



## Planning Templates

Internationally recognised standards regard it as good management practice if there are written plans to address key issues and risks associated with a production enterprise.

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## Policy Statements

A clearly stated and written policy demonstrates a commitment to the issue at hand.

Included in this package are suggested policy statements which can be used as they are or modified to suit the individual farming business.

It is suggested that these policy statement could be used as an overarching statement attached to the Planning document

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## Land Water Biodiversity Plan \_ Template

This document provides a simple template to develop a plan to identify and address issues associated with Land, Water and Biodiversity management.

A copy of the Land Water Habitat and People Guidelines is included to assist develop your plan.

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## Animal Health Management Plan \_ Template

Included in this package is a template to assist you identify and document the key animal health issues which may affect the productivity and wellbeing of animals on your farm.

It is not intended for farmers to document in detail the disease or the treatment but rather to demonstrate in written form an awareness of the both the potential for the disease and the method(s) by which it is planned to manage it.

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## Farm Policy - Animal Welfare

This document should be clearly displayed where staff, contractors and visitors can be made aware of its contents.  
The policy should be read in conjunction with the NewMerino Animal Welfare Guidelines

This farm adopts and endorses a policy for the welfare of animals as described below.

<b>Primary Acknowledgement</b>	Animal welfare legislation has broadened its scope from simply prohibiting acts of cruelty to animals, to actively promoting the welfare of animals. This is reflected through the concept of ‘duty of care’.
<b>Duty of Care</b>	If you are in charge of, or working with an animal, you have a duty of care to that animal - no matter why you are in charge of it, what you are using it for or how long it will be in your care.
<b>Acknowledgement of the Five Freedoms</b>	<p>Duty of care is based on the internationally recognised 'Five Freedoms' for animals.</p> <p>The overarching requirement of this code is the acknowledgement that;</p> <ul style="list-style-type: none"> <li>- Animals do feel pain</li> <li>- Animals do experience fear and distress</li> </ul>
<b>Acknowledgement of collective and individual responsibility</b>	<p>Safety and animal welfare are the joint responsibility of all people working on this farm.</p> <p>A key obligation is that;</p> <p><b>If you see something wrong, you must say or do something about it.</b></p> <p>This policy requires that every person working on this farm accepts a shared responsibility and a ‘duty of care’ to ensure that the standards of animal welfare as described in the <i>NewMerino</i> Animal Welfare Guidelines are achieved.</p> <p>Under this principal, behaviour not in accordance with this code must be reported.</p> <p>It must be understood that every individual is obliged to say or do something if they observe situations or actions which are not in accordance with this policy.</p>

This policy is adopted by the farming business: Farm name:	Located at:
Owner or Manager:	Date:
Co-signed by staff member or contractor where the farm manager requires a commitment from contractors and employees.	Date

## Policy - Land, Water, Habitat, Worker Health & Safety

This document should be clearly displayed where staff, contractors and visitors can be made aware of its contents.

This policy should be read in conjunction with the *NewMerino* Land, Water & Habitat Management Guidelines

This policy acknowledges that the survival of humanity depends upon the quality of topsoil, the availability of clean water and a resilient ecosystem that enables us to grow food and fibre and provide shade and shelter.

This farm therefore aims to operate a grazing management strategy based on long term sustainability and holistic farming principals with the goal of developing a resilient ecosystem that can withstand stress and rebuild when necessary.

### There are six key pillars

**Ground cover:** Maintain the appropriate level of ground cover for this region to prevent overgrazing and to enable regeneration of the ecology and increasing biodiversity.

**Tree cover:** To ensure there is adequate tree cover and shelter belts for the protection of livestock and habitat for species native to the area.

**Water:** Build and manage water systems and resources to maintain good drinking water for animals native species and to avoid waste, erosion and contamination.

**Habitat:** Acknowledge the existence of native wildlife and cater for their natural environment.

**Chemical use:** This farm adopts a policy of minimal use of chemicals but where they are deemed necessary, to use all chemicals strictly in accordance with manufacturer’s recommendations and /or legal requirements.

**Worker Health & Safety:** Maintain safe and healthy conditions and a comfortable stress free environment for people living and working on this farm.

This policy is adopted by the farming business: Farm name:	Located at:
Owner or Manager:	Date:
Co-signed by staff member or contractor where the farm manager requires a commitment from contractors and employees.	Date

**Land, Water, Habitat People - Guidelines**

Version 17.0

Grazing	A grazing strategy	A grazing plan to prevent overgrazing and promote continuous improvement in productivity.
	Measurement system	Grass cover maintenance objectives and measurement.
	Drought strategies	A plan to be pro-active and ready for drought so that early action can be taken to avoid long term damage.
Land	Soil structure	Awareness that it is critical to plant growth, water efficiency and erosion control. Minimum tillage practice, organic matter retention etc should be part of the plan.
	Focus on native species	Plant counts. An awareness of what exists and encouragement of the development of desired species.
	Degraded areas	Regeneration strategies to return to previous state.
	Identification of unique plant species	Locking up areas or tighter control on grazing specific areas to allow regeneration of unique plant species.
	Tree cover	Erosion protection, adequate shade for livestock, habitat for birds and other animal species reliant on trees for breeding and protection
	Unique areas and historic sites	Identification and acknowledgement of unique areas and historic sites. A plan to protect these and to protect them from degradation through farming and grazing activities.
Water	Riparian vegetation	Fencing of river and creek banks to prevent erosion as a result of livestock drinking points. Maintenance of or replanting of vegetation.
	Water efficiency	Water storage, monitoring of water storage, water transfer efficiency (evaporation loss), livestock watering points.
	Water quality	Ensuring that good quality water is available to livestock.
	Control of surface erosion points	Awareness of and action to prevent/repair erosion by surface water movement.

Wildlife	Species natural to the area Endangered species	Identification of species natural to the area and catering for their survival. Special care for any endangered species that have habitat on this farm.
Predators	Identification of animal species	Magnitude of problem. Control plan/method
Flora	Endangered species	Identification of any endangered species Plan for protection usually in conjunction with an appropriate state or state authority.
People	Employees Contractors	Wages and salaries in accordance with or above state or federal awards.  Facilities for employees who live on the farm - adequate housing in good condition and with appropriate services (electricity, water sewerage)  Occupational Health and Safety requirements in accordance with state and federal awards.  Accommodation and facilities for shearing teams in good condition and with appropriate services.

References:

Because of the variability in size, enterprise mix, topography, climate and other regional conditions, there is no single approach applicable to land and water management across all merino farms in Australia.

For environmental management, *NewMerino*® benchmarks its system against recognised Standards, Codes of Practice as well as State and Federal laws. These include:

- Environmental Acts
- Protection and Planning Acts
- Natural Resource Management Acts
- Water Resource Acts
- State Water Catchment Authorities

In addition there are many resources and training organisations available to help farmers develop and implement their strategies.

- Commonwealth Scientific and Industrial Research Organisation (CSIRO)
- EnviroGraze (Vanguard Business Services), Holistic Management Trainers, (Alan Savory principles), Australian Land Management Group,
- Land Care Australia, Soils for Life

**Land, Water, Habitat People - Farm Plan**

*To create a simple plan we suggest you write a few line in each in each of these areas  
Read the Land, Water Habitat, People Guidelines document to assist*

Version 17.8

Grazing	A grazing strategy	
	Measurement system	
	Drought strategies	
Land	Soil structure	
	Focus on native species	
	Degraded areas	
	Identification of unique plant species that should be preserved	
	Tree cover	
	Unique areas and historic sites	
Water	Riparian vegetation	
	Water efficiency	
	Water quality	
	Control of surface erosion points	
Pests	Identification of pests causing productivity loss and method of control	

Wildlife	Identification of species natural to the area  Endangered species	
Predators	Identification of animal species and control measures	
Flora	Endangered species	
People	Employees  Contractors	

Additional notes:



## Animal Health Plan

Identify the issues that may affect the health, productivity and wellbeing of livestock on your farm and briefly describe how they will be monitored and managed.

<b>Health Issues</b> Actual & Potential	<b>Monitoring</b> Frequency & Method	<b>Treatment or Prevention Method</b>
Lameness		
Internal Parasites		
Infectious diseases		
Other		