



# dairynews

ISSUE 12, AUTUMN 2010

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## EDITORIAL



**Tim Burfitt**

Manager Intensive Livestock Industry Development

Welcome all to the autumn 2010 edition of Dairy News. Again, members of the Dairy Industry Group in the Division of Primary Industries (DPI)

have endeavoured to provide you, our readers and clients, with a variety of articles to create interest, awareness and develop knowledge in a broad range of areas. You will note that in past newsletters we have provided you with what we believe is appropriate information on the weather and how it impacts on our dairy industry.

Primary Industries, as a science based organisation, has a proud 110 year history in providing NSW agricultural industries with the latest scientific information to assist farmers to have as much control as possible over manageable risks on farm.

Our role is not to take a political position on climate, but is one where we must provide the most accurate, scientifically tested information that is available at the time. We will endeavour to continue to do this.

We are also looking to capitalise on whatever a changing climate may have in store. To this end, we are committed to delivering two projects over the coming year.

The first project will introduce energy and water use audits at the dairy to assist in identifying areas that will save costs and allow for more efficient dairying. The desired outcome is an improved business bottom line. This is called a climate mitigation (reduction) project, with farmers the beneficiaries through targeted savings on costly inputs such as electricity.

Our second project is one that will provide farmers at six locations with an opportunity to learn more about our weather and climate. We will work with them in developing practical solutions to managing dairy farms within a changing climate. This is a project where farmers can plan ways of adapting to a changing climate, an adaptation project.

We will continue to inform the NSW industry on developments with both these projects over the year and with other information that will aid you, our clients, in adding value to your business and your farming environment.

## QUICK FEEDBASE SURVEY - WE NEED YOUR HELP

**Associate Professor Yani Garcia**

For several years the FutureDairy team has been researching the potential of combining pasture with complementary forage crops to increase productivity on-farm, but we now need your help to better understand where dairy farms in NSW are up to in relation to Feedbase and therefore be able to do more targeted research, development and extension in the future.

We have included a very brief survey about Feedbase on your farm with this issue of DairyNews. The aim of this survey is to have more precise information about the type of forages, pasture and crops that NSW dairy farmers are currently using or planning to use. This information is vital to understand the research and extension needs better and therefore improve the outcomes of our work.

The survey is intended to be filled out by either the farm owner or farm manager. It is very simple and easy to fill out with no need to add comments or text. It really shouldn't take more than a few minutes of your time so please try to complete it as soon as you possibly can.

Also enclosed is a postage-paid envelope with return address.

The survey is anonymous but please do include your name and email address if you wish to participate in the draw to win Free Registration and accommodation for 2 people to attend the 2010 Dairy Research Foundation Symposium. The Symposium theme is "Dairying into the Future" and will be held at the Faculty of Vet Science at Camden on 8<sup>th</sup> and 9<sup>th</sup> September.

This survey also forms part of Miss Alison Smith's student project (UWS) so by completing it you will also be helping her and contributing to research in this area.

So please help us to do a better job in research and extension in dairying in NSW by completing and returning the enclosed Feedbase Survey in the postage-paid envelope provided.

If in any doubt or if you require further information please contact the Extension Team at Tocal or alternatively contact Assoc. Prof. Yani Garcia from the FutureDairy2 project at Email [sergio.garcia@sydney.edu.au](mailto:sergio.garcia@sydney.edu.au) phone 4655 0621

## DON'T MISS OUT ON YOUR NLIS REBATE

**Kate McGilvray**

KMAC Consulting

Substantial rebates are still available for purchases of NLIS tags and boluses for NSW pastured dairy cattle.

Rebates are administered on behalf of the industry by the NSW Dairy Industry Conference (DiCon) and can be obtained 2 different ways:

1. Purchase your devices through your normal supplier – pay their price and then apply to DiCon for your rebate or
2. Purchase your devices directly through DiCon and pay only 75c per device – specials on other products also available.

A rebate of \$2 per tag or bolus is available for devices purchased on or after 6 May 2008.

The Rebate Scheme is currently being assessed and a recommendation will soon be made as to how the remaining Scheme funds should be invested. So if you have invoices sitting on the desk for NLIS devices apply for your rebate today before you miss out.

All registered NSW dairy farmers were posted DiCon order forms in July 2009 but if you need another one, or more information please contact DiCon on 6373 1435 or [macs12@bigpod.com](mailto:macs12@bigpod.com)

## DON'T BRING STREP AG MASTITIS TO YOUR HERD

Excerpt from Countdown Downunder resources

When buying cows, ensure that you don't buy in *Strep ag* as an unwanted extra. This bacteria can cause high Bulk Milk Cell Counts and clinical cases in dairy herds. Once introduced to a herd, infection spreads quickly from cow to cow at milking and can quickly develop into a significant mastitis and milk quality problem.

*Strep ag* is usually brought into a farm in the udders of infected cows. With *Strep ag* causing problems in high cell count herds across Australia, and many farmers buying in cattle to increase herd size, the risk is real. And once introduced, the highly contagious *Strep ag* can spread rapidly through a herd. The best approach by far is not to introduce the bacteria in the first place.

Some ways of avoiding *Strep ag* when buying cows are listed below:

- buy heifers rather than cows where possible
- only buy cows from herds that have consistently low Bulk Milk Cell Counts
- don't buy a cow with an Individual Cow Cell Count above 250,000 cells/mL
- check the udders, teats and foremilk of cows before buying them
- milk the introduced cows last until you are confident that they are free of mastitis

To be extra certain of the status of any introduced cows, consider taking a milk sample for culture from all purchased cows, even if no abnormalities are apparent when you check the udder. This could prove to be a very good investment if it helps you identify infected cows before they join the milking herd. Consult your veterinarian for more advice.

*Strep ag* can be detected in milk through cultures, and if present a well planned and rigorously implemented control program is needed to get rid of it. The key to controlling the bacteria is to stop its spread from cow to cow at milking time.

This involves paying particular attention to hygiene in the dairy, correcting faults with milking machines and milking technique, completely disinfecting teats after milking and improving the health of teat skin.

Separating infected cows and milking them as a separate group after the clean cows can also be a useful strategy to reduce the likelihood of spread.

For more information on prevention and control of *Strep ag* mastitis, follow the link to the Countdown website:  
[http://www.countdown.org.au/news/grabs/jan02/02\\_jan\\_grabs.htm](http://www.countdown.org.au/news/grabs/jan02/02_jan_grabs.htm)



*Does that new cow have Strep ag?*

## SORTING OUT CELL COUNTS IN THE RIVERINA

Michael Cashen

Livestock Officer (Dairy) Deniliquin

Controlling mastitis and achieving high quality milk affects the profitability of our Australian dairy industry. With the bulk of Australian milk destined for export markets, standards are important, in protecting Australia's reputation on the international stage as a supplier of a high quality dairy product. Such standards enable us to differentiate our dairy product from many of our competitors.

During 2009 the Riverina centre for Technical and Further Education (TAFE) and the National Centre for Dairy Education Australia (NCDEA) together with the Riverina Regional Network and Murray Dairy coordinated the delivery of a number of very successful workshops specifically targeted at reducing somatic cell counts on dairy farms in the Riverina. The workshop titled 'Cups-On Cups- Off' are a derivative of the well regarded 'Countdown Downunder' course for farmers and has been specifically designed for owners and operators involved in the milk harvesting process.

The 'Cups-On Cups-Off' course was delivered by experienced trainers Dr Rod Dyson and Rob Moyle from Dairy Focus

([www.dairyfocus.com.au](http://www.dairyfocus.com.au)) and is run over one and half days including a practical milking activity. The Riverina Regional Network group has gained financial support from the major milk processors to continue the courses in 2010.

For more information about the course program for 2010 contact Ms Roseanne Farrant on 03/58822048 or email [roseanne.farrant@tafensw.edu.au](mailto:roseanne.farrant@tafensw.edu.au)



*Pictured: Rob Moyle and Dr Rod Dyson with course participants*

## 2010 BEGA PASTURE FIELD DAYS

**Hayden Kingston,**

District Agronomist, Bega

The Bega annual pasture field days in late January provided an opportunity to look at and discuss how pasture varieties are performing in local trials. A number of trials have been established by Southern Farm Supplies agronomist, Sherryn Heffernan, with assistance from I&I NSW.

### Short term ryegrasses

This trial was established near Bega in May 2009 and the results for total production from the five harvests are summarised in the table. Varieties with the same letter in the third column are statistically not significantly different. This means even though the yield is different we can't be sure the difference is due to variety.

The higher producing varieties were all longer season Italian type ryegrasses as these types have the potential to grow later into spring and even to persist into the following year if conditions are favourable. Most of the annual type ryegrasses had finished growing and gone to seed at the final harvest in December.

### 2009 Bega short term ryegrass trial results

Variety	Total yield T DM/ha	
Hulk	13.64	a
LM 2006E	13.54	ab
Awesome	13.31	abc
Warrior	13.26	abcd
SF Indulgence	13.14	abcd
SF Emmerson	13.00	a-e
SF Indulgence Gaucho	12.98	a-e
SF Accelerate	12.96	a-f
LMT 375	12.91	a-f
Nourish	12.85	a-f
Sonik	12.84	a-f
Crusader	12.83	a-f
Charger	12.82	a-f
SF Momentum	12.76	a-f
Feast II	12.73	a-f
SF Speedyl	12.6	a-g
SF Sultan	12.55	b-g
Maverick Gold II	12.44	c-g
UMSAT001	12.27	c-g
Zoom	12.26	defg
LM 2006DA	12.00	efgh
Pronto	11.99	efgh
Winter Star II	11.93	fgh
Grassmax	11.66	gh
SF Catapult	11.63	gh
SF Adrenaline	10.98	hi
Aristocrat II	10.41	ij
SF Flyer	10.39	ij
SF Sprinter	10.28	ij
Atomic	10.2	ij
Robust	10.04	ij
Tetila	9.87	j
Sungrazer	9.78	j
Drummer	9.59	j



## MORE HOME GROWN FEED FOR NSW COWS

Anthea Lisle

Livestock Officer (Dairy) Scone

The Future Dairy project has big aims – huge in fact – to produce 30,000L milk per hectare from home grown forage. And they are very close to achieving this on the Corstophine Dairy Farm (University of Sydney), through using a Complementary Forage System (CFS). This involves combining a complementary forage rotation on 35% of the farm with the remaining 65% sown to pastures.

The overall result for the last two years was 28000Lmilk/ha from home grown feed and 25tDM/ha harvested off the milking area across the whole farm. Project Leader Associate Professor Yani Garcia said “As far as we are aware, this is a world first on a predominately grazing dairy farm”.

Six farmers in the Hunter Valley are also trialling the CFS concept on their farms, adapting it to their own management skills and land and resource base. The farmers trialling the CFS are the Williams family, Ian and Maria Simpson, George and Elizabeth Allen, Rodney and Stacy Richardson, David and Cindy Butler, and the McDarmont family with Tim Freeman.

All of the farmers involved have aims of increasing milk from home grown feed, and feeding their cows well across the entire year, but have felt quite vulnerable to grain prices over the years. A CFS system reduces this sensitivity by decreasing the reliance on purchased feed. Four of the farms have grown maize crops for silage over summer, however a CFS can involve crops such as forage sorghums, brassicas, legumes and short season forage pastures. “All of these farmers have experience in intensively feeding cows. What’s new is putting it together as an intensive plan to increase milk produced from home-grown feed”, said Assoc. Prof. Yani Garcia, of University of Sydney.

The project is being supported by I&I NSW Dairy Officers Anthea Lisle and Kerry Kempton, District Agronomist Neil Griffiths and Technical Officer David Deane. Feed samples are being quality tested from each farm once each fortnight to keep a check on where the milk is coming from. Cash flow analysis monthly tracks the costs of pushing for high production, and the group hope to learn from each other

and from the project over the next 12 months in putting all of the pieces together when planning to feed cows profitability over the year.

Key messages from the on-farm monitoring in the Hunter Valley will be made available to all dairy regions as results become clear, with the aim of identifying a suitable CFS approach in areas other than the Hunter or Camden areas. The project is paying close attention to the learnings of the farmers participating as they strive for increased feed production and increased profit margins.



*Yani Garcia with Ian Simpson & Dave Butler at Denman*

## ANIMAL HEALTH PROBLEMS FOLLOWING FLOODS AND DROUGHT-BREAKING RAINS

Floods can result in serious short and long term animal health problems and drought-breaking rains are often a mixed blessing. Many problems relate to physical damage, e.g. foot problems after standing in water; inadequate feed; and an upsurge in infectious diseases. Topics covered in this Primefact include:

- feed and water quality
- insect and arthropod problems
- bacterial disease
- foot problems
- parasites
- bloat and plant poisonings
- stock movements

The Primefact can be downloaded from the following DPI website:  
<http://www.dpi.nsw.gov.au/agriculture/emergency/drought/recovery/animals/health-problems>

## WET CONDITIONS TEST MAIZE ESTABLISHMENT

**Peter Beale**

District Agronomist, Taree

The three rainfall events in late spring and summer of 2009 severely tested maize growers on the Mid North Coast. Establishment failure was common, with many crops requiring complete resowing. Each event received 100 to 140 mm often only days after sowing, saturating the soil and the newly sown maize seed.

Two farmers at Taree, Craig Emmerton and Clarence Rose fared better than average by switching to direct drilling. Though significant damage occurred where water lay, the higher areas did not crust and emergence was good.

Craig made the change after watching the result of a direct drilling demonstration in 2004 when a similar event occurred. In that year the cultivated paddock had less than 10% of the field emerge due to crusting and was abandoned, but next door 85% of the direct drilled crop survived to produce an excellent crop.



*Craig Emmerton in his maize crop*

In direct drilled stands the soil is firmer allowing timelier sowing and once sown it drains better after large rainfall events compared to cultivated fields. Under cultivation the combination of saturated soil and crusting can lead to complete establishment failures.

These benefits also pay off at harvest time where direct drilled stands provide better drainage and a firmer base for harvesting if wet conditions occur. This can allow more timely harvest and so improves silage quality. It also leaves the field in better conditions to sow winter pastures.

Craig aims to follow the Future Dairy complementary forage rotation by sowing brassica's then ryegrass into the maize stubble this year. A quick transition from maize to brassica is essential to make the most of the high quality autumn feed from the brassica.

Direct drilling has been possible for many years but cost effective machines for small areas of silage has been a barrier for farmers.

Craig answered this call by modifying an old plate planter. He put a single spring tyne in front of each seeder box that effectively cultivates the row and helps incorporate broadcast fertiliser, but leaves the inter row untouched.

With larger areas to sow, Clarence invested in a four row disc planter that has given excellent results direct seeding into old pastures.

The crops are planted in four quick passes. Glyphosate is used as a knockdown, all fertiliser broadcast, seed is sown, then post emergent herbicide is applied. It makes a quick simple and reliable method of establishment leaving the field with good ground strength.

Extreme rainfall events from east coast lows are predicted to increase on the NSW coast in a changing climate. This will increase the need to adapt to resilient farming systems such as direct drilling.



*Excellent establishment in a direct drilled maize crop of Clarence Rose, Coopernook, sown Jan 2010.*

## USING HERBICIDE BEFORE PLANTING RYEGRASS INTO KIKUYU

**Neil Griffiths**

District Agronomist, Tocal

**Peter Beale**

District Agronomist, Taree

Kikuyu can be slashed or mulched before planting ryegrass, however quick recovery in early autumn often means the kikuyu will recover and smother the newly sown ryegrass. Herbicides glyphosate and paraquat have been used for many years to suppress kikuyu growth and allow ryegrass establishment but both have problems.

If glyphosate is applied at current label rates of 1.1 L/ha of the 450 g/L formulation the kikuyu will be knocked out and unable to recover in spring. A feed gap occurs the following summer with invasion of the more glyphosate tolerant couch grass (*Cynodon dactylon*) and crab grass (*Elusine indica*) which are normally smothered by the vigorous kikuyu growth.

Paraquat 250 g/L formulation has become popular in some areas because it does not cause excessive damage to kikuyu but it also only provides a narrow window of suppression, in some cases not much longer than slashing. If oversowing is delayed then kikuyu regrowth may cause poor establishment of ryegrass. The higher mammalian toxicity of paraquat is a further disadvantage if farms lack suitable equipment to ensure safe use.

In 2006 and 2008 a series of trials were conducted at Tocal and Taree with help from I&I's Tamworth weed specialist Tony Cook, to evaluate the knock-down and suppression of kikuyu using different rates of glyphosate and paraquat.

Glyphosate 450 g/L formulation was applied at 200, 400, 600, 800, 1,000 ml/ha. Paraquat was applied at 1 and 2 L/ha and were sprayed three times during March and April to assess affect of application time.

A second series of trials using the same herbicide rates assessed the effect of kikuyu height on knockdown and suppression. Pasture heights of 2-3cm, 10-15cm and 30cm+ of green leaf were achieved by mowing 2 and 14 days or left unmown prior to the day of spraying.

In these trials the three pasture heights were sprayed on the one day coinciding with the final timing spray in April.

At Taree, sowing occurred within a week of spraying. At Tocal 2008 all trials were broadcast with ryegrass seed on 2 June which was the first wet period after the final spray and 7 weeks after the treatment.

The plots were assessed visually for kikuyu suppression using brownout (knockdown) as the criterion and then scored for % groundcover - kikuyu, ryegrass and white clover (self sown). Once ryegrass was established the trials were grazed by dairy cattle.

### Results and discussion

#### Herbicide rate and timing

Glyphosate rates at 600 ml/ha and above were effective in suppressing kikuyu and allowing establishment of ryegrass when broadcast up to 11 weeks following herbicide application (Fig 1). However at 11 months after herbicide application the kikuyu had not fully recovered from the combination of herbicide effect and vigorous competition from ryegrass resulting in the invasion of couch and crab grass over summer (Fig 2).

Glyphosate at 400 ml/ha caused effective brownout and suppression of kikuyu and allowed acceptable establishment of ryegrass when sown in June. At this rate a timing response was observed with establishment better in the later sprayed trial (sown 7 weeks after spraying) than the early spraying (sown 11 weeks after spraying). Better establishment would be expected if sowing was not delayed due to dry weather.

Glyphosate at 200 ml/ha caused suppression of kikuyu seen as some brownout, yellowing or distorted regrowth. Often plots were green but growth was suppressed and would have been suitable for direct drilling. At Taree with an interval of one week between sowing and spraying establishment results were acceptable. However the delay of 7 weeks to broadcast seeding in the Tocal trials was not effective at this rate due to kikuyu regrowth.

Paraquat at 1 and 2 L/ha caused rapid brownout but then allowed the kikuyu to recover, in particular at the lower rate applied. At the 2 L/ha rate paraquat suppressed kikuyu and achieved moderate success when the ryegrass seed was broadcast.



# FEEDING

## Herbicide rate and pasture height

This study confirmed the recommended practice of moderate pasture growth when spraying. Best results were seen where pasture was 10 – 15 cm high when sprayed. Treatments mown 2 days before spraying showed greatly reduced herbicide efficacy and greater kikuyu recovery even at higher rates of glyphosate. This effect was most likely due to the lack of foliage available to absorb the herbicide.

Applying herbicide when the kikuyu was 30cm high resulted in a longer period to show the full herbicide effect but eventually had greater “kill”. However, even when the herbicide was effective at this 30cm height the excessive kikuyu mulch resulted in poor ryegrass establishment.

## Conclusions

Current label rates for suppression of kikuyu using glyphosate 450 g/L at 1.1 L/ha for NSW will cause unacceptable long term damage to the kikuyu sward. We suggest using glyphosate 450 g/L at 300–500 ml/ha for suppression of kikuyu in NSW. Label rates of paraquat 250 g/L at 1.6 – 2.4 L/ha are effective provided sowing is not delayed after spraying. However due to high toxicity, paraquat should be applied only where a high standard of chemical safety is achievable.

When applying suppression herbicides the kikuyu should be 10 – 15cm high so as to provide sufficient green foliage for the herbicide to be effective but will not shade out the emerging ryegrass seedlings. If kikuyu recovers during ryegrass establishment a light grazing can be valuable to remove the kikuyu leaves and allow light to the ryegrass seedling.

Figure 1: Change in kikuyu groundcover (%) with time following the application of glyphosate and paraquat based herbicides.

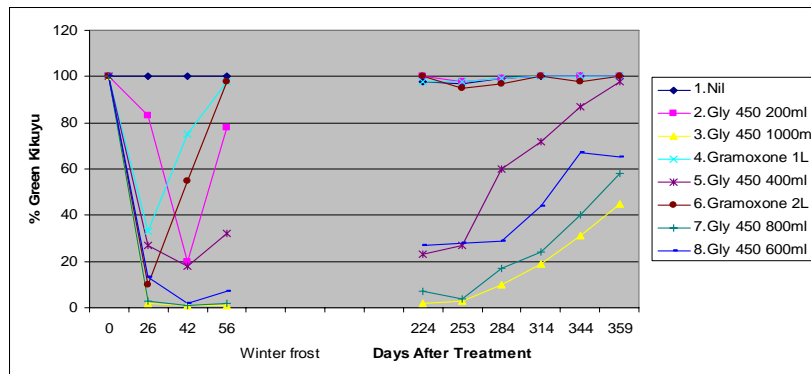
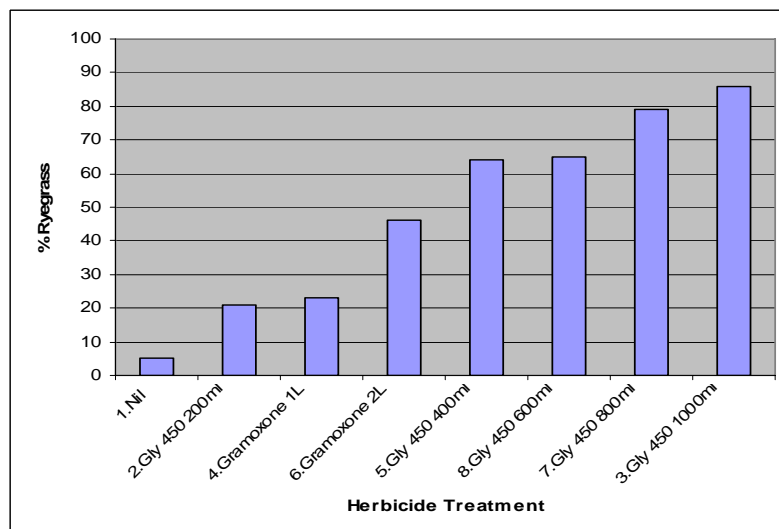


Figure 2: The effect of herbicide rate and type on ryegrass establishment.





## HAY AND SILAGE FEED QUALITY COMPETITION IS ON AGAIN

Neil Griffiths

District Agronomist, Tocal

Following the great success of dairy farmers in last year's NSW Hay & Silage Feed Quality Competition you will be interested to know that I&I NSW and the NSW Grassland Society have organised the competition to run again in 2010. **SEE ENTRY FORM NEXT PAGE** or go to [www.dpi.nsw.gov.au](http://www.dpi.nsw.gov.au) and look up the silage page.

Sponsors are again offering \$5,000 worth of prizes to winners of 8 possible awards and the NSW Feed Quality Service has discounted their prices even more than last year to encourage all producers to participate and get a better understanding of the feed quality of the hay and silage they produce.

Results of early entries will be sent out at the end of each month or you can pay the normal price if you need results in 3–5 days. The awards will be presented at the NSW Grassland Society annual conference to be held in Dubbo at the end of July.

### Conditions of Entry

- Awards will be based on feed quality analysis results from the I&I NSW Feed Quality Service with emphasis on metabolisable energy and crude protein.
- Samples must be representative and must come from commercial lot size intended for feeding to animals. Minimum lot size 5 tonnes of product.
- Samples must be of forage (hay or silage) conserved and/or fed in 2009/2010.
- Limit of 4 entries (samples) per farm or producer.
- Samples (approx. 500g) are best sent using a Post Paid Feed Quality Service sample kit available from I&I NSW. Silage should be frozen in plastic bag then wrapped in newspaper before posting early in the week. If you don't have a green FQS bag, samples can be posted early in the week to: Feed Quality Service, DII NSW, Locked Bag 701, Wagga Wagga NSW 2650 Phone: (02) 6938 1957 (lab).
- It is desirable for all entrants to keep photos and an example of entries until after awards are announced.
- Winners agree to co-operate with the organisers (I&I NSW & Grasslands Society of NSW) to conduct relevant field days, press and media following the awards.

We thank sponsors of these awards:



- Pioneer Hi-bred Australia
- NSW Feed Quality Service

**\$5,000 worth of prizes**



# HAY AND SILAGE FEED QUALITY COMPETITION

Name: ..... Business name: .....

Postal address: .....

Phone: ..... Fax: .....

Email: .....

Property address (if different): .....

Property Identification Code (PIC): .....

Sample details:  Hay (\$39.88)  Silage (\$66.48) Bale or pit size: .....

**Note:** You must enclose a cheque made payable to Department of Industry & Investment NSW

**Crop/pasture description (1 only)**

**Details/varieties**

- Winter/temperate pasture .....
- Summer/tropical pasture: .....
- Winter crop: .....
- Maize: .....
- Other summer crop: .....
- Lucerne: .....
- Other: .....

**Harvest:** Date: ..... Growth stage/maturity: .....

Machinery used to mow/bale/harvest etc: .....

Storage method/facility: .....

Additives applied at harvest: .....

Quantity stored: .....

Time from mowing till harvest or storage: .....days

**Payment Authorisation** (must be completed)

I hereby authorise Department of Industry & Investment NSW to test the sample I have identified according to the above details as an entry in the 2010 NSW Hay and Silage Feed Quality Competition. I have enclosed a cheque for \$\_\_\_\_\_

I accept that the judge's decision will be final and will not be challenged.

**Name:** ..... **Signature:** ..... **Date:** .....

Test results and findings may be provided to authorised staff and used for statistical, surveillance, extension, certification and regulatory purposes in accordance with Departmental policies. The information assists disease and residue control programs and underpins market access for agricultural products. The source of the information will remain confidential unless otherwise required by law or regulatory policies.

**LABORATORY USE ONLY**

Date received:	Accession number:	Accessioned by:
Samples checked:	Total number of samples:	Testing authorised:

**Closing date: 9 July 2010**



# PEOPLE MANAGEMENT

Dairy  
Australia  
Your Levy  
at Work



The People in Dairy

## EASY WAY FOR EMPLOYER TO TRACK IR CHANGES

Excerpt from The People in Dairy

Substantial changes to Australian industrial relations laws came into effect on 1st January 2010 under the new Fair Work regime. The People in Dairy program has done the hard work for dairy employers by incorporating the impact of these new laws into the resources available on The People in Dairy website.

Program Leader, Dr Pauline Brightling, said The People in Dairy website includes template agreements and contracts, checklists and other resources, which have been updated to account for the new laws, and to make the task easier for dairy employers.

For the agricultural sector, there is now only one federal award called the Pastoral Award 2010 which applies to all national system employers. However this award will not apply to some employers until 1 January 2011. State awards will continue to apply to employers who were bound by a state award as at 1 January if they do not run their business with a company structure.

From 1 January 2010, there are only two different systems of industrial/employment laws in Australia. All of the states and territories except Western Australia are part of the federal industrial relations system. The state systems will no longer apply to industrial relations in the private sector.

"This is because all of the states except Western Australia have handed over their powers to make industrial laws to the federal government," said Dr Brightling.

The federal industrial laws lay down a set of ten minimum standards, called the National Employment Standards (NES), which apply to all employees as a minimum regardless of whether they are covered by an award or a workplace agreement, including those workplace agreements entered into before 1 January 2010.

The NES are maximum weekly hours of work; requests for flexible working arrangements; parental leave; annual leave; personal/carer's leave and compassionate leave; community service leave; long service leave; public holidays; notice of termination and redundancy pay; and the Fair Work Information Statement.



*The People in Dairy program has done the hard work for dairy employers, by incorporating the impact of new industrial relations laws into the resources available on the web.*

## MINIMUM SHIFTS FOR CASUALS & PART TIMERS

Excerpt from The People in Dairy

If you are already using the Pastoral Award 2010, be aware that there is a minimum engagement of **3 hours** for casual and part-time employees. For part-time employees the award specifies that the employer must roster the employee for a minimum of 3 hours on any shift. For casual employees the award specifies that on each occasion the casual attends for work they are entitled to a minimum payment of 3 hours' work.

This means that if the employee is doing two milkings per day each milking must be paid at a minimum of 3 hours. You cannot add them together to make up the 3-hour minimum.

Employers should be aware that paying less than the 3 hours would be a breach of the award and render them liable for back pay and penalties for breach of the award.

For more information and links to relevant legislation, visit [www.thepeopleindairy.org.au](http://www.thepeopleindairy.org.au).

## COMING EVENTS

Proposed Topfodder Silage courses for 2010:		Dairy Farmers Guide to Climate Risk Management	
May	25, 26 & 27 Casino	3 - 7th May	Day 1 in Hunter, Central West & Southern Highlands
June	1, 2 & 3 Tocal		
June	29, 30 & 1 July Tamworth	24 – 28 May	Day 2 in Hunter, Central West and Southern Highlands
August	17, 18 & 19 Tumut		
August	24, 25 & 26 Gilgandra		More details later
September	Finley and Wakool		

The cost of these Topfodder courses is now \$460 per person, however FarmReady will fully reimburse this cost to eligible primary producers (includes dairy farmers and most family or workers). Take advantage while this scheme is available. For more information or to register your interest contact your local I&I NSW office, phone 1800 025 520 or see [www.profarm.com.au](http://www.profarm.com.au)

## INDUSTRY & INVESTMENT NSW – PRIMARY INDUSTRIES – CONTACT DETAILS

<b>BEGA</b>	Ph: (02) 6492 1733	<b>KYOGLÉ</b>	Ph: (02) 6632 1900
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