

Producers for Profit

Business improvement through staff development

Oct 2008

In this Issue



Funding up for grabs



Young NPA get-together



"Licence to farm"

Plus:

- Management training scheme
- Preparing pigs for slaughter
- We want more!
- In Brief...



Skills funding within reach

BPEX has set out its stall to help the British pig industry boost its skill levels with grant applications worth more than £300,000 in the pipeline to a range of Regional Development Authorities (RDAs)

Whilst nearly £77,000 has already been agreed in the Yorkshire and Humberside Region, other regions are at various stages of the application process.

BPEX Skills Development Manager Tess Howe said: "The key to the bids is to secure the money for the industry to use and we need people who already carry out knowledge transfer/training to come forward and apply to use this money.

"The money will be used to help support existing initiatives and encourage new ideas to benefit levy payers in terms of staff development and complement the current work of the BPEX KT Team."

The format used for Yorkshire is the template for all the other applications to RDAs.

The aims of this project are :

- Deliver relevant, flexible workshops/events to farmers, based on current requirements and demand
- Co-ordinate the events to make sure producers are not overloaded
- Provide events for all levels of staff
- Demonstrate business benefits of skills development/new concepts by examples
- Support producer clubs/discussion groups



If anybody is involved in training and would like to know more, please get in touch with Martin Grantley-Smith who has taken on the responsibility for RDA projects while Tess is on maternity leave **Tel:** 01908 844133

New PIPR Category launched

As membership of the PIPR scheme reaches 300 a new category has been launched for people joining the industry

This 'New Entrant' category has been developed to allow people entering the industry the chance to develop their potential in the industry by gaining full recognition of their skills development.

The PIPR Scheme is a great way of showing new people that our industry takes development and career progression seriously.

Chairman of Pig Industry Skills Development Richard Longthorp said: "The introduction of this category will be a major step forward in helping the industry stand toe to toe with other industries in attracting people into the industry."

To qualify for the new entrant category, you need to meet one or more of the following criteria:

- Be in full-time post-16 education
- Be registered on a Pig related course (including general agriculture)
- Be working full time in agriculture

The new entrant category is free of charge, and for those joining before 20 December there is the chance to win a Red Letter Day gift Voucher worth £125. More information can be found on the BPEX website:

www.bpex.org.uk/practicaladvice/training



Staff Management

Bowes Production Manager Jim Burling has always invested heavily in farm training but felt senior staff training was missing.

With the advantage of having their own training facilities, Bowes organised some training workshops specifically aimed at senior staff, which were run by Cedar Associates.



Since June, four workshops have taken place covering the topics 'Getting the most out of people,' 'Assertive communication,' 'Showing staff how,' and 'Managing time.' Ten people attended each of the workshops and found them beneficial, learning valuable tips to help improve their management skills and keep staff happy and motivated.

Jim has observed: "Staff are more motivated and enthusiastic about work and have learnt a lot as a direct result of the workshops. With over 60 employees, 13 breeding units and four finishing units, finding the right staff is very important. Managing pigs is easy in comparison.

"We have people here who have come from school at 16 who are now managers, and overall staff turnover is low. We provide training all the way through from the newest employee to senior management and courses such as these really make you think about the way you manage your staff."

Management Development for the industry

Following requests from industry, BPEX is in the initial stages of designing a development scheme for potential managers within the industry.

Historically some of the larger companies have run their own graduate schemes but for various reasons these are in decline.

The current proposal will offer ten potential managers from across the industry the opportunity to take part in regular management training sessions, leading to a nationally recognised qualification in management.

For the companies involved this scheme would provide the benefits of a structured training scheme at much reduced costs whilst developing their own staff for particular roles within the company.



In addition to the qualification, individuals will gain a wider understanding of the whole production chain and develop contacts across the industry. For further information contact Richard Longthorp. **Tel:** 01430 433031.

Young NPA dinner

provides opportunity for sharing ideas and meeting other young producers

The first dinner for young pig producers in the North-East and Yorkshire area was well attended with nearly 30 young producers and allied industry workers present.

The dinner gave young people involved with the industry the chance to get together and share their views and ideas. The evening started with an informative talk given by Rick Sanderson from PIC about the pork supply chain and what drives the consumer when buying pork and was followed by dinner.

The event was organised by BPEX Knowledge Transfer Manager Lis Ravn, with the support of NPA Regional Manager Zoë Davies.



What to look for, how to find it and why do it...

The true value of pig recording is relating production efficiency to cost. The combination of accurate physical and financial data entry ensures a detailed understanding of this. Current workshops being run by Agrosoft in conjunction with the BPEX Knowledge Transfer Team outline the drivers of the core process of cost efficiency. Guidelines on reasoned target setting and maintenance are presented and accepted paradigms challenged.

For example, during the workshop the concealed cost of breeding

failure in a business cash-flow is considered, beginning with 100% target setting for farrowing capacity, through the maintenance of optimum herd shape/age to gilt herd management.

With the basis of operation explored, the workshops then look at how the WinPig programme handles data, allowing producers to set and monitor targets, highlight management actions and measure unit cost. Finally, the outcome for a pig business, showing full costing, is discussed.

The two workshops that have run in the north have been well received by producers and further events are being planned. For more information contact Agrosoft.

Tel: 01728 685118. **Web:** www.agrosoftltd.com



Finished pig workshops

BPEX is working with ADAS this year to run a series of workshops entitled 'Preparing pigs for slaughter' starting in January 2009.

Ten workshops will run across the country, focussing on pig welfare during housing, handling, loading and transportation of the finished pig, all of which can have a significant impact on the potential returns a producer can achieve.

In addition to this on-farm information, the most common problems seen in abattoir will be discussed and how these impact on the health and welfare of the live pig.

The interactive workshops will close with producer discussions on how to overcome these problems.

If you would like to attend please get in touch with David Moorhouse (ADAS) for your nearest workshop.

Email: david.moorhouse@adas.co.uk



"Licence to Farm"

Words that probably send a shudder down the spine of all UK farmers
But hang on...

- ♦ What if such a "licence to farm" was developed and controlled by the industry.
- ♦ A scheme that was purely **voluntary** and was simply an **alternative** to the current myriad of compliance and inspection regimes.
- ♦ A scheme that demonstrated competence both of farmers, their staff and the industry.
- ♦ A scheme that demonstrated that participating businesses were low risk as regards disease, health & safety, movement records, cross compliance etc.
- ♦ A scheme that had at its core, not regulation, but better business performance.

If that's what a "licence to farm" looks like then I say "bring it on".

- ♦ But will the legislators accept it?

We are already speaking to the legislators and initial indications are that they appear enthusiastic about the concept.

- ♦ The scheme itself? Won't it take time to develop and be expensive?

The industry already has the scheme, it's called PIPR

For more information visit:

<http://www.bpex.org.uk/PracticalAdvice/Training/Pipr.aspx>



by **Richard Longthorp**



Warmest congratulations to Tess Howe, BPEX Skills Development Manager, who recently gave birth to baby Abbie. Wonderful news for someone who, together with the whole KT Team, has made a real impact on our industry.

We want more!!

The first season of meetings for the BPEX Devon and Cornwall training groups have gone with a bang. Over the last five months, a core group of businesses have sent their stock people to interactive training sessions at local venues.

The group varied from enthusiastic, but inexperienced, stock people to managers and owners who have committed fully to staff development. Many of the less experienced stock people were allowed time out of their working day for ongoing training to gain a better understanding of the whole production system.

By attending the workshops the managers, not only led by example, but were also a great source of knowledge.

The mix of BPEX staff, vets and allied industry delivering the topics was a great way to take advantage of a wide pool of knowledge.

As a result of the workshops, it is now possible for some members of the training group to get recognition for their skills by being assessed for the Certificate of Competence.

Helen Thoday (BPEX) has said that "As a result of demand, the scheme will be expanded to include Somerset and Oxford."

Dates for the next meetings have now been set, if you want to send your staff to these workshops contact Helen. **Tel:** 07973701202

Email: helen.thoday@bpex.org.uk



Rob Lassetter, Dorset pig unit owner said: "These meetings are essential, it is important that after the break for the summer the momentum is not lost, they need to keep going."

Sep.	Wed	24	Somerset Training – Est the weaner
	Tues	30	Oxford Training – AI and Service
Oct.	Wed	1	Exeter – AI and Service
	Tues	7	Cornwall – AI and Service
	Tues	21	Oxford Training – Vet and Med
	Thur	23	Hampshire – AI and Service
	Wed	29	Somerset Training – Vet and Med
Nov.	Tues	4	Cornwall – Pollution control
	Wed	5	Exeter – Pollution control
	Tues	25	Oxford Training – Outdoor farrowing
	Wed	26	Somerset Training – AI and Service
	Thurs	27	Hampshire – OD Problem Solving
Dec.	Tues	2	Cornwall – Farrowing management
	Wed	3	Exeter – Farrowing management

In Brief...

Nuffield Award

2009 will see the first BPEX/Merial Nuffield Scholar Award on offer. Nuffield awards offer practical people the chance to travel and investigate a specific area of interest to them. Previous industry members to receive Scholarships include Cameron Naughton, Chris Fogden and Wendy Kent.

Event Calendar

Want to know what's going on in your area? Visit the BPEX website and check out the calendar for forthcoming events. You can even sign up for alerts to be notified of new events when they are added. If you are an event organiser, entering an event is simple, just log on to the website and fill in the details.

Innovation Fund

Don't forget to send your applications in for the BPEX Innovation Fund. A budget has been set aside for innovative projects covering improving herd health, complying with environmental legislation and generally improving production efficiencies. Applications must be received by 31 October 2008.

If you would like more information about staff development, or have an article for the newsletter, contact Miriam Drewett: 01908 844749 or kt@bpex.org.uk



Producers for Profit October 2008

