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BEL GROUP CEO UPDATE

We have started 2015 with a real bang. There are new initiatives being rolled out across the business that are giving opportunities for people to grow their skills and recognise the good things that others are doing. We are also getting a technology and information management project underway which will take a wider look at how we use technology to support our business and how we can make information collection and use across the business more effective and efficient for everyone. Along with this we are still challenging ourselves on our employment conditions with likely changes for 2015/16 season being around how we assign houses and charge rental, and how we manage work over our 55hr week target.

END OF YEAR RESULT ON TRACK

The Operations Team have forecast milk production for the remainder of the season, confirming expectations are to be within 1% of the originally budgeted 2.94m kgMS. The Milk Price plummeting to \$4.70/kgMS has resulted in a \$2.6m reduction in income from milk. Stock sales have been above budget, the price per head received for cull cows and bulls has driven this, and this has meant total income is forecast to be \$2.2m down on budget (set at \$7.00/kgMS milk price).

Farm expenditure to year-end has been forecast 4% down on budget, \$690k. We will have to keep focused on our good ideas to spend less each day to achieve this forecast.

The end result is an operating surplus from which we can service debt and complete capital

investment of \$2.20/kgMS against our business target of \$2.50/kgMS. This is a good result which our On Farm Team is to be congratulated for, as containing on-farm costs to budget is a big part of this number.

WELL DONE ASHTON

I would like to thank the Ashton team for their excellent initiatives and focus on efficiency on farm. This team, led by Doug Dolan, has developed a list of good ideas for how they can reduce day-to-day spending on farm. One of these ideas was to look out for, and pick up things, they found around the farm. In one month they have retrieved \$2,700 worth of items (like walkeze blocks, leg bands, fence standards and reels) that they can re-use. Reynor Niegos won the first round of savings with a personal total of \$1,900 and Doug has said thanks to him with a fishing trip.

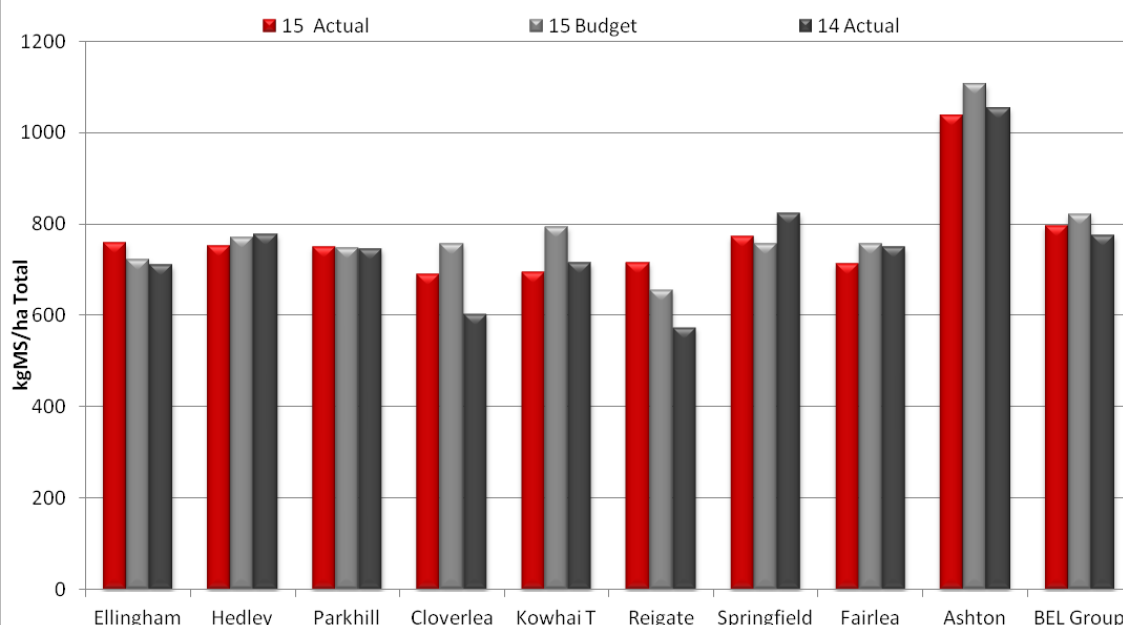
INDIGO HEIGHTS

The Dairy Support Team take over the new farm, Indigo Heights, on 5th February. This 290ha property will be used for youngstock grazing, wintering dry cows and growing maize and cereal silage feeds for the dairy farms. This winter we will be 100% self contained for our winter dry cow grazing and we are also now 100% self-contained for maize silage and cereal silage feed requirements in dairy support and on our dairy farms.

SECONDMENT WORKING

In January the Operations Team put into place a secondment programme that has seen an opportunity for Managers to take on different roles and

BEL GROUP YTD MILK PRODUCTION KGMS/HA



budget until May and is making some great progress on the bigger projects that are to be completed before May. The biggest of these is the build of the new houses at Longrow and Reigate. These houses, three in total, will ensure we are better able to accommodate families on farm.

FEBRUARY BOARD MEETING

Our BEL Advisory Board is meeting in Waipukurau on 11th and 12th February. The focus of this meeting is taking a longer look at BEL Group. We involve a wider group of people including our professional advisors and the trustee's of the Barry Family Trust and Peter Barry Estate. The meeting will consider what BEL Group wants to and doesn't want to do, when we look forward 5 and 10 years. This will then be narrowed down to what we need to be achieving in the next two years. From here we set our goals that the Leadership and Operations Teams then use to finalise the budget and operational plan for next year.

LEADERSHIP TEAM -WHY DO WE DO WHAT WE DO?

In late January we had a leadership team planning session facilitated by David Todd, who you will know as the MC from our BEL Management Awards. Toni G, Campbell C, Rachael R and I spent an evening with Hamish Whyte from Furnware which was fascinating. Hamish has grown an internationally recognised business leading the world in the design of educational furniture for schools (with the business based in Hastings). He shared his philosophy on people, performance and business success with us. This fed our question "why do we do what we do at BEL Group?"

The next day we spent time talking about this question, talking through the Barry Family journey, and it became apparent to us that at every junction the Barry Family had always chosen the option that enabled them to support good people; decisions that made sure the business was here for the long haul because this was important for the people BEL Group employed, the people BEL Group does business with, and the wider community of CHB. From this we have reviewed our performance plan. This performance plan, which grows from the focus of "investing in OUR community", will be presented in draft to the February BEL Advisory Board meeting. The word OUR is important as it represents firstly OUR people and OUR team, then OUR suppliers and then the schools, community groups and wider economy of the CHB that our business supports.

FIVE IDEAS

The "leading for shared enterprise" project team that completed their initial work in December and came up with those five game-changing ideas for BEL Group to become a better place to work, where people enjoyed coming to work, and were able to give their best.

1. Take care of the little things

The first commitment that I've made in this area is the standard we operate to as a Leadership and Operations Team is "Delivery On Time and To Standard". This is going to take some change, effort and focus but the result will help us look after the little things.

2. Know what people are thinking, feeling and saying

We have already completed work that has helped us gain a better idea of what you are thinking, feeling and saying and have made some changes to plans as a result of your feedback. An example is moving the BEL Awards evening to May and changing this from the "management awards" to include all BEL Awards and therefore all of our staff team.

Other things we already do but are focused on doing better are:

- On-farm team reviews of seasonal events.
- Keeping on track feedback.
- Monthly BBQ lunch.

3. Valuing the different skills, experience and cultures of our people

There are several ideas being developed to help us firstly understand the range of skills and experience that we have in our team and secondly to provide opportunities to use these skills and different approaches to things that our different experiences and cultures provide.

We will be doing 'profiles' of people in our newsletter so that you get to hear about others in our BEL Group Team. We are also looking at how we can build a skills database where you can register skills you would like to offer for use or skills/experience that you are looking to develop.

We are also identifying different projects we are looking to complete and trying to match them to different people to give them opportunities to use and develop their own skills. An example is Sampath Gamage, at Springfield, who is going to start our project creating an "on farm risk matrix" capturing potential big risks/crisis that could occur on farm and what our responses will need to be to manage these situations.

Toni has also led the implementation of the "Being Your Best" awards which give you the opportunity to recognise the good things that others around you do. At our first BYB presentation we gave out 7 awards which was a great start to this initiative.

4. No bad apples

This idea was about making sure the people employed in BEL Group had good attitudes and were team players. With recruitment for the new season starting to get underway we have been looking at how we can do better at making sure new hires have a good fit with our BEL Group values. Toni has come up with the "Refer A Friend" idea that has been implemented. We have already had 2 hires made from people that you have referred to BEL Group so we are looking forward to the positive impact of this approach to recruitment.

5. Family feel to our family business

This idea was about creating opportunities for our families to participate in our daily life at work and in BEL Group. We are working on ideas about how we can support your children and partners being involved in your day at BEL Group, while still ensuring that we are doing this safely and in a way that is compliant with the various safety regulations that we need to meet. We look forward to introducing some new initiatives in this space.

THE NEXT TWO MONTHS

February to April is a busy time across the entire business. We are planning for next season, doing budgets, recruiting for next season, completing performance and salary reviews as well as keeping the business ticking along as usual.

Please talk to us at our monthly BBQ lunch, let us know any ideas that you have to be better at what we do or tell us what you are seeing that is working well.

Your own performance review will be here before you know it. Take the time to review your year and think about what you would like to do in the new season. Talk to your Manager, make a plan with them and make sure this plan is written down in your Keeping On Track. This will help us as a business to help you achieve your goals - it will help us invest in you.

Justine Kidd CEO

BUSINESS MANAGER UPDATE

Welcome back everyone to 2015! A busy time for the Business Services team with a number of initiatives having been rolled out and quite a number more in the pipeline to deliver. This is combined with our annual plan activity to finalise farm management plans/budgets for 15/16, on farm recruitment, housing inspections, advisory board meeting preparation, and BEL Group awards planning... just to name a few. January also saw our own Holly Gough on leave for two weeks, returning as Mrs Holly Price. We wish Holly and Adam all the best for their future together.

Last week I had the opportunity to meet a number of key dairy industry players with the ASB bank conference held in Waipukurau. A field trip was made to our Ashcott Road and Ashley Clinton properties and the feedback from the group was extremely positive; not only in terms of Justine's leadership, but also in terms of our business systems, focus on continual improvement and most importantly our focus on our people (Our First P) and the initiatives that have commenced to put our people first.

PEOPLE AND LEADERSHIP

It has been gratifying to see such great responses to our two new initiatives 'Being Your Best' and 'Refer a Friend' last month. Our BBQ at Longrow saw us deliver BYBs to the following people: Bong Mugot; Darryl Palleon; Holly Gough; Nikki Johansen; Jim Barnes; Peter Kroot and Paul Hopkinson. Well done to you all for demonstrating our BEL Group values. We look forward to seeing further nominations over the next month.

Our 'Refer a Friend' scheme has also been well received with our first referral being made in the first week and hired a week later! Keep your referrals coming in as we enter the dairy recruitment season – our vacancies are on the BEL Group website and should your referral be successful then you could have an extra \$500 in your back pocket.

In January we implemented some changes to our Operations team. This secondment approach has seen an opportunity for Managers to take on different roles and grow some different skills until the end of this season.

Paul Phippen is looking after the Capital and R&M programme of activity and is making some great progress on these projects (both large and small), that are to be completed before May. This is about ensuring we deliver on the initiatives we said we would, following last year's payout and our investment back into the business. Mike Oakly has stepped up to assume operations management responsibility for Parkhill and Cloverlea farm as well as Reigate; Doug Dolan has added Springhill to Ashton and Fairlea, and Campbell has relinquished his operational management responsibility for Reigate and is supporting Kowhai Terrace. The change has been a really positive one and I thank you all for your commitment and enthusiasm in supporting the change and opportunity for us to expose our team members to these development opportunities.

CONTINUAL IMPROVEMENT

The "Continual Improvement" focus of our information management and technology is my hot topic at the moment. My initial focus will be on how we gather our information on farm, how that information is delivered to Business Services and others, and how that information is used to make informed business decisions at all levels through our business - from Farm Management, Operations Management through to the Leadership team and our Advisory Board.

Step one of this initiative is a discovery phase where I have initiated

the support of a chap called Peter van de Merwe to support this review of our business. Peter has extensive experience in process redesign and productivity improvements and will look and assess the time it takes, the quality of the information, how we deliver that information and what decisions we make from it.

The overall goal is to improve our information management processes - to increase the quality (Right First Time) and reduce the time and make more our processes more efficient. Once we have completed this discovery phase we can make recommendations on how to do it better, and review how technology will play into this for the future.

For those of you that will become involved with this discovery phase, please get engaged and provide feedback – this is a great opportunity for you to help us Continually Improve.

FARM MANAGEMENT PLANNING AND BUDGETS

The last few weeks have been booked pretty solidly working with Rachael Riddell, Operations Managers and Farm Managers to review the farm management plans and budgets for FY15/16. Our primary focus is achieving our \$3.50 of operational expenditure next year on each farm, and I am delighted with the ownership that our Farm Managers are taking this year in digging deep into the detail and coming up with solutions to simplify their plans to achieve our targets for the year.

Remember our farm system is set up to do 300 – 330kgMS/cow at 3.2 – 3.5cows/ha which makes the objective of 1000kgMS/ha at \$3.50/kgMS operating costs entirely possible.

- We do this so that our business is profitable and can service all of its debt at a milk price of \$5.00/kgMS.
- When milk price is above this, we firstly direct profit into debt repayment and above a milk price of \$6.50/kgMS we direct profits into upgrading on-farm resources (like what we are doing this year with the profits from last year).
- When milk price is below \$5.00/kgMS we have to find other solutions to manage our cash-flow. Our strategies to grow our Dairy Support business and the use of export heifer markets are a couple of examples.

WORKPLACE SAFETY

A busy couple of months ahead of us, with Jude working with HazardCo to overlay some really simple and effective tools into our current WorkPlace Safety system. We expect these initiatives will provide you simple ways to better integrate safety into your day to day business on farm. HazardCo will also support us with the training of the new systems and material over the next two months. Lookout for the updates from Jude and in the meantime please make sure you are completing all documentation that includes accident reporting, near miss reporting, training registers and hazard identification and associated actions to minimise hazards.

We are seeing a trend with motorbike accidents where people are falling off due to hitting hazards in the paddock. Please ensure paddock Warrant of Fitness's are part of your job lists to reduce the instances of this occurring.

IMPORTANT: Worksafe New Zealand are focused on the farming sector and are currently undertaking site inspection

tions, without notice, in our area. Their focus will be to re-view your current health and safety practices and documentation for compliance purposes. If you do have a visit from Worksafe please contact Jude Jamieson or myself upon their arrival. The Worksafe inspectors have the authority to put prohibition notices on faulty equipment, issue warnings and issue fines for breeches of the Health and Safety Act. These powers of authority not only relate to BEL Group as an organisation but also can apply to you as an individual. If you have any questions please contact Jude Jamieson.

COMING UP

As Justine discussed in her section, we have a busy time across the entire business for the next few months. Don't forget we have the BEL Group Awards coming up in May. Have you thought about these awards as an individual? Are they being discussed at your farm team meetings or with you and your manager? What award do you want to win? What plan have you in place to win the award? Bring it up at your next team meeting or 1-2-1 with your manager. Get a plan in place and let's get the competition started!

Toni Goodlass
Business Manager

FINANCE MANAGER UPDATE

BEL Consolidated Update and Forecast

To date, total milk production to the end of January is 3% below. The Operations Managers have all revised their farm milk production budgets which will see BEL Group come in within 1% of the original budget - the new total being 2,917,772. Officially, the milk price is currently set at \$4.70 for the 2014-15 season, however when we take into account the retrospective payments received this season, our year end forecast shows we are currently looking to receive \$6.53/kgMS. The biggest impact of this low pay out will be on next season, when we have just 60 cents of retrospective payments received over the winter months, combined with the front end of a break-even payout forecast payment (for BEL Group). Current indications are of a \$6.00/kgMS milk price for the 2015-16 season.

Animal Health continues to track under budget. We are expecting significant savings in this area due to unders on minerals and reproduction expenses. Bloat contingencies remain unspent and are also contributing to this variance. Calf rearing is beginning to track over budget. Again this year we had to purchase additional meal to support liveweight gains on tail end calves/yearlings, and overs on scouring calf treatments. Herd improvement is under budget due to savings on AB and ear tags.

The Operations Team committed to saving unders on the spring fertiliser and nitrogen applications which were not fully required due to favourable early season conditions. Subsequently, the BEL year end forecast is for significant savings in this area. Weed and pest budgets are well under, which is made up of winter spray activity as well as spot spraying. This is concerning to see, as despite cost savings in this area over winter, it appears that the planned spraying over summer may not be happening and is a risk to next season's production.

Irrigation and electricity costs are well below budget and are forecast to come in well under budget which is helping bring our total farm working expenditure down.

Overall, it appears the group has struggled throughout the season to keep to the farm management plans set in 2014. Early indications were of savings to be made in the areas of cropping, grazing and supplements due to an excess of feed. However all are now forecast to come in over budget, which was not the result we were hoping for when we set the farm plans. The 2015-16 budgeting round is currently underway, and it is hoped that the Group can use the current results to ensure that the plans for next year are solid and achievable.

Vehicle expenses in general have been well managed, and we are forecasting significant savings in this area. The saving is a result of motorbikes, utes and silage wagon servicing predominantly. Overall, we are forecasting a 5% saving on farm working expenses against the original budget, thanks to the efforts put in from the on-farm teams to watch spending and make savings on farm where possible. Our current year-end forecast is for \$3.80/kgMS for on farm working expenses (project and capital work has been removed and replaced with a status quo project spend) against our target of \$3.50/kgMS. Total operating costs are forecast to achieve \$4.77/kgMS, which is less than our original budget, but still shy of our \$4.50 target.

Capital and R&M Projects

Our Capital and R&M project list has 56% of projects remaining to complete. Paul has brought new enthusiasm and focus to this area and has a good plan to complete the remaining projects before the season end. It's been really exciting to see this area progress as we won't have the money banked next year to be able to complete any of these 'nice to have' projects which make BEL Group a safer and happier place to work. Next year's capital list will be focussed on compliance and work place safety requirements on farm. Our five biggest projects still to complete include our three houses spread over Paget Road and at Reigate, effluent projects at Reigate and Springfield, as well as the Paget Road water projects. There are also a number of new bikes, silage wagons and trailers etc that will be arriving on farm in the coming months.

2015-16 Budget Setting

Toni, Justine and I have been busy working with the Operations and Farm Managers to tidy up the Farm Management Plans drafted at the end of last year. This year, we made the decision to budget on \$3.50/kgMS in the Dairy Farm budgets and hold the contingency budget separate from this. This will make the monthly budget reports by farm easier to interpret, as any over will indicate that \$3.50/kgMS won't be achieved; and an under will indicate achieving <\$3.50/kgMS. Currently, coming in under budget on farm does not necessarily also mean that the \$3.50/kgMS target has also been achieved! We have been through one round of budget meetings already, and all farms have seen their first budget draft. Only one farm came close to the budget of \$3.50/kgMS on the first shot, so all had lots of work to do to identify additional savings. The current proposed changes include alterations to winter feed cropping plans on farms, herd testing and AB of heifers. The Business Services team is currently entering the changes and will pull out a second draft budget for round two of the Budget Meetings in early March.

Internal Control Audit – Phase Two

Phase two of the internal controls audit has been planned for March and will focus on the interaction between the financial

functions and the operational matters on the farms as well as processes in relation to stock control. David Goodall, from Staples Rodway, will be out on farm to lead us through this audit process. A number of farms will be randomly selected and he will need to come on farm, meet key people responsible for these activities, and discuss current procedures. The aim of the audit is to ensure that we are operating at best practice with regard to financial compliance and to increase efficiency and improve systems so they are the most practical they can be for on-farm teams. Any helpful ideas you have on how we could do this will be welcome.

Asset Register Audits

You may have already seen Nikki and Shane out on your farm. They have begun the process of auditing the fixed asset registers on farm. Throughout this process they are making sure our list is accurate, that items are numbered and that buildings are mapped to assist with insurance claims. The asset register is a key part of not only the BEL Group capital assets, but includes valuable information about servicing records and maintenance needs that feeds into our Workplace Safety Programme. So it is really exciting great to see this in action!

Rachael Riddell
Finance Manager

GENERAL MANAGER - FARMS OVERVIEW

Farming Our Weaknesses.

A fellow dairy farmer in the Waikato once said to me... "Farm your weaknesses to make your strengths stronger". For us in Hawke's Bay our major farming weakness is the summer dry. On farm dry conditions for this time of year are normal. Our current on farm position at the end of January is showing reducing soil moisture at lower than normal, and no significant rain is forecast. There is a risk of a normal summer dry turning into something more serious.

Pre-Christmas production is the key to our farming systems at BEL Group. High volumes of early season production enable us to mitigate the influence of the summer heat and dry that we are currently experiencing. Our target is 65% of our production to 31st December. As at that date, we were 3% behind our production budget. So to farm our weakness, the summer dry, we set our farming system up to perform in the spring and then maximize what grass growth does occur through the autumn.

Being organized....

It's seriously important to know what we are going to do during a high risk time of the year. Having a plan is THE key management tool to maximising profit and reducing stress in a dry summer. When it will rain is not easily predicted but a plan provides the framework to what decisions need to be made and when. A different plan will be required for an early summer dry than a late summer dry. A plan is essential to make sure that indecision or rash decisions are not made.

The plan needs to identify and document the key decisions re-

quired, which will include targets and trigger points (dates). The following needs to be included in a plan:

Summer Management Objectives:

(in order of priority from page 19 in our Policy handbook)

1. To milk a large proportion of cows through until the autumn.
2. To protect next season's production and reproduction by getting all mixed age cows to body condition score 5.0 (BCS) and ALL first and second calvers at 5.5 CS by 20th June,
3. To achieve maximum, profitable milksolids production for the rest of the current season.

Key Strategies

1. Have a farm specific summer management plan with defined trigger points i.e. cow condition, pasture cover, supplements available to action key decisions by specific dates.
2. Keep as many cows milking as practicable to make use of a recovery in pasture growth from autumn rains.
3. Feed supplements once significant autumn rains arrive. 150 kg DM /cow has been allocated.
4. Dry off cows on BCS criteria and calving date, in time for them all to get to BCS 5.0 at calving and for first calvers 5.5 BCS. Additional notes are also found on page 20 of the policy book.
5. Have a no rain/irrigation, final dry-off date, when the focus shifts from the current season's production to setting the farm up for the following season.

We then have some short term actions that give us some focal points to manage the start of the summer. Actions that are significant over late January and February include:

- We reduce stocking rate if necessary by culling or drying off. A good example here is our winter milk farms. Cows that milk through the winter start calving on the 20th March. If we take a farms like Fairlea, Ashton and Springfield, we dry off one third (1 cow/ha) of the herd in late January. This is a planned strategy to milk fewer cows through the summer. (Note - no cows are to be dried off without authorization)
- Reduce stocking rate by sending calves out grazing. Calves leave the dairy farms from the 15th January.
- Collect information so when the dry hits we have decisions already made:
 - Pregnancy test
 - Herd test
- Timing of feeding of turnip crops. Start feeding from 15th January onwards.
- Use weekly farm walks to monitor both farm cover and cow condition score.

Turnips a helping hand.

Barkant turnips are a palatable and energy rich feed which can help fill a feed shortage over the summer. On seven of our nine BEL dairy farms we grow and feed turnips as a summer feed supply option. A well-grown crop has the potential to increase MS/ha, as well as prepare the paddock for introduction of new clover and ryegrass cultivars.

When should Barkant turnips be grazed?

Barkant turnips mature 60-90 days after sowing. After 90 days the digestibility of the turnip may decline, reducing its feed quality. Begin grazing the crop from day 70 to make use of it while the quality is still good. Plan to have Barkant grazing completed by 100 days from sowing.

Turnips should be fed to cows *immediately after milking*. Turnips have the potential to produce a flavor taint in milk.

Feeding the crop off

Turnips are fed to cows by break feeding. Some helpful hints for feeding out include:

- Make breaks long and narrow, to minimize wastage by cows treading on the turnips.
- Fencing down the length of a paddock, rather than across the width, is the best.
- Some farmers expose two faces, by starting in the middle of the paddock, and moving fences out each way from there. This increases the area of face available, which gives the younger animals a better chance.
- Like all supplementary feeds, introduce cows gradually to your turnip crop. Offer a maximum of 2 kg DM/cow (approximately 2-3 m²/cow/day), in first five days.
- Increase feeding level gradually over the next five days, up to 5 kg DM/cow/day. Turnips should make up no more than a third of the daily ration.
- With good management up to 90% utilization can be achieved.

Milk production, pasture cover and liveweight gain

Milk production responses to feeding turnips have been measured on research farmlets and on commercial dairy farms. Milk production response to feeding supplements varies with each situation. The information presented here only gives an indication of the likely effect on immediate milksolids production and does not include potential carry over effects. A three-year short term feeding trial showed that feeding 4kg DM/cow of turnips in addition to 10kg DM pasture/cow daily in the summer and autumn significantly increased milksolids production by 24% (45g MS/kg DM crop) compared to feeding 12kg DM pasture/cow. Farmlet trials have measured responses of 36-43 g MS/kg DM crop in the summer and 50g MS/kg DM crop in the autumn. Trials on commercial farms have shown responses of 42g MS/kg DM crop over the summer and autumn.

Feeding

Pasture substitution (the decrease in pasture dry matter intake when 1 kg of DM crop is eaten), for summer and autumn feeding of 4kg DM turnips was 0.37 kg DM per kg DM crop. Pasture substitution can reduce over-grazing of pasture in the summer months, hence greater pasture longevity and earlier autumn recovery. If the extra pasture saved is eaten before autumn rains cause rot down, then this substitution can result in beneficial carryover effects - extra milksolids and liveweight gain.

Animal Health

Milking cows can lose condition when eating turnips if pasture is short. The extra protein in the turnips can lift milk production at the expense of cow condition. At BEL Group we aim to feed turnips on top of a high intake of grass. Our goal is to use nitrogen with rains in December to lift pasture production. Bloating has been reported in cows grazing turnip crops. Drenching, or grazing cows on turnips after they have eaten some grass, are ways to overcome this. Rumen acidosis can occur if turnips are introduced too rapidly. Introduce them slowly over 5-7 days to allow rumen microbe populations to adjust.

Watch out for individual animals that do not eat turnips or have skin sensitivity to larger turnip intakes. If you are seeing any issues report this back to your farm manager or your operations manager who will contact our vet.

Few other animal health problems are observed.

Campbell Chard
General Manager—Farms

BALLANCE

Leaching of Nutrients in the Soil

There is a lot of misunderstanding regarding the loss of plant nutrients from the root zone through leaching. The nutrients most likely to leach are nitrogen (in the nitrate form), sulphur as sulphate, and potassium.

There are three major factors that affect leaching. As the rate of nutrient applied and the amount of drainage through the soil increase, so does leaching loss. Soils with lower ability to retain anions (measured as anion storage capacity for S) and cations (measured as cation exchange capacity for K and N in the ammonium form) are also more prone to leaching losses. Therefore soil type has a large amount to do with potential nutrient leaching.

I will use two examples to illustrate the extremes of nutrient leaching:

Firstly the dairy cow urine patch in which most of the K and about half of the N and S excreted from the cow are deposited. Urine patches contain about 800 kg N/ha, 200 kg K/ha and 100 kg S/ha, and all of them in a potentially leachable form, are deposited in a small area. Since the soil cannot retain these high rates, when drainage occurs, significant proportions of these high nutrient contents will be leached from the urine patch. These losses comprise 200-400 kg N/ha, 50-100 kg K/ha and 25-50 kg S/ha.

Secondly a typical fertiliser application of 50 kg N/ha, 50 kg K/ha and 30 kg S/ha. Because these rates of nutrient application are much lower than for a urine patch and most soils have the ability to retain a high proportion of them, nutrient loss from leaching is much lower and not significant. The most susceptible scenario is when superphosphate is applied in autumn, and sulphate-S lost over, winter when drainage rates are high and pasture growth and uptake low.

The message is that generally nutrient leaching losses from fertiliser are low and they mainly occur from urine patches.

James Parsons—Ballance

Economic Update

ASB

Global Dairy Trade Auction

BABY STEPS:

- Overall dairy auction price rise points to tentative price recovery underway.
- With key NZ product WMP highlighting the overnight price rise.
- Meanwhile, we flag the risk of dry conditions worsening and putting upward pressure on dairy prices.
- We hold steady our 2014/15 milk price forecast at \$4.70 per kg of milk solids.

Dairy prices are showing tentative signs that a recovery is underway. Overall dairy prices have posted three consecutive rises, recording a 7% price lift over this period.

While encouraging, these price lifts are small and have a long way to go. In particular, large auction volume decreases have been necessary for prices to find a floor and then start on the long road to recovery.

Importantly, global production and export growth of key product WMP is slowing. Over time, this slowing in growth will further support NZ dairy prices. On the demand side, however, things remain weak. Consumer sentiment remains at a low ebb in China. Meanwhile, low oil prices will lower incomes in oil-producing countries and with it demand for dairy products.

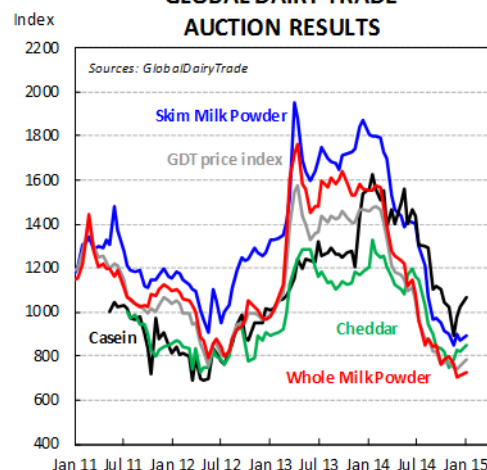
With our expectation that dairy prices will rise over 2015 already built in, we hold steady our \$4.70/kg milk price forecast for this season. Beyond this season, we remain broadly positive on dairy prospects. Farmers will respond further to this season's lower milk price by slowing their production. And as this happens we also expect demand to firm, particularly as the Chinese economy perks up, eventually aided by lower energy prices. With this in mind, we expect the 2015/16 milk price to rebound to around \$6.00/kg. But for now, the baby steps are likely to continue.

Lastly, as we get further into the NZ summer we flag the risk of current dry conditions worsening and putting upward pressure on dairy prices. However, it is still early days, making it a case of watch this space.

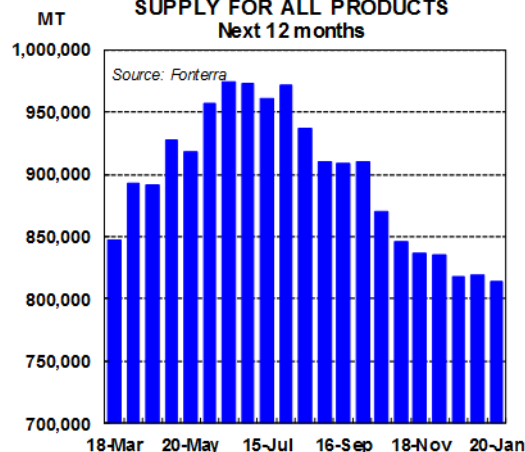
	2014/15		2015/16	Long Run
	Fonterra	ASB	ASB	ASB
Milk Price*	\$4.70	\$4.70	\$6.00	\$7.00

* per kg of milk solids (excluding dividend).

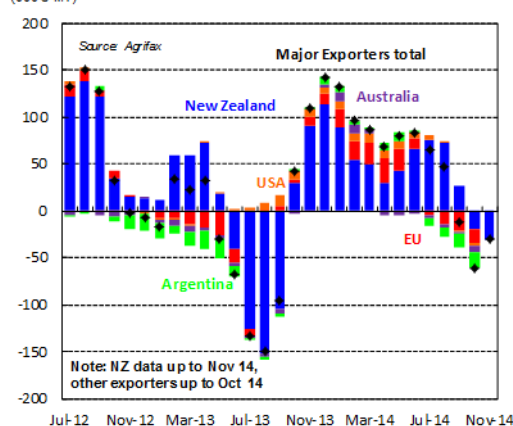
GLOBAL DAIRY TRADE AUCTION RESULTS



FORECAST TOTAL DAIRY AUCTION SUPPLY FOR ALL PRODUCTS Next 12 months



WMP EXPORTS BY MAJOR EXPORTER



BEL PEOPLE

Here is the first instalment of our staff profiles. Each newsletter, several staff (picked at random), will be asked to fill in a set of questions and to submit a favourite photo. So get ready, next time it might be you! Enjoy this edition's people...

Amanda Pottinger



1. **Position - what do you do at BEL Group?**
Business Assistant to Operations Manager (Doug)
2. **Time with BEL Group:**
Since the start of 2015
3. **What were you doing before coming to BEL Group?**
Massey University – Studied Agricultural Science
4. **What are your hobbies/interests?**
Fishing, Horse Riding, Hockey
5. **Where is your place of birth?**
Masterton
6. **What dream you would love to come true?**
Marry Josh Duhamel
7. **What is the craziest or worst job you have ever had?**
Working at the Karaka yearling sales, assisting a vet, scoping horses that were worth millions of dollars
8. **Which 3 people (dead or alive) would you most like to have dinner with, and why?**
Ashton Kutcher – because he's hilarious
Michael Jackson – would be so interesting
Albert Einstein – why wouldn't you?
9. **Something no one at BEL Group knows about me is...**
I have five horses, four of which I ride every day before or after work
10. **The coolest thing I have ever been part of was...**
NZ Eventing (horse riding) squad - great group of people, coaches and everyone gets on really well. Regular trainings that are intense but learn a lot and have lots of fun.
11. **My unusual talent is...** *the limbo*

Ian Wessels

1. **Position - what do you do at BEL Group?**
Assistant Herd Manager
2. **Time with BEL Group:**
3 months
3. **What were you doing before coming to BEL Group?**
Helping hand on a bee farm (for Mum's boyfriend)
4. **What are your hobbies/interests?**
Surfing, cooking
5. **Where is your place of birth?**
South Africa
6. **What dream you would love to come true?**
Have a strong family and be successful in life
7. **What is the craziest or worst job you have ever had?**
Worked as a chef at a gourmet restaurant doing 300 rotating tables per service in December. Never experienced so much stress in my life.
8. **Which 3 people (dead or alive) would you most like to have dinner with, and why?**
Kelly Slater—pro-surfer
My cousin who has passed away—what a legend
Gordon Ramsay—so he can cook me some food. Wouldn't really be interested in what he has to say—I want that meal.
9. **Something no one at BEL Group knows about me is...**
I used to represent Hawke's Bay in the NZ Culinary Fares (making food) and I also won Surfing Scholastics in NZ.
10. **The coolest thing I have ever been part of was...**
NZ A surfing team that went to Madagascar to shoot a film.
11. **My unusual talent is...** *cooking; surfing*



Sam Barry Racing Update — 2014 ends on a high note



Sam had an amazing round at Pukekohe. Quite possibly now his favourite track. Although his weekend started out not so flash with a couple of average practices and then poor results in the Qualifying things really picked up as we got into the serious Race points. Race 1 on Saturday afternoon



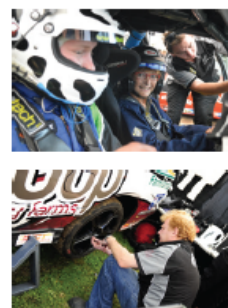
Sam started in P7 and raced really well to finish in P4. Race 2 on Sunday morning saw Sam start in P4 (this being a reverse grid) Soon after the start he had moved up to P2 and he stuck really close to the back of the Mitre 10 Trade ute of James Huggi Urquhart waiting for an opportunity to bounce. That opportunity appeared so Sam darted past Huggi and held onto P1 to take the chequered flag 2 laps later. On his incar radio footage you can hear a well-deserved and delighted "woohoo" from him. This being his first race win in the utes so an exciting moment for all involved. Going into Race 3 on the Sunday afternoon Sam was aware he was currently sitting in 3rd position overall in the championship.

Game plan time..... The idea was not to do anything silly and risk a DNF. He had a shocker of a start (from P3) and dropped straight away back to P5. While he stuck up close behind the utes in front of him waiting for a chance to capitalise sadly that opportunity never occurred although he drove outstandingly well and kept the pressure on those utes in front. He finished that race in P5. No damage for the weekend! Unbelievable.

At prizegiving that night Sam was officially named 3rd in the Championship and Top Rookie for 2014.

Many thanks to Paddy our Racecar Engineer for his assistance all year and to Uncle Dave, Nikita and Mum. Also to the great Sponsors who consistently show their support for Sam's racing it is all very much appreciated.

The 2015 Season starts again on March 6-8th in Timaru.



DAIRY OPERATIONS TEAM UPDATE

ASHCOTT ROAD & SPRINGFIELD

The dry summer is in full swing down here on Ashcott Road. The river level is low and the river pump has been off since early January, meaning soil moisture levels are low. On Ashton we dried off 320 Autumn cows on the 28th of January and we will milk 450 through till the 12th Feb. This means there will be 19,000 more cow days than budgeted. Production is starting to track ahead now with FWE still under. We have had a successful on-farm competition to find walkeze, leg bands and pigtails which netted \$2,700 worth of product in the first month.

Fairlea had 200 Autumn cows still milking on the 28th of January, with mating all over and PDs being complete. Production is still behind, but we plan to make it up in the Autumn, depending on river flow. The barley has been harvested at 8t/ha with 351 bales of straw.

On Springfield, all autumn cows are dried off and waiting to go grazing whilst the spring herd have started on the turnips. Production is slightly behind budget currently, but looking on track to come in on budget. The covers are looking good on Springfield despite the dry summer.

We have had some new friendly faces with three Germans, who couldn't wait to get their hands dirty, working as casuals on Fairlea. Toto has moved from Ashton to Fairlea to fill the Manager's Assistant position and is working well. Rachel Hartlaub, an American Intern, has also started on Ashton and is adjusting and learning very quickly.

There have also been a number of staff taking annual leave and having a well-earned holiday during January. However, the rest of the team is working really well to get the necessary tasks done.

Doug Dolan
Operations Manager Ashcott Road

ASHLEY CLINTON

As I write this newsletter, Hawke's Bay summer dry is starting to bite in Ashley Clinton. We have had a good run so far this season with 140mm of rain since mid December; this enabling us to keep feed in front of the cows and milk in the vat. Hedley is slightly behind budget but Ellingham is storming ahead. Summer crops have been started with yields better than first expected, ranging between 11-13 ton/Ha. This will allow us to keep good number of cows in milk in this dry period.

First round PDs have been completed and once again Barry Farms are leading the way – 73% and 74% in calf at six weeks. There was some good bull management on both farms which went a long way in achieving these results [next year our target will be 80%]. Second round of PDs will be mid Feb, so fingers crossed.

The majority of calves are off farm and gone to their grazing blocks. Disappointing weights were recorded at Ellingham (35% under weight) so that's going to put some pressure on the farm and also Pete. We have just started to PD the R2s. Results for those will be in the next newsletter.

It's getting dry, we have a plan [read your policy book]. Stick to the plan and we will get through.

Anthony Williams
Operations Manager Ashley Clinton

DAIRY SUPPORT

The dry weather conditions are starting to show on the lighter country with the heavier country still hanging in there. All the barley silage has been harvested with an impressive average of 10 ton/ha - showing what you can do when you plant and harvest to weather conditions.

The weaner heifers have started to arrive for grazing from Ellingham, Cloverlea, Parkhill, Kowhai and Hedley, with the rest due shortly. Pregnancy testing of the R2 heifers and C/o cows to start this week.

Pete Kroot
Dairy Support Manager

PAGET ROAD

Kowhai Terrace

The overall feed position for Kowhai Terrace is tight. The grass cover is 1700, milking 574 cows on 170 effective ha. We are feeding turnips and anticipate these lasting until early March. New effluent pipes are up and running, bulls are off the farm, and we have fixed up most of the posts that the bulls have broken! We are running a 12-on 2-off roster and have a person on leave throughout late January through to early February. One hundred and twenty calves have left the property and 23 are about to exit at our next weighing. We do appreciate all rains and welcomed the 15 mm on the 29th of January.

Longrow, Parkhill & Cloverlea

Mating is over and all bulls are off farm. Calves have been weaned, drenched and weighed and the bulk have gone out to grazing. It's been a little dry of late and the covers are low but quality of feed is high. Cows are in good condition and are still milking at more than a milk solid per day. We have started feeding the turnip crops and hopefully this will hold milk production. Yields are below what we would have liked due to the wind and dry conditions but we shall ration them out to last into March. Still a lot of production to get this season!

There are pegs in the ground at Parkhill ready for the new houses to be erected. Jared has moved into his role at Cloverlea as Farm Manager and I look forward to working with him more during my secondment as Operations Manager.

Reigate

Summer has arrived bringing hot days and the need to watch out for water leaks. Production is running 9% ahead of budget, and plenty of cover means all the calves are still on farm with 80 of Fairlea's autumn calvers here to help clean up for a month. Cows are into the turnip crops, weighing out at 8.3ton/ha, and loving them.

Staff have all had a break over the Christmas/New Year period, with Daryl Spooner just coming back from Australia. Unfortunately we will be saying goodbye to Holly for a while as she is expecting. Congratulations to Holly and Brandon. We wish you all the best. Hopefully Ian will be rejoining the team again in mid Feb when he gets back from Thailand.

Building work has commenced at 379 Snee Road on 'Holly's house'. The painters have started at 615 Snee Road 'Darryl Pallesen's house' and will move onto Holly's, so this will give Reigate a real face lift. The effluent project is due to get underway any day and hopefully will be completed by the end of the season.

Mike Oakly
Operations Manager Paget Road

BEL GROUP & THE CHB SPCA

BEL Group recently became principal sponsor of the CHB SPCA and now have our logo on their vehicle. Give them a big wave if you see them around.



Tractor Training at Longrow



Happy New Year....

I don't know about you, but I like the opportunities presented by a New Year... I know it's not PC to have New Year's resolutions, rather we should have resolutions that we put in place at anytime; but I find that in the hustle and bustle of work, family and life in general, the New Year does provide a deadline (false or otherwise) when we are encouraged to take a break and gain a new perspective.

This year I am being brave and have made two New Year's resolutions that I shared last time I was down with the Development and Manager teams. I'm going to stop swearing ('YEAH RIGHT' I hear you all say) and start sleeping more (those who know me well say an even bigger 'YEAH RIGHT' to that one).

The thing I think about New Year's resolutions is that they are like any other goal... if you say it and share it you're more likely to get there. And like anything else in real life, the pathway to the destination is rarely a straight line and chasing perfection in a journey isn't the point, the goal is, and doing your best to stay on the path that will get you there.

The purists amongst you will notice that my New Year's resolutions aren't SMART – they are not (all of) specific, measurable, achievable, realistic and time bound – they may not even be more than three or four of these things, but they are aspirational and they are things that I want to do... so I'm going to put my best efforts into getting there.

So having shared these with you I'm hoping that you will at least use the start of the New Year to reflect on what you want to change. A critical part of that is that good resolutions are about you and the things you can control.

So, have a think about what you can control that you want to change, tell a friend (or lots of them) and give it your best shot...

And if you're feeling brave, ask Toni Goodlass what her New Year's resolution was – someone you know may be able to help!

Lee Astridge—No8HR

Along with the usual BBQ fare, the team at the Longrow BBQ on January 29th enjoyed venison and paua fritters! Thanks to Winston and Mike Oakly for their contributions—delicious!



A few words from Payroll & Business Services

BUSINESS SERVICES FAX MACHINE:

This is no longer operating as a communication option to the Business Services Office.

REMINDERS:

Leave: Please ensure that you complete leave request forms for all Days in Lieu, and Annual Leave that you wish to take.

Changes of Details: There is a 'Change of Details' form on the website (or available from the Business Services office), that should be filled out whenever any of your personal, address, contact (phone/e-mail) or bank details change.

Statutory Holiday Days remaining for 2015

Friday 3rd April - Good Friday
Monday 6th April - Easter Monday
Saturday 25th April - Anzac Day (Stat observed on Monday 27th)
Monday 1st of June - Queen's Birthday
Friday 23rd October - Hawke's Bay Anniversary
Monday 26th October - Labour Day
Friday 25th December - Christmas Day
Saturday 26th December - Boxing Day (Stat observed on Monday 28th)

***Observation of ANZAC and Boxing Day**

Statutory Holidays

If you work the Actual Statutory Holiday, AND the Monday when the holiday is observed, you will receive a Day in Lieu and time and a half for the hours worked on the Saturday. You will not be entitled to extra payments for both days if both days are worked. If you are rostered off on the Saturday, you will either receive a Statutory Day for the Monday - if not worked, OR, if you have worked, a Day in Lieu, and time and a half for those hours you have worked on the Monday. If you work on the Saturday but not the Monday, you will receive a day in lieu and time and a half for those hours you have worked on Saturday, you will not receive a Stat day for the Monday.

Changes to Payroll Processing

We are in the process of making some changes to the way we process our Payroll. Farm Managers will soon be in charge of entering the timesheets onto their computers, and into files which we will access directly from the business services office to process your payroll. We will no longer be accepting timesheets being handed in, (or faxed-see above), directly to the Business Services Office. We are also in the process of making changes to the timesheet itself, and your managers will be provided with these new timesheets when the changes have been completed.

What this means for you when completing your timesheet:

- Make sure you are using the **correct timesheet**. All staff, (except for those on Paget Road not contracted to a specific farm - see below), should be filling in the timesheet that has up until now been used by salary staff members. So if you have been using the 'Hourly Rate' timesheet, you will need to change from that timesheet which you have been using up until now, and start completing the general BEL Group timesheet. (Those staff employed as Longrow General Employees (not employed by a specific farm on their contracts), will need to complete the Longrow General Timesheet, regardless of whether you are at one particular farm for most of your working fortnight(s), or not.)
- Write your hours worked, and any leave days and RDO's taken etc **neatly** onto your timesheet.
- If you take a **10 minute paid break at the same time that you take your unpaid long break**, add 10 minutes to your finish time for that shift. E.g. If you work from 5:30am to 10:00am, and you have not taken a short break in that time, please write down your finish time as 10:10am, instead of the 10:00am (which is the actual time that you started your break).
- Make sure that you **tick the Short Break box** for each day worked to let us know that you have taken your short break(s), or that you have included your short break(s) in the times you have written down on your timesheet. (The breaks that you are entitled to will show on the new time-sheet, which is currently being altered.)


It is very important to BEL Group (and legally for Department of Labour purposes) to have true and accurate information coming through to our payroll system. Please remember that your timesheet needs to be an accurate record of your hours worked. The start and finish times which you enter onto your timesheet must be correct to the nearest 5 minutes of the time you actually start or finish your shifts. These rules apply to all salary and wage staff.

Other changes: We welcome the arrival of the lovely Jude Jamieson, who will be (and has already been) helping me with the payroll processing. And our wonderful Holly (now Mrs Holly Price – make sure you congratulate her the next time you see her), is also interested in knowing how the payroll system works. This means that we will be sharing the role of payroll a bit more, and as a result, Jude and Holly should also be able to help you out with queries you may have about your pay in the future.

(I will back to bother you with my monetary advice in the next issue J - Nikki)

ON FARM WORKPLAN

ACTIVITY	FEBRUARY	MARCH
EFFLUENT (RECORD USE OF APPLICATION IN EFFLUENT DIARY)	Effluent Irrigation Scheduled - pond stirrer rotated. HBRC Inspection.	Effluent Irrigation Scheduled - effluent pond, if any, cleaned.
FARM BUILDING MAINTANANCE	Hazard Review Dairy	Shed water blasted—painting of dairy etc.
FINANCIAL	2014 Planning Budgets	2014 Draft budget feedback. Farm budget update. 2014 Final Budget.
HOUSE AND SECTIONS	Mow lawns fortnightly. Clean chimney and check fireplace. Get firewood.	Mow lawns fortnightly Painting of buildings.
MILK AND COLOSTRUM SUPPLY	Hazard and Review of milking routine.	
PEOPLE	1:1 Check in with managers. Book performance review dates. Review on-farm training books. Advertise June 1 vacancies.	Performance reviews. Confirm plans for next season. Plan annual leave for June/July.
RAINFALL AND SOIL TEMPERATURE	Daily soil temp and rainfall	Daily soil temp and rainfall
REPAIRS AND MAINTANANCE	Fencing. Drains and cleanings. Re-fencing of crop paddocks. Water trough changes.	Fencing. Drain and cleanings. Irrigation tracks filled. Races repaired.
STOCK RECORDS	Death reports Each week managers to sign off full record of ALL stock on farm. BCS herd. Autumn mating timeline reviewed.	Death reports Each week managers to sign off full record of ALL stock on farm Herd test. 2nd round PD. BCS herd. ID culls.
SUPPLEMENT AND FEEDING	Turnip crops fed. Hazard Review. Feeding out. Review silage volumes on farm. Review March/April feed plans.	Feeding out grass silage Y/N Feed budget. Review maize silage volumes. Review winter feed plans.
WEEDS (FLUSH GEAR WEEKLY WHEN IN USE)	Spot spray	Hazard Review—chemical storage
EVENTS/MEETINGS/REVIEWS	Farm manager's meeting. On-farm Plan update Mating review drafted. DOT. SLT. Cropping review	Farm manager's meeting. On-farm plan update. DOT. SLT.
CALVING	Organise calf sheds and get dehorning gear ready.	Spray sheds with eco-safe. Autumn calving—trim cow tails, B12. Colostrum to calves—all fed 2 x daily until 14 days old. Dehorning.
MASTITIS & SCC	Teat spray manually. SCC culls discussion. No treatment of cull cows.	Teat spray manually. No penicillin treatment of cull cows.
MINERALS	Mag dusting 80-100g/cow WMF. Zinc in troughs. Selenium.	Mag dusting on WMF. Zinc in troughs. Selenium.
TREATMENTS	DCT at drying off.	DCT. Lepto vaccine.
REPRODUCTION	Check bull numbers. Tail paint and write up cycling cows.	2nd PD @ 6 weeks post bulls out for spring mating. ID MTs. Tailpaint & write up cycling cows.
SEASONAL RISK	Ryegrass staggers Facial eczema Heat stress	Cows: milk fever, heat stress. facial eczema. Calves: scours, pneumonia, navel & parasite.
STOCK MONITORING	Monitor LW heifers at grazing. BCS profile.	No penicillin for cull or MT cows. Cull if feed short. All cows min. of 4.1 by March 1st. Dry off: Heifers at BCS 3.0, cows at 2.5. BCS profile: all to be ≥ 5 at calving.

BEL GROUP				
General Information				
	BEL GROUP CONTACTS LIST			
		PHONE	FAX	EMAIL AND POSTAL
Business Owner & Chair	Andrea Barry	021 759 170		
	Office	06 855 6596		andrea@belgroup.co.nz
BEL Group CEO	Justina Kidd	021 895 878		justina@belgroup.co.nz
PA to BEL Group CEO	Karin Klevfoss	021 759 825		karin@jmkconsulting.co.nz
Business Manager	Toni Goodlass	027 254 8814		toni@belgroup.co.nz
General Manager- Farms	Campbell Chard	021 185 1619	06 855 8638	campbell@belgroup.co.nz
Finance Manager	Rachael Riddell	021 759 178		rachael@belgroup.co.nz
Business Services All Invoices to PO Box 85, Waipukurau, 4242				
Business Services Administrator	Holly Gough	06 858 8921		holly@belgroup.co.nz
Business Services - Finance	Nikki Johansen	06 858 8921		nikki@belgroup.co.nz
Business Services - Workplace Safety/Admin Support	Jude Jamieson	06 858 8921		jude@belgroup.co.nz
Engineering	Shane Mackie	021 285 3011		shane@belgroup.co.nz
				Deliveries to Ashton Farm, 901 Burnside
Animal Health	Hamish Quinlivan	021 759 784 0774 666 884	06 855 8975	vetabs@inspirenz.co.nz
Dairy Farms All Invoices to PO Box 85, Waipukurau, 4242				
Reigate 47414				
525 Shee Rd 340 Ha - 1075 Cows	Mike Oakly	021 759 156		reigate@belgroup.co.nz
Operations Manager Ashcott Road	Doug Dolan	021 759 165		doug@farm@farmside.co.nz
Ashton 47478				
901 Burnside Rd 600 Ha - 1400 Cows	Doug Dolan	021 759 165		ashton@belgroup.co.nz
Fairlea 47477				
1056 Ashcott Rd 464 Ha - 1700 Cows	David Mochrie	021 759 154		fairlea@belgroup.co.nz
Operations Manager Ashley Clinton	Anthony Williams	027 627 8677		antwilliams99@hotmail.com
Hedley 47640				
Ashley Clinton Rd 200 Ha - 680 Cows	John Leach	021 759 173	06 855 8442	hedley@belgroup.co.nz
Ellingham 47641				
Ellingham Rd 113 Ha - 380 Cows	Peter Borges	021 759 174		ellingham@belgroup.co.nz
Operations Manager Paget Road	Paul Phlippen	021 759 162 0274 732 026	06 855 8062	paulphlippen@gmail.com
Springfield 47426				
408 Paget Rd 810 Ha - 1050 Cows	Michael Dillon	021 759 164		springfield@belgroup.co.nz
Cloverlea (Longrow Dairies Ltd) 47422				
680 Paget Road 260 Ha - 835 Cows	Jared Pink	021 759 616		cloverlea@belgroup.co.nz
Kowhai Terrace (Longrow Dairies Ltd) 47423				
603 Paget Rd 180 Ha - 600 Cows	Reetash Prasad	021 759 163		kowhaiterrace@belgroup.co.nz
Parkhill (Longrow Dairies Ltd) 47421				
680 Paget Rd 230 Ha - 780 Cows	Shane Moses	021 759 161		parkhill@belgroup.co.nz
Dairy Support All Invoices to PO Box 63, Waipukurau, 4242				
Dairy Support Manager	Peter Kroot	021 759 172		pete@belgroup.co.nz
AgWorks Manager	Jim Barnes	021 759 160		jim.barnes@xtra.co.nz
Dairy CHB				
Meadows 47424				
548 Paget Rd 180 Ha - 680 Cows	Rhys Winkler	021 759 942		
Turners 47478				
703 Burnside Rd 78 Ha - 400 Cows	Conay Austin	021 759 153		
All Invoices for Dairy CHB to be mailed to 142 Porangahua Road, Waipukurau 4200				

NEWS AND EVENTS

LOCAL & INDUSTRY NEWS AND EVENTS

February

22nd: Art Deco Steam Train Visit -
11.50am-12.30pm, Waipukurau Train Station

March

1st: Motere Angus Otane Extreme Bullriding.
12pm-6pm, corner Racecourse/Elsthorpe Rd, Otane.

1st: First Sunday Funday - Ranui Farm Park
Enjoy a mountain bike, run or walk.
(Also: Sunday 5th April, Sunday 3rd May. 785 Nicholls Rd, Flemington.

7-9 Sea, Sky and Bush Walk, across CHB

21st: Metallicover - The Real Metallica Covers
Band Sunday 21st March River Park Event
Centre, Waipawa

BEL GROUP EVENTS

February

18th: Autumn Management (Development Programme) 6pm-8.30pm

March

4th: Farm Manager's Meeting
18th: ASB Finance Workshop (Development Programme)
17th: Health & Safety Committee Meeting
26th: Staff BBQ at Longrow
30th-10th April: Annual Housing Fumigations

April

13-14th + 17th: BEL Group Awards judging
15th: Winter Management (Dev. Programme)
23rd: Staff BBQ at Ashton



WEBSITE LOG-IN

All staff are welcome to access the BEL Group Website and resources. Should you require a login and password, please contact the Business Services Office on 06 858 8921.

You will need to have an email address to have this facility set up.

www.belgroup.co.nz

ACC

If you need to go on ACC for any reason it is important that you quote "BEL Group" as your employer **HOWEVER** if you work for any of the Longrow farms - Parkhill, Cloverlea, Kowhai Terrace or Reigate you will need to quote "Longrow Dairies" as your employer.





BEL GROUP IS:

Setting the standard for dairy farm business management

BEL GROUP WILL:

Grow our business and support the aspirations of those that work with us
Be a strong, vibrant and reliable business in our community
Provide secure enjoyable employment and growth opportunities through responsible and prudent business practice
Role model ethical, relationally focused business practice bringing a family feel to a cooperate structure

PO Box 63, WAIPUKURAU 4242

www.belgroup.co.nz

Business Owner and Chair

Andrea Barry 021 759 170

BEL Group CEO

Justine Kidd 021 895 878

General Manager– Farms

Campbell Chard 021 285-2629

Business Manager

Toni Goodlass 027 254 6814

Finance Manager

Rachael Riddell 021 759 178

BUSINESS SERVICES

Engineering 021 285-3011

Shane Mackie

Veterinarian

Hamish Quinlivan 021 759-784

BEL GROUP

Reigate

Mike Oakly 021 759 156

Operations Manager– Ashcott Road

Doug Dolan 021 759 165

Ashton

Doug Dolan 021 759 165

Fairlea

David Mochrie 021 759 154

Operations Manager—Paget Road

Paul Phippen 021 759-162

Springfield

Michael Dillon 021 759 164

Kowhai Terrace

Reetesh Prasad 021 759 163

Parkhill

Shane Moses 021 759-161

Cloverlea

Jared Pink 021 759 616

Operations Manager—Ashley Clinton

Anthony Williams 027 627-8677

Hedley

John Leech 021 759-173

Ellingham

Peter Borges 021 759 163

DAIRY SUPPORT

Manager

Peter Kroot 021 759-172

AgWorks

Jim Barnes 021 759-160

EVERYONE HOME SAFE EVERYDAY

BE RESPONSIBLE

Take personal responsibility for the results and outcomes we achieve.
Seek better ways to do things.
When things go wrong put your hand up for help.
Think safe, act safe, be safe.

PERFORMANCE COUNTS

Focus on the end point then the process.
Monitor and respond to results.
Know what your targets are, have a plan to achieve them, adapt the plan to get the result.



IMPROVE AS WE GO

Plan - Do - Review
Seek and accept feedback about ourselves.
Look for opportunities to do things better - more efficiently, better results, better team work.
Don't settle for the status quo - if you have an idea, ask the question.

WORK TOGETHER

Share information to help each other achieve individual and collective goals.
Be ready to help your neighbour. Assume others are doing the best they can - when it goes wrong talk it through.
Know your job, make an effort to understand other peoples.

TOGETHER WE ARE PROFITABLE, EFFICIENT AND SAFE