

	Pasture management	Supplementary feeds and crops	Fertiliser and nutrient management	Herd management	Reproduction	Animal health	Young stock	Staff
All year	<ul style="list-style-type: none"> Monitor pasture cover and grazing residuals Manage rotation length Update feed budget 	<ul style="list-style-type: none"> Monitor crops for signs of nutrient stress, insects, and diseases 	<ul style="list-style-type: none"> Manage stored effluent ponds so capacity is available for wet periods Only apply effluent when ground conditions are below field capacity and meet consent conditions 	<ul style="list-style-type: none"> Monitor body condition score to meet dry off and calving targets 		<ul style="list-style-type: none"> Supplement cows with magnesium (all year or as required) Monitor for and treat mastitis and lameness Discuss vaccinations, treatments, health testing and mineral requirements with your vet for the season ahead 	<ul style="list-style-type: none"> Weigh young stock regularly and preferentially feed 'at risk' animals Have an agreed plan for young stock if pasture growth rates/crop yields are below expectations Implement animal health plan for young stock and regularly check health Agree monthly/seasonal liveweight targets to achieve 30% mature LWT at 6 months, 60% at 15 months and 90% at 22 months 	<ul style="list-style-type: none"> Review and manage rosters and hours of work Catch up regularly with your team – both as a team and one-on-one Prioritise doing jobs safely
Dry period	<ul style="list-style-type: none"> Avoid damaging wet soils 	<ul style="list-style-type: none"> Transition onto winter crops Graze winter crops 	<ul style="list-style-type: none"> Carry out effluent system maintenance Soil test and develop annual fertiliser plan Continue riparian planting/trees for shelter 	<ul style="list-style-type: none"> Cull cows based on SCC, empties, production, temperament Dry cows off based on body condition score to achieve calving targets Preferentially feed animals that are below target body condition score Consider milking frequency for calving period and rest of season 		<ul style="list-style-type: none"> Monitor animal health and mastitis, especially where cows are off platform for winter Supplement with trace elements as determined by testing 	<ul style="list-style-type: none"> Get calf shed and bobby calf loading facilities ready. Order bedding material early Discuss preventative young stock health plan with your vet Ensure staff understand the farm's calf care policies 	<ul style="list-style-type: none"> Onboard new team members Set expectations and goals and identify skill gaps Prepare and train the team for calving and milking
Early lactation	<ul style="list-style-type: none"> Avoid damaging wet soils Use the Spring Rotation Planner Identify summer/winter crop paddocks if required Identify and harvest surplus pasture as silage 	<ul style="list-style-type: none"> Prepare and plant summer/winter crops 	<ul style="list-style-type: none"> Apply nitrogen fertiliser as required, if soil temperature is >7°C and rising and moisture conditions are suitable Apply spring fertiliser 	<ul style="list-style-type: none"> Calving Preferentially manage 'light' cows 	<ul style="list-style-type: none"> Metricheck herd, with particular focus on 'at-risk' cows (metabolic problems, difficult calving, retained membranes) Identify non-cyclers and if treating, treat early Record pre-mating heats 	<ul style="list-style-type: none"> Implement management strategies to prevent metabolic issues Nurse 'down' cows effectively to speed up recovery Blood test for trace elements prior to mating Supplement recently calved cows with calcium 	<ul style="list-style-type: none"> Calf rearing – Use a Brix Refractometer to identify quality colostrum (>22%) Tagging and disbudding BVD test calves, based on vat milk monitoring results 	<ul style="list-style-type: none"> Proactively manage hours of work and rosters Focus on good communication and team work Prepare and train the team for heat detection and mating
Mid lactation	<ul style="list-style-type: none"> Regrass low performing paddocks when there's surplus pasture Implement summer management plan if dry Identify and harvest surplus pasture as silage Remove cull cows and/or add surplus pasture to manage feed supply and demand 	<ul style="list-style-type: none"> Graze summer crops Graze new grass lightly with young stock 	<ul style="list-style-type: none"> Apply dairy effluent to pasture and de-sludge ponds Apply nitrogen fertiliser as required and if soil moisture conditions are suitable If necessary, check clover nutrition by taking some herbage samples Check riparian planting and release young plants if necessary 	<ul style="list-style-type: none"> Identify possible cull cows based on SCC, lameness, empties, production and disease Weigh cows to establish herd liveweight Consider milking frequency options 	<ul style="list-style-type: none"> Artificial breeding (AB) or natural mating with bulls Record all artificial and natural mating If using bulls, remove bulls 9 to 12 weeks after start of mating 	<ul style="list-style-type: none"> Blood test for copper and magnesium Monitor facial eczema spore levels and administer zinc to stock 	<ul style="list-style-type: none"> Calf rearing Wean calves based on liveweight targets Monitor for signs of internal parasites and selectively drench calves based on weight data and faecal egg counts 	<ul style="list-style-type: none"> Confirm holiday rosters Discuss career goals with employees and make a plan to support
Late lactation	<ul style="list-style-type: none"> Update feed budget Adjust feeding and rotation to achieve target pasture cover at calving 	<ul style="list-style-type: none"> Graze new grass lightly with young stock Transition onto winter crops 	<ul style="list-style-type: none"> Apply nitrogen fertiliser if required and moisture conditions are suitable, stopping before declining soil temperatures become growth limiting Apply autumn fertiliser and lime Update nutrient budgets and fertiliser recommendation 	<ul style="list-style-type: none"> Identify cull cows based on SCC, lameness, empties, production, disease etc Prepare cull cows appropriately for transport – provide water, roughage, and extra minerals Consider adjusting milking frequency to manage body condition score Transition cows carefully onto winter crops to avoid health issues 	<ul style="list-style-type: none"> Aged-pregnancy test 13 weeks after start of mating and again 6 weeks after mating ends BCS the herd now to hit targets at calving 	<ul style="list-style-type: none"> Supplement with minerals as needed, such as copper Discuss selective dry cow treatment with your vet Herd test within 80 days before dry-off to inform treatment Complete liver biopsies to check copper and selenium levels 	<ul style="list-style-type: none"> Drench and administer copper bullets to calves if needed Regularly check health and weight of stock grazed off-farm Teat seal R2 heifers 	<ul style="list-style-type: none"> Complete workforce planning and any recruitment required Focus on removing bottlenecks to improve efficiency Encourage personal development for team members
Key Performance Indicators	<ul style="list-style-type: none"> Pasture eaten t DM/ha Average pasture cover kg DM at planned start of calving 	<ul style="list-style-type: none"> Imported supplement/cow or % total feed Average cost per kg of supplement Target crop yield 	<ul style="list-style-type: none"> N fertiliser kg pr Ha N loss to water Survival rate of young plants 	<ul style="list-style-type: none"> Body condition score of mixed age cows at calving 	<ul style="list-style-type: none"> Six week in-calf rate Submission rate Not in-calf rate 	<ul style="list-style-type: none"> <10% clinical mastitis for the season 	<ul style="list-style-type: none"> Weaning weight of calves Target live weight graphs for young stock 	<ul style="list-style-type: none"> Roster – days off per week/fortnight, total hours of work, effective hourly wages paid Accidents and near misses Training completed Goals achieved
Find out more on these topics	Feed management dairynz.co.nz/feed	Feed management dairynz.co.nz/feed Wintering dairynz.co.nz/wintering	Fertiliser dairynz.co.nz/fertiliser Nutrient management dairynz.co.nz/nutrients	Herd management dairynz.co.nz/animal-health Body Condition Score dairynz.co.nz/BCS Transporting stock dairynz.co.nz/transporting-stock Milking intervals dairynz.co.nz/milking-intervals	Reproduction dairynz.co.nz/animal/reproduction-and-mating	Animal health dairynz.co.nz/animal-health	Heifers dairynz.co.nz/heifers Calves dairynz.co.nz/calves	People management dairynz.co.nz/people