

## **FERTILISER SPREADING, HAZARD REPORTING, AND SURCHARGE POLICY**

### **INTRODUCTION**

Dairy Holdings Ltd (DHL), has engaged Midland Spreading Ltd (MSL) to spread fertiliser on DHL farms from North Canterbury to the Rangitata River on an exclusive basis.

Under the Health and Safety at Work Act there are three parties (PCBU's) involved with the fertiliser spreading activity on each farm. DHL being the principal, MSL being the contractor, and farm managers/sharemilkers and contract milkers are responsible for the on-farm management.

In recognition of the potential health and safety hazards with fertiliser spreading, DHL, in-conjunction with MSL, has developed this fertiliser spreading policy.

### **IDENTIFICATION OF HAZARDS**

As MSL are spreading Nitrogen fertiliser to every paddock on every dairy farm each month (from October to March), they are a natural partner to help identify farm hazards and their location. However, this does not eliminate the need for farm staff to also identify hazards in paddocks and report these to farm managers/sharemilkers and contract milkers.

At the request of DHL, MSL have provided an initial list of paddocks that have a number of issues that are having an impact on spreading operations. The initial copy will be circulated to all affected farms. These include hazards that potentially can cause damage to spreading trucks, as well as ground conditions that can slow spreading down to an inefficient speed.

*Potential hazards include:*

- items and debris in paddocks
- rough ground
- unmarked effluent and rotorainer hydrants
- deep pivot ruts > 150mm
- old tree lines with branches and stumps across paddocks
- trenches, etc.

The issues in the listed paddocks will be discussed immediately between the various parties to confirm or amend, along with who will be responsible to remedy them. Some hazards will require action before the next spreading run, while others may take longer to address depending upon the assessed risk, the scale of the issue and available budget, e.g. contouring and re-grassing.

Each time MSL are spreading in a paddock, if they see a hazard, they will use the DHL/Boraman web app to log the hazard for the farm. The hazard notification will be sent by text to the farm manager/sharemilker and contract milkers, farm staff (with a contact number on the farm website), farm supervisor, sustainability manager and the MSL office. The notified hazards shall be listed on the farm health and safety board by the farm manager/sharemilker and contract milkers to notify others that may be entering the relevant paddock of the hazard and as an action to complete. A

follow up phone call from MSL will be made to the farm manager/sharemilker and contract milkers if the issue is serious and requires immediate attention.

## **ACTION REQUIRED**

**Once a hazard has been notified, it must be actioned Failure to do so is a breach of the Health and Safety at Work Act.**

It is important to determine if the hazard requires immediate action or whether it will be a longer-term fix or a short-term fix. Failure by a farm managers/sharemilkers or contract milkers to address hazards will result in disciplinary procedures being invoked.

Longer term repairs may need to be provided for in annual budgets and includes, but is not limited to extensive rut filling, contouring and re-grassing work, stump removal, removal of borderdykes, old trenches, etc.

Short term fixes that can be actioned before the next spreading round include, but are not limited to the picking up of items lying in a paddock (eg posts, pipe, logs, wire), filling in deep one-off pivot ruts, bull holes, marking rotorainer anchors, marking hydrants, etc. DHL will pay for markers or posts or other items where required subject to the prior approval by the farm supervisor.

It is important to confirm responsibility and timing for the action as a surcharge is now being applied to paddocks with identified spreading hazards.

Once the hazard has been fixed, farm managers/sharemilkers and contract milkers must login in to their farm on the Boraman website, enter the health and safety page, go to the new hazards and enter the date the action was completed to close the hazard.

Monthly reports will be run for outstanding hazards for each farm. Farm supervisors will check each farm each month with farm managers/sharemilkers and contract milkers to check hazards and to see that actions have been completed. To ensure this action is addressed, the farm supervisor will print off the outstanding hazards from the Boraman's website each month. The farm supervisor will review the list (when they pick up the monthly invoices), note any changes, sign this list, and forward it to the DHL office with their monthly invoices so this record is then retained on file. A copy will be forwarded to the MSL office so that a surcharge will not apply to hazards that have been eliminated.

## **SURCHARGE**

DHL and MSL have agreed that paddocks with a hazard in them are to be charged at a higher spreading rate of plus \$2 per hectare until the issue in each paddock has been addressed. The surcharge was introduced from December 2017.

The surcharge is not to be invoiced by MSL if the hazard has not been correctly identified, or if the hazard is disputed by the relevant farm supervisor.

Until 1<sup>st</sup> April 2018, the \$2per hectare surcharge will be fully paid by DHL.

After 1<sup>st</sup> April 2018, the surcharge will either be paid by DHL as agreed for case-by-case hazards for longer term repairs or will be recharged 100% to the sharemilker/contract milker for short term fixes that have not been actioned.

Examples of short term fixes requiring immediate action (where the operator will be recharged 100% of the surcharge after 1<sup>st</sup> April 2018) include:

- items and debris in paddocks
- un-marked effluent and rotorainer hydrants.

The above list will be reviewed from 1<sup>st</sup> June 2018 and may then be amended to include pivot ruts, and stumps/branches in the middle of paddocks.

For a farm manager employed by DHL, DHL will re-evaluate any at risk-bonuses to provide for the recovery of the spreading surcharge where matters have not been actioned, eg heifer raising bonuses. The \$2 surcharge will apply until the issue is rectified and the hazard has been closed on the relevant health and safety farm page of the Borman website. The minimum period the surcharge will apply for is one month once it has been notified until the hazard has been closed.

The spreading surcharge will now be identified in farm budgets as a separate code item to enable benchmarking of the spreading surcharge.

## **SPREADING HEALTH AND SAFETY GOAL**

Our goal is to see if we can have close to all the issues rectified by the end of the 2019/20 season.