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## BEL GROUP CEO UPDATE

**"Talent wins games, but teamwork and intelligence win championships."**

*Michael Jordan*

### VOLATILITY IS REAL

In August I talked about Volatility being real as Fonterra was about to announce their tumble in milk price to a forecast of \$3.85/kgMS. Just 6 weeks later, they increased this 75 cents to \$4.60/kgMS; 65 cents of this increase is forecast to be paid by 20<sup>th</sup> May 2016. Although a positive improvement, this is tough for us to manage as a business and it plays havoc with our planning and forecasting.

However, our BEL Group business model that sees us in "business as usual" mode at a milk price of between \$5.50 and \$6.50/kgMS is the primary strategy in place to manage ourselves through these highs and lows. It is proving to be a very solid strategy that is serving our business well in these more turbulent times!

Our business success relies on a good strategy that is well implemented. I liken our strategy to our "intelligence" and our implementation to our "teamwork". Everyone understanding their game plan, their role in it, and raising issues and opportunities that might get in the way or help us do better, is how we will win the "championship" of dairy farming in volatile times!

### PERFORMANCE IS PRIORITY

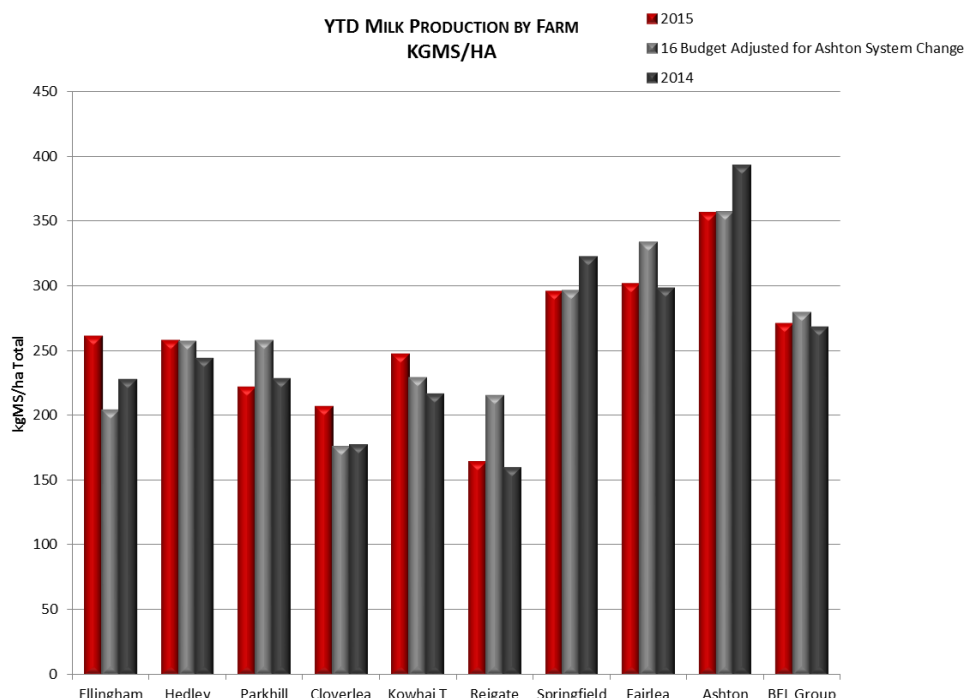
Regardless of milk price, on farm we need to remain focused on what we can control to ensure we meet our performance targets.

Coming up in October we have our Keeping On Track second meeting round. This is all about you getting feedback and input into your own personal performance in your team. Take the opportunity to listen to your Manager, identify some short term goals for yourself, and work out how you can grow in your role.

We are also in the thick of Mating at the moment. This is a time when what we do every day makes a big difference to the outcome. Keeping alert, finding cycling cows, and sticking to routines are all critical. We are only doing AB for three weeks so when the bulls go out, we will still have half of the herd needing to get in calf. Your focus on bull management will be critical to achieving our targeted results. Read more about this in Toni's section of the newsletter.

It is also that time of year when grass growth can take off, stop, start and do a back flip! It is critical that we keep on top of our pasture quality so that our cows have enough good quality feed each day to milk well. Toni covers some of the details of what we need to manage on farm in her section. Make sure your farm team has their management plan in place for the next two months and that you, and all of your team, understand what needs to be done, what 'good' looks like, and what 'off-plan' looks like. The next two months is won and lost on how quickly you respond and a day definitely makes a difference!

YTD MILK PRODUCTION BY FARM  
KGMS/HA



## PLANNING AHEAD

Budgeting time is rolling around fast. Farm Managers will be involved with setting their 2016/17 Farm Management plans during November. These form the basis of our budgets for next season.

The Dairy Support team have been busy planning for next winter! They have reviewed this winter's performance and been busy planting crops. We are working on a profit and performance analysis of each individual block in the Dairy Support business to identify opportunities to improve outputs, and will build our recommendations into next year's budgets.

In October we will also complete another revision of performance to year-end; that is we will look at what we have achieved June to September, and what we now realistically expect to achieve October to May. This will be presented to the November board meeting as part of our planning for upcoming opportunities and potential issues.

## NOVEMBER BOARD MEETING

Our BEL Advisory Board is meeting in Hamilton on 23<sup>rd</sup> and 24<sup>th</sup> of November. The focus of this meeting is to look at the opportunity for diversity. We will be considering BEL Group's interest in, and the potential for diversity of, our farming business to deliver to our strategic goals and performance targets. At this meeting we will be considering alternative milk production – sheep and goat milk. This isn't about making a decision to convert any farms to goat or sheep milk production, but about determining the business opportunity for BEL Group specifically with the other potential changes in the region over the next 5-10 years.

The meeting will also be reviewing our structure change, considering our revised YE financial forecast, and reviewing our business compliance strategies and policies.

## FIVE IDEAS UPDATE

BEL leadership is working to progress each of the 5 Game Changing Ideas you came up with and the following are examples of things going on:

### Take care of the little things

The SHED Champions took home an "incident reporting" challenge from our September meeting. They have delivered superbly on this challenge with a tripling of our incident reporting rate. This has identified a raft of opportunities to fix small things that are causing risks of property damage and accidents. Well done SHED Champs!

### Know what People are thinking, feeling and saying

Lee Astridge, No8HR, was in BEL Group through September. The opportunity was used to review our KOT process with the Farm Management team. We look forward to the results of this review paying some dividends for your October meetings. These 1:1 sessions with your Managers are a critical part of BEL Group understanding your goals and growth needs.

### Valuing the different skills, experience and cultures of our people

Nicola Whittle is working on developing a team of people to review our approach to housing and accommodation allowances. This team will be involved in workshops to identify opportunities for us to address business and compliance issues with accommodation allowances and rental valuations in a way that will make the most positive difference.

## No bad apples

Recruitment for vacancies at Cloverlea has been led by Nicola Whittle (BST Leader) and Mike Oakly (Operations Manager). They have made two offers and we look forward to supporting the new team players into their roles.

A new process for implementing random drug testing has also been implemented across the business as part of our ongoing development of our Workplace Safety programme.

## Family feel to our family business

Ashton hosted our first "kids on farm day". This was a real team effort between Ashton and the Business Services Team. It was a great day out enjoyed by a lot of BEL Group kids!

## THE NEXT TWO MONTHS

October and November are all about getting cows in calf and peak milk production. Behind the scenes we are planning for next year. Keep up your team meetings. There is a lot going on - both on-farm and in the business.

Justine Kidd - CEO

## GM - PEOPLE & PRODUCTION UPDATE

We have had a smooth calving due to a mild winter, and dealt with the recent rains and flood, so a big thank you to everyone for your hard work and effort through this period. We now enter spring - the sun is shining and the grass is growing!

**People Strategies:** We continue our focus to create initiatives off the back of our five "Game Changing Ideas" work from last season. Early this month we had our first kid's day on farm hosted by the Ashton team. This was a fantastic event and I'd like to thank everyone involved for their efforts in bringing this together – the kids had a blast.

Over the past 2 months the following people have been nominated for 'Being Your Best' awards, so a big congratulations to: Kathy Oakly, Darryl Palleson, David Mochrie, Gary Falcon, Jim Barnes, Kelly Jo Kroot, Nikki Johansen, Paul Phippen, Reyner Neigos, Shane Mackie and Amanda Pottinger.

Nicola and I will continue to work on new initiatives to support our people strategies so watch this space.

**Training & Development:** On-farm skills training sessions are booked into our annual farm calendars. Make sure you talk to your manager to get to these sessions!

Our Development Programme has been reinvigorated with Nicola at the helm, and a new group of participants on board and eager to extract the full benefit of what our programme offers.

LIC facilitated a heat detection workshop at Ashton in early September and Lee Astridge brought with her some great new tools and approaches to support our business and people going forward. The Operations team have really taken to their new approach to problem solving! Make sure you check out our BEL Group facebook page to see what really happens at training when we upset Lee... there was no chocolate that day!

**Keeping on Tracks:** We are now in the middle of our second round of Keeping on Track meetings for the year. This

programme is for your benefit, it helps you and your Manager work together to identify and grow your skills towards your career goals. These meetings are also a great opportunity to just talk to your manager about what you enjoy and what you find harder. Make sure you have a Keeping On Track meeting booked.

**BEL Group Awards:** I encourage you all to start thinking about these awards in May. Now is a good time to think about your goals as a team and individually. Talk to your manager about how you might achieve this in line with our 'Working Together' value. Let's inject a healthy dose of competition between the farm's guys and girls – I will talk with you over the next couple of months about some ideas around this and look forward to the results!

#### New faces and changes in the business:

- The Cloverlea team will now be fully staffed with the appointment of Phil Vallance as Farm Manager and Sid-dharth Vaishnav as Herd Manager. Both will be starting with the team after Labour Weekend. A huge thanks and pat on the back for Warren, Willy and Gary who have held the fort in the interim. These guys have done a great job in keeping to plan, setting up the farm for the season and are ahead on milk production budget – well done guys!!
- Michael Dillon will be leaving the Springfield team at the end of this month to pursue his own business interests. Thank you Michael for your contribution to the BEL team. This change has provided a development opportunity for Rhys Spooner who will join Springfield as Farm Manager in January. In the interim period, Doug will oversee the farm with the support of Mike Palleson.
- Ian Wessells, our young surfer dude at Ashton, will be leaving this month and will be replaced by Gilbert Go who has been lining up outside Doug's office for some time, waiting for the opportunity to join the team. Welcome Gilbert.

It's an intensive time on farm as we go into mating – keeping our eyes open and making sure that we communicate well. Keep the focus on your daily and weekly meetings, daily recording to discuss your priorities, routines and performance.

## PRODUCTIVE PERFORMANCE

Last night saw the Global Dairy Trade (GDT) auction prices rise for the 4<sup>th</sup> time in a row, providing some confidence since my last update - which had seen 10 consecutive falls and a significant drop in our farm gate milk price. Whilst our farm gate milk price has been revised up to \$6.00, we still must remain prudent and continue to our plan, set up our milk production for this season and manage our farm working expenses with rigour. If you see any opportunities to make efficiencies then please 'Be Responsible' and raise these with your manager; this provides the opportunity to share your idea across the farm teams so we all learn and reap the benefits.

On farm it is all the 'little' things that you are involved in, where you can really make a difference. Making sure detergents are measured, teat spray is mixed to the right ratios, light switches are turned off, water leaks are found and fixed quickly, looking after silage stack faces, re-using stack covers, minimising use of vehicles/fuel, checking oil and water to reduce risks of break-

downs.

We are now coming out of the busiest time on farm with calving, and have entered into our pre-mating heats in readiness for mating, which will continue across farms through to end of October.

Achieving a successful mating is important for the following reasons:

- It has potential to improve our income as earlier calving cows have more days in milk and therefore generate more milk income than later calving cows.
- A more compact calving pattern with fewer late calved cows gives more days to cycle before the start of mating, giving all cows more chances to get in calf (and more days without picking up calves for you!).
- More days before start of mating also helps get more cows in calf early to AB, providing more replacement heifers, or the potential for a shorter AB period.
- Fewer cows culled as empties allows us to increase the number of cows culled because they are low producers, or have other issues.
- More AB heifer calves born early in calving which makes calf rearing easier and more streamlined.

## Achieving Reproductive Success

### What should we be doing?

- Submission rate is king. A high submission rate leads to a high 6 week in-calf rate.
  - Our submission rate target for 3 weeks is 90% and for 4 weeks is 95%.
  - At the start of mating we target an absolute **MINIMUM** of 75% of cows having cycled.
- The job is not over until the recording is done. Good record keeping is imperative in our business as many people use even the simplest of information.
- The plan is only good when its written down and shared. All farms have a plan for the herd, so make sure you have talked about this at your team meeting so everyone is fully aware of what's happening.
- Picking the right cows at the right time.
- We have a shortened AB period this year, so when the bulls go into our herds the work doesn't stop. Our attention has to shift from the cows to the bulls.

### What do I look for?

When picking cows there are five noticeable activities that can be observed with a sexually active group, i.e. the cows that are coming on heat, within a herd:

- Cows will be riding each other.
- Cows will be standing to be ridden.
- Bald patches will be evident on the rear pins and tail bone.
- Riding marks may be found on the front flanks of the cows, and a clear discharge may be found in the vulva.
- There may be a change in animal behaviour at milking time.

**Bull Management** – to give our bulls the best chance of doing their job:

- Maintain your bull ratios in herds 1 bull:50 cows.
- Ensure bulls are well identified with paint along their backs to stand out from the herd.
- Observe your bulls in the paddock. Check the bulls when entering the herd for their services capacity and continue for soundness.

If you see:

- Cows riding cows = increase bulls
- Bulls riding bulls = change bulls
- Lameness = remove bull immediately
- Bulls Chasing cows = reduce the number of bulls in the herd
- Rotate your bulls and rest your bulls for a minimum of 7 days
- Lameness must be avoided at all costs. This year bulls **will remain in paddocks and must be kept out of races and yards** to prevent lame issues.
- All natural matings must be recorded.

### Pasture Management During Feed Surplus

The focus over the next 60 days is the monitoring of pre and post grazing residuals. Maintaining high quality pasture while feeding cows well during a period of feed surplus is one of the greatest skills of pasture management.

Temporary periods of pasture surplus develop mainly in spring and if not managed, ryegrass forms stems, flowers and seed heads, resulting in a low pasture quality. If pastures are allowed to become stemmy, milk production will fall even though there appears to be plenty of pasture (a rapid fall from peak milk production is an indicator of poor pasture control). The benefits on summer production to maintaining grazing residuals during the period of spring pasture surplus have been demonstrated in many trials.

- Monitoring pasture covers through your pasture walks on a weekly basis is essential.
- The job is not over until the recording is done.
- Cows must always graze the right paddock and have the correct area each and every day.
- **Keeping post grazing residuals at 1500–1650 kg DM per ha is imperative.**
- The same person (where possible) monitors the same part of the farm.
- The person who makes the grazing decisions should be getting the cows to the dairy in the afternoon.

As we move towards summer, I encourage you to review our Farm Management System in your BEL Group Handbook. Discussing these principles at your on-farm team meetings will help you to plan your management systems and routines to ensure we make the most of what the next few months offers us climatically.

**If it Grows, Moves or Moos, MEASURE IT**

**You cannot manage what you don't MEASURE!**

**Toni Goodlass - GM People & Production**

## GM - PROFIT UPDATE

The Key Performance Indicator we are focused on this year is our Break Even Milk Price. This is the price at which we have paid for everything – all on and off farm expenditure, all leases and debt servicing, all development and maintenance. Our target for this year is \$5.60/kgMS.

At the end of September we were on track to do better than this by 15 cents/kgMS. There is a lot of season left in front of us but this is a good start!

The Advisory Board accepted a revised budget in August, we talked about this in our last newsletter, the focus of this revision was managing a tumbling milk price. At the end of September Fonterra increased their forecast milk price up to \$4.60/kgMS, with the milk price paid out before the end of May 2016, 65 cents ahead of their August forecast. This is a significant difference and surprising just 6 weeks after the announcement of their \$3.85/kgMS forecast. It certainly emphasises that we have to remain focused on what we can control and leave the guess work of milk price forecasting to others!

On farm we can control:

- Our pasture and cow management that results in milk production – following grazing rotations, making sure cows have water, getting fertiliser and nitrogen on to plan, keeping cows to a routine.
- Milking our cows well – teat-spraying, milking cows out properly, keeping the dairy clean, noticing lame cows or ill cows early, checking the chiller unit is on - will reduce SCC, mastitis and animal health costs, increase quality of milk and reduce risks of Fonterra grades.
- Looking after things so they don't break – checking oil and water, greasing gear, cleaning gear, putting things away – this means we spend less on unnecessary repairs and maintenance.
- Planning what we do – having efficient routines, making sure we maximise our management options, making sure people are trained to do new jobs.

### BEL CONSOLIDATED RESULTS

At the end of September our total income was 4% up on budget, supported by milk production improving and good cull cow prices. Bull purchases haven't been completed but offsetting this is that Ashton's sale of cows, due to their system change, is still in progress. These stock sales and purchases will be completed during October.

On Farm Expenditure was 4% below budget to the end of September. The big savings are in Animal Health, Fertiliser and Nitrogen (some activity planned for May was not completed but the activity for June to August was on plan), Shed projects and R&M which is mostly projects deferred or not yet spent. The big over budget areas are supplements, which is mostly Barley Silage being planted earlier than budgeted, so this will catch up next month.

### ASSET MANAGEMENT

Nikki and Paul have started an on-farm audit process to review assets on farm, check numbering and make sure all larger assets have an estimated life-span and value. This will help us to formulate a more accurate 5-year capital replacement plan.

During their first audits they did note that there was opportunity for on-farm teams to pay more attention to the care of their machinery - so please make sure you are careful with how you use machinery, you put it away out of weather and



into its correct storage place when you have finished using it, and you check oil, water and greasing before you use.

Remember every dollar we spend fixing preventable break downs or damage is a dollar we can't spend on things that make a positive difference to you and your work.

### **CAPITAL AND R&M PROJECTS**

It is great to see the fuel stations at Ellingham and Longrow completed. This has been on the list for a while and the new stations provide safe, secure storage for our fuel on farm.

The Hedley effluent system changes required to minimise the risks on this rather complicated farm for effluent disposal is under way. As with many of these things, the high level review completed last year missed several issues in the detail, so Paul is busy working through options and opportunities to improve the failsafe of this system. Indigo Heights is also upgrading their water system to ensure plenty of storage on-farm to reduce risks of breakdown in the bore. This is important to complete before summer as this property carries a lot of our youngstock.

### **HOUSING**

The new houses at Reigate and Paget Road are due for their final inspection and sign-off for certification in mid-October.

The building of the new domestic water system for the Springfield houses is also underway. This has been a big project to find the right system that will manage all of the variables of this water supply.

### **ON-FARM COMPLIANCE**

With milking now in full swing it is imperative we keep across our effluent disposal. All farms have delivered effluent samples on time since 1<sup>st</sup> of June, so we are looking forward to achieving a 100% effluent sampling effort this year. The current risks are around managing ponds. These need to be kept as low as possible to ensure storage space to manage break downs and rainfall events.

### **PRE APPROVAL PROCESS**

The new pre-approval process has been launched – October being the first month for action. This process enables Farm Managers to submit an online request for approval of planned expenditure. As with all new systems, there will be wrinkles to iron out so we will be gathering feedback from Managers and Administrators over the next couple of months and will keep refining the process so it supports efficient planning and management of spending.

### **BUDGETS**

Management meetings have been booked for 19<sup>th</sup> and 20<sup>th</sup> October to review on-farm actual performance against budget, sign off invoices and answer queries. This will be followed with some Year End forecast meetings with Operations Managers.

We are starting our process of budgeting for next season. Currently background work is being completed on capital and project work needs, and Paul is building a list of identified projects for next year to enable us to gather estimates and quotes on costs.

Farm Managers will start building their Farm Management plans in November with a target completion date prior to Christmas.

### **CURRENT PRIORITIES**

A revised Year End financial forecast will be completed in October to estimate where we will finish our year. This will help us identify our position so that the Management team can work out options to address any issues.

**Justine Kidd (for Rachael Riddell) GM - Profit**

## **BST LEADER - UPDATE**

I've been with BEL Group for over 2 months now - wow time is flying. I have been really busy learning all aspects of the job and feeling like I have found my feet. It has been great to get out onto the farms and get to know everyone.

Family Fun Day was a great success with over 35 children and their parents attending. There were so many highlights - racing down the feed pad on bikes and scooters, tractor rides, a farm tour on the back of a calf trailer, and feeding calves - but I think the biggest highlight was Daisy the Cow. Daisy stood there while the kids milked her by hand, brushed her and feed her beetroot... she must have been in heaven. A HUGE thank you to Doug, Rhys and Gavin for setting up Ashton so perfectly for the kiddies and being there to help run the day - we couldn't have done it without you. A special thanks to Jude for conducting the day; you did a brilliant job and gave everyone lots of laughs. Also thanks to Business Services for helping with the cupcakes and BBQ. We will certainly be planning another one in the future.

### **DEVELOPMENT PROGRAMME**

This is now in full swing with Alison, Rob, Rudda, Sam-path, Bong, Toto & Asanka all enjoying their first session with Lee. Our next training will be towards the end of November. We've a great team this year and I'm really looking forward to spending time with you and watching you develop to reach your goals.

### **TRAINING**

I am now working closely with Primary ITO. We have several staff doing the Level 4 training, which started in June, and everyone participating is doing really well. There are some shorter courses available, so if anyone is interested make sure you have a chat to your Farm Manager so we can see if it's possible to get you on the training.

A big focus is also to get the BEL On-farm Skills Training up and running, ensuring those who have expressed an interest to their Managers are able to attend. Coming up in November hopefully will be Effluent, Fencing, and Lame Cow Training.

### **HOUSING PROJECT**

Another project I will be getting into is Housing. We want to ensure you get feedback from your housing inspections on what you need to take care of, as well as what we will be responsible for, in a timely manner to ensure everyone is happy. There is some costly work needed on some of the houses which we will be noting down in October. Not all this work can be done now, as I am sure you understand with budgets being tight, but we assure you this is something we are working on for you.

We will be running a couple of sessions with FMG Insurance soon. Contents insurance is SO important and something we will be focusing on with you to ensure you are protected should you need it. Insurance is the one thing no one wants to pay for, but the one thing you must have.

I look forward to continuing to work with you all – if there is anything you need, please don't hesitate to give me a call or pop me an email.

**Nicola Whittle - BST Leader**

## ASSET MANAGER UPDATE

August & September have been fairly varied for Trevor and me. Trevor has had a strong focus on getting stuck into the long and exhaustive list that was generated from the last Housing Inspections and is far enough through to see the light at the end of the tunnel.

The Longrow and Ellingham fuel tanks sites passed their checks and were finally filled – only to discover that the Parkhill tank had a slight leak. The manufacturers were exceptionally quick to fabricate a new tank and replace the faulty one, so we are grateful for their helpful response which had a new tank in place within 3 days. Hedley also has a replacement tank that is now ready to be used. These new fuel tanks have made 9 older tripod tanks redundant – for which the fuel company is appreciative. There are still a few tripods around the group and these will need to be scheduled for replacement or modification as budgets allow, in order to meet current safety requirements. Some of the redundant tanks will be modified by Shane to provide diesel storage for the newly installed river pumps on Paget Rd.

I spent 3 days in August with Sam Mann from FMG going around all our properties, viewing major structures, to ensure they were adequately insured. Sam felt this was a great opportunity to become more familiar with the BEL Group and for me it was good to get around some of the farms that I am not so familiar with, as well as learn a lot about the way our insurance works.

Going forward we have another round of housing inspections scheduled for October. Trevor or I, along with someone from BS, will also likely pay another visit during October in order to identify and prioritise items for inclusion in the next season's budgets. I am also doing further work on our insurance – particularly around cover for our key bridges and culverts – some of which may prevent our milk being collected in case of a failure. Asset management is the other biggie on my list – Nikki and I will be starting our monthly asset checks on Paget Rd this month and starting to build a planned replacement policy. This will extend to other farms in November and will be building on and updating the work done by Shane and Nikki last year.

Lastly as we head into October and November, which are traditionally our windy times of year, I would encourage everyone to ensure that everything around them is as secure as possible; that loose sheet of iron quickly becomes a complete roof needing replacement, as well as a significant hazard to anyone downwind. Falling branches can also be a risk to people, stock, fences and machinery – so common-sense is paramount. The windy season is nesting season for birds too, so checking tractors prior to use and behind switchboards and other likely fire hazards is also good idea.

**Paul Phippen - Asset Manager**



Shiny new tank at Ellingham

## BALLANCE AGRI-NUTRIENTS

Over the past 3 months you will have noticed Pedersen Spreaders racing around your paddocks applying fertiliser. They have been applying various mixes over this period, but all have contained nitrogen to give your pastures a boost coming out of winter. Below are some important points around what we are trying to achieve with this nitrogen application.

### What influences the response rate to nitrogen?

The amount of pasture grown in kg DM/ha per kg N/ha applied is the "response rate". For example where 30 kg N/ha is applied and an additional 300 kg DM/ha of pasture is grown the response rate is 10 kg DM/kg N fertiliser applied. The response rate is dependent on:

1. Amount of available N in the soil – the greater the deficit, the higher the response.
2. Soil temperature – the warmer the soil, the greater and more immediate the response.
3. Plant growth – the faster the growth, the greater and more immediate the response.
4. Moisture – too much or too little water will lower the response.
5. Rate of N applied per application – there is a diminishing response at high application rates.
6. Leaching – lower responses when leaching losses are high.

### Timing of nitrogen fertiliser application

The profitability of applying N is dependent on the extra feed being utilised. Therefore N needs to either be applied to fill genuine feed deficits, or any surplus feed identified and harvested to make quality supplement. As the response rate to N occurs over 3-14 weeks, N needs to be applied in anticipation of a deficit. This requires feed budgeting and monitoring actual pasture cover against target to ensure N is applied early enough to fill a feed deficit. A summary of the response to N over 40 days from about 400 trials was 4, 9 and 15 kg DM/kg N for winter, early spring and late spring applied N.

### Late Winter/Early Spring

Good milk production responses can be achieved from late winter/early spring applications of 30-50 kg N/ha to pastures with a cover of 1200-2200 kg DM/ha where there is a genuine feed deficit (applied 70-30 days before balance date i.e. when feed demand = feed supply).

Good responses in late winter/early spring are due to plants being N deficient as:

- Nitrate has been leached from the soil over the late autumn/winter.
- The rate of N fixation by the clover is low because of low soil temperatures (at 5-10°C nitrogen fixation is very slow).
- The rate of N mineralisation from soil organic matter is slow because of low soil temperatures.

In spring, with rapid pasture growth, the response rate to N is high and applications of 40-60 kg N/ha can be used. However, the profitability of applying N at this time is often questionable unless pre-grazing covers are kept at target and cows graze to a consistent, even height. This requires early identification of pasture surpluses and harvesting high quality silage that can be used to fill a genuine feed deficit later in the season. The profitability of this practice will depend on the response to the supplement when fed out at a later date and the cost of conservation.

**James Parsons - Ballance**

# Economic Update

**ASB**

## Another step in the right direction for dairy prices

- Auction prices pressed higher again overnight, lifting by more than expectations.
- Key whole milk powder prices recorded strong gains, but need to keep lifting over the coming months.
- The result is another step in the right direction for our milk price forecast of \$5.00/kg for the season.

### Summary

Auction prices pressed higher again overnight, lifting by more than expectations. Last night's GlobalDairyTrade event concluded with the GDT Price Index up 9.9%.

Key whole milk powder prices recorded strong gains, but need to keep lifting over the rest of the season in order to achieve our milk price forecast of \$5/kg of milk solids.

In this regard, the futures market is pointing firmly in the right direction of significantly higher prices by season-end.

### Comment

Key powder prices posted strong gains overnight. The GDT Whole Milk Powder index lifted 12.9% overnight, with an average price US\$2,824/MT. The Skim Milk Powder index rose a stronger 13.4%, but from a lower level. The average Skim Milk price at last night's event was US\$2,267/MT.

In order to achieve our milk price forecast of \$5/kg, we need to see powder prices keep lifting. We expect prices for the Whole Milk and Skim Milk streams to press comfortably above \$3,000/MT over the season.

Why do we expect prices to keep lifting? In our view, the production outlook has materially weakened. And as data become available over coming months to confirm this, prices will lift further.

We expect a 5% production fall this season compared to last. This is in line with Fonterra's recent commentary. In September Fonterra noted "we are 5% behind last season to date and are currently tracking 8% down on last season on a weekly basis".

On the demand side of the equation, it is pleasing to see bidders coming back to the Global Dairy Trade events. There were 180 participating bidders at the event overnight. When prices were at their weakest, there were significantly less participants in the auctions (circa 130).

### Implications

The lift in prices at recent auctions and our very weak production outlook reinforces our milk price forecast to \$5.00/kg by season end.

While our milk price forecast suggests farmers' incomes should be a little better than expected a few months ago, their spending is likely to remain conservative well into next year.

For the RBNZ, the strength of dairy prices in recent auctions is a surprise relative to its recent assumptions. At the margin the price strength reduces the odds of the RBNZ cutting the OCR in October.

### Season end milk price forecasts

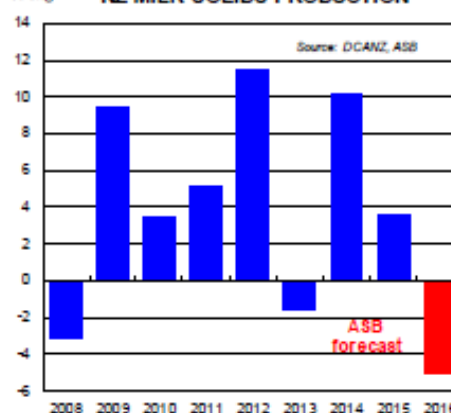
	2014/15	2015/16	2016/17
	Fonterra/ASB	Fonterra	ASB
Milk Price*	\$4.40	\$4.60	\$5.00

\* per kg of milk solids (excluding dividend).

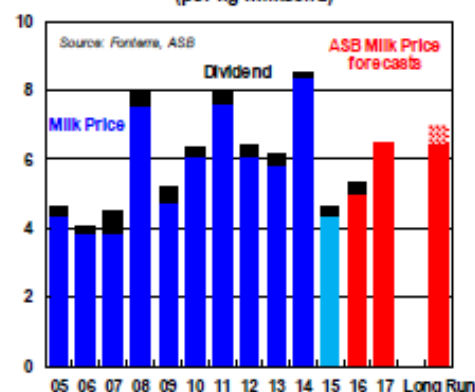
### Auction Results

Product	% change in index since last event	Annual % change in index	Weighted Average Price US\$/MT
Whole Milk Powder (WMP)	12.9%	19.0%	2,824
Skim Milk Powder (SMP)	13.4%	-8.4%	2,267
Anhydrous Milk Fat (AMF)	9.9%	28.2%	3,763
Butter	-2.3%	22.3%	3,037
Butter Milk Powder (BMP)	13.8%	-35.8%	1,945
Cheddar	0.5%	6.4%	3,234
Casein	4.0%	-27.2%	6,048
GDT Price Index	9.9%	9.8%	n.a.

### ann % chg NZ MILK SOLIDS PRODUCTION



### \$ MILK PRICE AND DIVIDENDS (per kg milk solid)





## BEL PEOPLE

### David Mochrie



1. **Position - what do you do at BEL Group?**  
*Farm Manager—Fairlea*
2. **Time with BEL Group:**  
*In 3rd season.*
3. **What were you doing before coming to BEL Group?**  
*Managing 1600 dairy cows in the Waikato.*
4. **What are your hobbies/interests?**  
*Fishing whenever possible.*
5. **Where is your place of birth?**  
*Newcastle, South Africa.*
6. **What dream would you love to come true?**  
*Owning my own bach, overlooking the sea (Coromandel would be good).*
7. **What is the craziest or worst job you have ever had?**  
*First job in NZ, on a dairy farm working 28 days on and 2 off, for 3 years.*
8. **Which 3 people (dead or alive) would you most like to have dinner with, and why?**  
*Billy Connolly  
Arnold Schwarzenegger  
John Key (because my wife wants to meet her) - and t h a t covers the basics—humour, celebs and government.*
9. **Something no one at BEL Group knows about me is...**  
*I am pretty handy in the kitchen and do lots of the cooking at home (and am partial to a red wine or two).*
10. **The coolest thing I have ever been part of was...**  
*Being in the hospital theatre during my son's birth.*
11. **My unusual talent is...**  
*Achieved 1st dan black belt in Karate (I did it for 14 years ).*

### Sampath Gamage



1. **Position - what do you do at BEL Group?**  
*Herd Manager at Springfield*
2. **Time with BEL Group:**  
*3 years.*
3. **What were you doing before coming to BEL Group?**  
*Dairy farming in Patoka.*
4. **What are your hobbies/interests?**  
*Spending time with my family.*
5. **Where is your place of birth?**  
*Embilipitiya, Sri Lanka.*
6. **What dream would you love to come true?**  
*Being a teacher.*
7. **What is the craziest or worst job you have ever had?**  
*Yet to come.*
8. **Which 3 people (dead or alive) would you most like to have dinner with, and why?**  
*My mother, father and wife—because they are family.*
9. **Something no one at BEL Group knows about me is...**  
*I have Bachelor of Science from the University of Peradeniya, Sri Lanka.*
10. **The coolest thing I have ever been part of was...**  
*Being a Dad to a wonderful little princess.*
11. **My unusual talent is...**  
*Understanding people.*

**Welcoming a brand new arrival...**

*Congratulations to Rachael and Sam Riddell. They welcomed baby Archie to the world on October 3rd, weighing in at 7lb 10z.*



## BEL Group Support in the Community

### CHB Ross Shield Report

Your sponsorship and support contributed to a successful week - a great win on the final day being the highlight and a fantastic way to finish.

The team fought hard against both the Hastings teams and the 5-48 loss to West and 0-50 loss to East were not a reflection of the effort and tenacity they showed. Captain Callum Shanks was the try-scorer in the West game and was named Man of the Match.

Thursday saw us play a tough Wairoa team. A 0-0 score at half-time had the spectators on the edge of their seats. Wairoa started the second half well, quickly scoring two tries. Central lock, Ben White, scored a great try with 10 minutes to play but we were unable to close the gap; the final score 17-7.

The only highlight of the Napier game on Friday was keeping the eventual Ross Shield winners to 19 points in the second half. They were a big, strong and skilful team.

The last match was against old foes Dannevirke. They are always tough and we knew we were in for a battle when both teams performed their most passionate haka of the week! Ten minutes into the game, Central first-five and vice-captain, Pryce Chamberlain, scored a great try, converted by Will Laver. Dannevirke replied with a converted try and then scored again to take the lead. Nerves were frayed with a half-time score of 12-7 in Dannevirke's favour. The score continued to see-saw, but Central showed grit; the forwards working hard to secure the ball. We scored three more tries (Guy von Dadelszen 2, Ben White 1, and Will Laver two conversions) to win 26-18. It was a cracker of a game to finish a great week.

We had a fantastic group of players, parents, sponsors and supporters. We got many comments about what a positive and successful team and environment we had, proving that there is more to Ross Shield than the points on the score board.

**Keri Lourie - CHB Ross Shield, Secretary**

### Local Young Farmers Club News

The Ashley Clinton-Norsewood Young Farmers Club would like to say a big thank you to BEL group for their sponsorship. All members will be getting a polo shirt with the club logo and the sponsors' names embroidered onto the sleeve, to wear to any events.

There are lots of events coming up, along with the monthly meetings so check out the Facebook Page and get involved.

Meetings are held on the first Thursday of the month - 7.30pm, Norsewood Crown Hotel. Next meeting Thursday, 5th November - see you there!

### Animal welfare with 'SPCA Renee'

Approaching summer is a stressful time for us in the inspectorate world, especially with drought conditions.

Two years ago I got a call from a well-known farmer about some cattle on the roadside. I was initially shocked to get the call from him and more shocked when he almost broke down over the condition of the stock. Upon investigation, I was told by the owner that there was nothing wrong with his cattle and that ALL cattle were looking like this during the drought. These are the skinniest cattle I have ever seen!

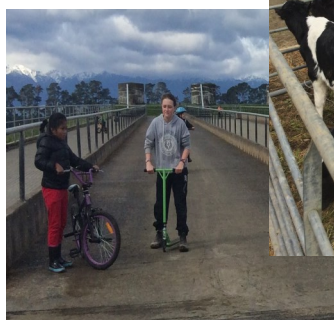


Long story short, after much arguing and the owner threatening to shoot me, the cattle were removed and are now healthy and happy.

**Renee Hickey - CHB SPCA**

### BEL GROUP FAMILY FUN DAY - Ashton Farm, 1st October

*In response to staff feedback, BEL kids were invited to visit Ashton Farm in the school holidays. They explored the farm, got up close and personal with calves and Daisy the Cow, experienced what goes on in the milking shed, checked out the tractors and took a spin around the feed pads on their bikes and scooters. Thanks to all those parents who supported the day by bringing your kids along. Your ideas for another family event are welcome!*



## DAIRY OPERATIONS TEAM UPDATE

### WINTER MILK FARMS

As we go into October our focus lines up with the seasonal farms "Mating time is here" or *again* for us.

After a long, dry and cold winter we have just had a quarter of our annual rainfall in a week - that's the moaning about the weather done.

Winter PDs have been done. Results were Ashton 9 weeks and 18% empty; Fairlea 8 weeks and 19% empty; and Springfield 8 weeks and 30% empty.

A mixed result given that Ashton was in the middle of a system change and was culling cows pre-PDing and sending winter cows to Fairlea. Springfield ran bulls only and their results showed that we still don't focus enough on our bulls when they went out. We will be offering some more clarity on this over the next month. Fairlea's results were not as good as we hoped but better than expected given covers at the time.

As I write this, HQ has just advised me of a not-so-flash empty rate in Ashton and Springfield's Autumn yearlings. This probably highlights our bull management again. Anyone sense a theme...

As most will be aware, Ashton has decided to drop its stocking rate and reduce feed inputs this year (permanently). This has been well received by the team given that it's allowed us to have a clean out of the herd and turn our dashboard lights green. There have also been a few cow swaps with Fairlea to get them to their 50/50 split calving pattern. This has meant that both farms are now finished calving before mating starts (YAY).

Ashton and Springfield are both on target for production, with Fairlea running a little behind but we have a solid plan to be on track by the end of December.

On the people front - the October KOTs are under way, David M is away on a well-deserved break with Mike P doing a great job filling in. Upon Dave's return, Mike P will be filling in at Springfield as we say goodbye to Michael Dillon. We have decided to internally promote Rhys Spooner to the Farm Manager role at Springfield. He will be starting on January 1<sup>st</sup>, 2016. Look out the Spooners are taking over...

**Doug Dolan - Operations Manager Winter Milking Farms**

### ASHLEY CLINTON

After what seems like a very fast spring, mating is once again up on us.

Both farms had a very fast start to calving, with 90% of the herd done in six weeks, with very few problems.

The weather was great and good covers on both farms means we are ahead of our budgeted milk production. (Ellingham is on fire, achieving their monthly target by 25<sup>th</sup> of Sept.) The cows are looking good, averaging over 4 BCS across all herds. We have reduced the amount of intervention this season, only Cidiring 10% of the herd. This job has been completed and by the time you read this, mating will be under way. With only three weeks of AB there has to be a big focus on managing our bulls for lameness and rotating. Mark your bulls into teams and record dates these are rotated; we need every bull working to get your cows pregnant.

Our OAD first calvers herd at Hedley has settled down to their routine and is milking well, averaging 12.9l or 1kgms/cow and a BCS of 4.3. Our aim is to reduce losses and improve animal health in this group. We have chosen not to us Cidirs as OAD is our intervention, -12 day PSM 55% of our first calvers had cycled. We will be using scratches as another aid to heat detection in this group.

Teams on both farms are going well and have had some time off before mating begins. Stay focused on the job ahead and keep up the good work.

**Anthony Williams - Operations Manager Spring Calving Farms**

### REIGATE & PAGET RD

Calving is almost over on the Longrow farms now. Kowhai Terrace and Cloverlea have gotten away to a great start production-wise with increased pasture cover at calving, with the use winter crops as well as Jim's attention to detail at grazing. My thanks goes out to all staff for their attention and dedication over this busy part of the season.

Now is the time to concentrate on mating again, to set ourselves up for next season, not forsaking there's a lot more production still to come this year.

Weeds are poking their head up everywhere and will require attention. Calves are on their way to weaning and need to be up to weight so we can get them off farm before the predicted dry summer. The grass is finally growing well so let's try and get cows up to peak production over the next few weeks.

Soloman has filled our team at Parkhill and Bong has joined the Reigate team from Ashton - welcome to you both.

**Mike Oakly - Operations Manager Spring Calving Farms**

### DAIRY SUPPORT

With winter over we are now into a very wet and soggy spring.

All cows wintered have returned to their respective dairy farms and we are now into cropping and weighing yearlings.

All the barley has been planted - 238 ha of it - and we are preparing land for the planting of maize when it dries out.

All yearlings have been regularly weighed and drenched, with 70 not able to meet the target mating weight. They will be carried over to the winter mating. We will be able to fill the gap with surplus yearlings and carry-over autumn yearlings.

We are now in the process of purchasing 230 service bulls which have to be blooded and vaccinated before the huge - but enjoyable - task ahead of them!

All staff have managed to get through the winter and are now looking forward to some rest and relaxation time.

**Pete Kroot - Operations Manager Dairy Support**

## ANIMAL HEALTH

### Safe Stock Handling—Looking After Your Cows

Good stock handling skills are essential for all people working on dairy farms. Looking after your cows goes hand-in-hand with looking after yourself. The result will be fewer injuries from spooked cows and less time off work.

Cows respond to calm and consistent handling that minimises their natural fear response. Good stock people are able to empathise with the animal and understand their behaviour. Because cows' eyes are positioned on the sides of their heads, they can see all around (panoramic vision), but have blind spots at the front and rear and can be easily spooked when approached from these points.

#### Safe Handling Tips:

- *Stay out of the cow's blind spot, behind her rear end. If she can't see you she is more likely to kick if frightened by sudden noise or movement.*
- *Avoid hitting and slapping cows as it provokes fear, even when it is not forceful.*
- *Avoid sudden or unusual movements and noises such as shouting.*
- *Keep features such as lighting, floor surfaces, levels and fence or wall types as consistent as possible - in this case familiarity breeds 'content' animals.*
- *Prevent painful milkings which can occur due to poor machine set up, incidences of mastitis or poor handling. Avoid painful procedures in the milking shed at all times. Ensure milking machines are maintained and stray voltage is eliminated.*
- *Keep the milking routine calm and consistent and ensure all your team know the routine. Diagrams in the dairy can be useful.*
- *Check everyone in the shed has the right capabilities, or is partnered with someone who has good stock sense and the right experience.*

*(Article taken from Inside Dairy, October 2015)*

### Austerity Measures...

#### What's happening at your place?

So... we're not Greece (and that's good), and it's spring (and that's good) and NZ is a great place to live (and that's good) .....

..... What isn't so pleasant is that many of us are having to tighten our belts, to make sure that we and our businesses come through this time in good shape. At home I've christened this 'Austerity Pirongia'....a nod towards trying to broaden teenage vocabularies and make them more globally aware (I can hear you now saying good luck with that!).

What this means in our house is shorter showers, clearing out and turning off the second freezer, dvd's not movie trips, fish and chips not Indian take-aways and, this week, it was home baking as a treat (those of you who know me will know how remarkable that is)! And as we look at all of these things it is important to get it all in perspective.

None of what we're doing on it's own is big, but collectively they create something big – in terms of savings yes, but more importantly in terms of creating a culture and being a catalyst for discussions about what we do, why we do it and is there a better way?

I know that this has been the subject of many meetings at BEL Group and I saw on my last visit how you are working to look after as much as you can ...and more importantly I see teams pulling together to do the right things by each other.

I want to say, on the record, **well done!**

And I want to encourage people to keep having those sometimes tricky conversations so that we can all find great outcomes, get to know each other better and ultimately prosper in adversity. Your personal leadership, or yourself and others, is tested in tough times and this is when we really find out what our values are....keep living the BEL Group values, using them to guide your decisions and to give you the focus to keep doing what needs to be done.

**Lee Astridge - No8HR**



**Once-A-Day heifers at Hedley Farm. Taken by Amanda Pottinger at the Farm Manager's meeting earlier this month.**



## PAYROLL & BUSINESS SERVICES

### 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.

### CONTACTS FOR PAYROLL

#### ENQUIRIES:

Please firstly talk to your Farm Manager or Operations Manager with any queries regarding payroll. They will either help you out, get in touch with payroll themselves, or they will instruct you to contact payroll if necessary:

All Longrow Dairies (Cloverlea, Kowhai Terrace, Parkhill and Reigate) payroll queries can be directed to:  
Kelly on 021 0816 3455, 9am – 3pm.

All BEL Group (Ashton, Ellingham, Fairlea, Hedley and Springfield, Diary Support, Engineering) payroll queries can be directed to:

Nikki on 027 360 1022

### MORE THAN ONE BANK ACCOUNT?

Just a reminder that if you have multiple bank accounts, and you would like your salary or wages to go into more than one account, we can do this direct from payroll so that you do not have to spend time transferring funds from one account to another. We can set this up as long as the amount going to one (or more) of the accounts is for a set \$ amount each fortnight.

### LIEU DAYS:

As we have a few public holidays coming up (see table), many of you will be accumulating some more days in lieu soon. It is BEL Group's policy that the maximum number of days in lieu that you should have owing to you is 3. If you already have more than 3 owing to you (this should show up on your pay-slip), as the calving season tapers off, it would be a great idea to start booking in some time off to use up some of these days that are owing to you. Don't forget to complete a Leave Request Form though 😊

### PERSONAL DETAILS:

Thanks to all of you who have filled in our 'blanks' regarding personal information that we have on file for you. All the extra details you have provided us with have now been entered into our database, and we should now only be chasing outstanding copies of licences which we need on file (thank you to those who have already provided them.) If you know that we don't already have a copy of your licence – maybe you could take a photo of it with your phone and email it to Nikki: [nikki@belgroup.co.nz](mailto:nikki@belgroup.co.nz)

**Nikki Johansen - Finance and Payroll**

### Upcoming Statutory (Public) Holidays:

<b>Friday 23<sup>rd</sup> October:</b>	Hawke's Bay Anniversary
<b>Monday 26<sup>th</sup> October:</b>	Labour Day
<b>Friday 25<sup>th</sup> December:</b>	Christmas Day
<b>Saturday 26<sup>th</sup> December:</b>	Boxing Day (Stat observed on Monday the 28 <sup>th</sup> )
<b>Friday 1<sup>st</sup> January:</b>	New Year's Day
<b>Saturday 2<sup>nd</sup> of January:</b>	Day after New Year's Day (Stat observed on Monday the 4 <sup>th</sup> )

### Observation of the 'Boxing Day' and 'Day After New Year's 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 the Monday, 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.





## ON FARM WORKPLAN

ACTIVITY	OCTOBER	NOVEMBER
<b>EFFLUENT (RECORD USE OF APPLICATION IN EFFLUENT DIARY)</b>	Effluent Irrigation Scheduled - pond stirrer rotated. HBRC Inspection. Calibrate effluent spreader.	Effluent Irrigation Scheduled - pond stirrer rotated. Effluent analysis/ soil tests/ nutrient budgets review. Check pumps greased and serviced.
<b>FARM BUILDING MAINTENANCE</b>		Tidy calf sheds.
<b>FINANCIAL</b>	Farm Budget Update.	Farm Budget Update.
<b>HOUSE AND SECTIONS</b>	Lawns Mowed Weekly. Spray section boundary. Spray cluster flies/fumigate. House Inspections.	Lawns Mowed Weekly. Hedges/ trees/ fences.
<b>MILK AND COLOSTRUM SUPPLY</b>	Review milking routines for AB staff.	
<b>PEOPLE</b>	Set June 1st Recruitment strategy. Complete KOTs.	Plan leave over summer. Review On-Farm Training Manual.
<b>RAINFALL &amp; SOIL TEMP</b>	Daily soil temp and rainfall.	Daily soil temp and rainfall.
<b>REPAIRS AND MAINTENANCE</b>	Tanker tracks / driveways graded.	Fencing 4000 V. Effluent adjustments organised.
<b>STOCK RECORDS</b>	Mating recorded into Daily Update.	Mating recorded into Daily Update. Natural mating to be recorded daily.
<b>SUPPLEMENT AND FEEDING</b>	Maize planted. Silage harvest and purchase plans to dairy farms. Prepare silage pits.	
<b>WEEDS (FLUSH GEAR WKLY WHEN IN USE)</b>	Follow milkers. Hazard Review Spraying.	Drains sprayed. Weed map drawn up for next year's winter spraying.
<b>EVENTS/MEETINGS/REVIEWS</b>	Farm manager's meeting. Calving Review.	Farm manager's meeting. Farm Management plans.
<b>CALVING</b>	Weaning.	Clean calf sheds.
<b>MASTITIS &amp; SCC</b>	Manual teat spray.	Manual teat spray.
<b>MINERALS</b>	Mag Dusting. Copper Sulphate in troughs. Bloat	Copper Sulphate in troughs.
<b>TREATMENTS</b>		
<b>REPRODUCTION</b>	PSM—3 weeks AB. Bulls in with heifers. 20% CIDR programme.	Bulls in herds - check bulls daily. Keep bulls in the paddock to avoid lameness
<b>SEASONAL RISK</b>	Magnesium Staggers, Bloat	Ryegrass staggers
<b>STOCK MONITORING</b>	BCS profile. Monitor LW of heifers at grazing.	BCS profile. Monitor LW of heifers at grazing.

# BEL GROUP CONTACT LIST 2015-16

NAME	POSITION	PHONE	EMAIL
Andrea Barry	Business Owner & Chair	021 759 170 Office 06 855 6596	andrea@belgroup.co.nz
Justine Kidd	BEL Group CEO	021 895 878	justine@belgroup.co.nz
Diane Rawlinson	EA to BEL Group CEO	027 553 3214	execassist@jmkconsulting.co.nz
Toni Goodlass	GM - People and Production	027 254 6814	toni@belgroup.co.nz
Rachael Riddell	<b>Maternity Leave</b>	021 759 178	rachael@belgroup.co.nz

## BUSINESS SERVICES - All Invoices to PO Box 63, Waipukurau, 4242

Nicola Whittle	Business Service Team Leader	021 269 9307	nicola@belgroup.co.nz
Holly Price	<b>Maternity Leave</b>	06 858 8921	holly@belgroup.co.nz
Nikki Johansen	Finance and Payroll	06 858 8921	nikki@belgroup.co.nz
Kelly Jo Kroot	Finance and Payroll	06 8588921	kelly@belgroup.co.nz
Jude Jamieson	Workplace Safety/Admin Support	06 858 8921	jude@belgroup.co.nz
Paul Phippen	Asset Manager	0274 732 026	paul@belgroup.co.nz
Amanda Pottinger	Business Analyst	027 313 4590	amanda@belgroup.co.nz
Shane Mackie	Engineering (Deliveries to Ashton, 901 Burnside Rd, Takapau)	021 285 3011	shane@belgroup.co.nz
Hamish Quinlivan	Animal Health	021 759 784	hamish@vetabs.co.nz

## DAIRY FARMS - All Invoices to PO Box 63, Waipukurau, 4242

<b>Operations Manager - Doug Dolan</b>		027 489 3764	doug@belgroup.co.nz
Ashton #47478	Doug Dolan	021 759 165	ashton@belgroup.co.nz
Fairlea #47477	David Mochrie	021 759 154	fairlea@belgroup.co.nz
Springfield #47426	Michael Dillon	021 759 164	springfield@belgroup.co.nz
<b>Operations Manager - Michael Oakly</b>		027 243 1205	mike@belgroup.co.nz
Reigate #47414	Michael Oakly	021 759 156	reigate@belgroup.co.nz
Cloverlea #47422	Phil Vallance	021 759 616	cloverlea@belgroup.co.nz
Parkhill #47421	Craig Pennell	021 759 161	parkhill@belgroup.co.nz
Kowhai Terrace #47423	Reetesh Prasad	021 759 163	kowhaiterrace@belgroup.co.nz
<b>Operations Manager - Anthony Williams</b>		027 627 8677	anthony@belgroup.co.nz
Hedley #47640	Peter Borges	021 759 173	hedley@belgroup.co.nz
Ellingham #47641	Ellingham	021 759 174	ellingham@belgroup.co.nz

## DAIRY SUPPORT - All Invoices to PO Box 63, Waipukurau, 4242

Operations Manager	Peter Kroot	021 759 172	pete@belgroup.co.nz
Ag-Works Manager	Jim Barnes	021 759 160	jim@belgroup.co.nz
Dairy Support	Paul Hopkinson	021 759 169	

## NEWS AND EVENTS

### LOCAL & INDUSTRY NEWS AND EVENTS

#### October

21st: NZ Dairy Industry Awards Launch Event , Dannevirke 7.30pm Mangatera Hotel.

21st –23rd: Hawke's Bay A&P Show Hastings Showgrounds

23rd: **HB Anniversary Day**  
26th: **Labour Day**

29th-4th: Waipukurau Little Theatre Production: 'Same Time Next Year'

#### November

1st: CHB Primary Schools Cycle Series Race 1 - The Terrace School, (Also Race 2 - 15th Otane School, Race 3 29th - Takapau School.) For ages 5-13 years.

13-14th: Waipukurau A&P Show

14th: F.A.W.C! Summer Series

### BEL GROUP EVENTS

#### October

21st: SHED Leader's meeting Longrow 10am-11.30am

29th: Staff BBQ—Ashton: 12.30pm-1.30pm

#### November

4th: Farm Manager's Meeting: Ashton Farm 11am-2pm

11th: Development Programme 6.30pm-8.30pm Longrow

18th: SHED Champs Meeting 10am-11.30am Longrow

26th: Staff BBQ—Longrow 12pm-1pm

## Geek Corner

For those of you who are interested in trying new applications for your phones...



- \* *Fence Detective* - decide whether your fence is on or not without the shocking surprise.
- \* *MealPlan* - a meal planner and shopping list all in one! Grocery shopping will never be the same again.

**NZ YOUNG FARMERS**  
- get the edge

**ASHLEY CLINTON NORSEWOOD**  
...NOT JUST FOR FARMERS!

**7:30pm @ Norsewood Crown Hotel**  
**First Thursday of every month**

**Come along. Get involved!**

Contact: Jimmy (Club Chairman)  
0274590213

[www.facebook.com/ashleyclinton.yfc](http://www.facebook.com/ashleyclinton.yfc)

### WEBSITE LOG-IN

All staff are welcome to access the BEL Group website ([www.belgroup.co.nz](http://www.belgroup.co.nz)) 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.

### 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.

