48	5.36	2.0%
160	400	2.5	146,170	7.6	67%	5.61	5.72	1.7%
70	220	3.1	81,310	7.4	67%	5.85	6.26	1.7%
230	420	1.8	117,848	7.4	90%	5.80	5.20	1.6%
214	637	3.0	287,113	10.6	0.65	5.99	4.79	6.5%

Note: The averages presented in this table are based on all participants entered in 2017-18 benchmarking program, even if their data is not presented in the table. Per hectare refers to per milking hectare.

Notes



Clear Springs
Operations P/L
264 Meander Rd
Meander 7304

Managers Tim & Fiona Salter
Tim's Mob 0419 341 424
Fiona's Mob 0499 124 227
manager@clearsprings.co

FARM IRRIGATION

- BP1 ● Bore pump
 - Irrigation pump
 - - - - - Underground power
 - Irrigation pipe 12
 - Irrigation pipe 8
 - Hydrants
 - Irrigation pipe 6
 - Hard hose area
 - Pivot centre
 - Pivot wheel
 - Pivot overhang
 - Pivot spray
 - Pivot area
- Hard hose Irrigation 68 Ha
- Pivot Irrigation 262 Ha

Clear Springs



Boundary 400 Ha
59 Paddocks 366 Ha Gross
365 Ha Grass



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