

## People – dairies depend on them

### Michael Ison

Livestock Officer – Dairy, Human Resources Management, Tocal, Paterson

Dairy farmers and advisors are confronting some difficult questions about how they organise and develop the farm business and maintain a harmonious and rewarding workplace.

NSW Dairy Pathways has been developed to assist farmers and advisors when:

- owner/operators and employers find that the work/life balance is difficult to maintain, with long hours and 'burnout' in the business
- employers are frustrated with employing staff, and ask, 'How can I attract and maintain the workforce needed to support the business I want?'
- employees struggle to find a direction in their jobs, and wonder if there is a career pathway in the dairy industry
- family labour has reached its limits, or retirement plans are contemplated. Expansion and employment options are often ruled out without advice from professional services
- service providers hear the frustrations and questions of farmer clients, but feel poorly equipped to provide them with advice or signposts to other services.

Because these issues are critical to the future success of dairying, the People in Dairy program has been developed by Dairy Australia, so that in the future we can:

- develop resources and advice to enhance people deployment in dairy businesses
- attract and retain employees in the dairy industry because we have highly competitive employment practices
- give farmers and service providers access to programs that help them understand and develop career options

- give every farm business access to the skills and information required to maximise the chance of transfer to the next generation.

The NSW DPI Dairy Pathways project has developed strong links with the People in Dairy project. Together we will be helping to create networks of farmers interested in developing their skills in this area.

To find out more, contact Michael Ison at Tocal on 02 4939 8814.



© State of New South Wales through NSW Department of Primary Industries 2007. You may copy, distribute and otherwise freely deal with this publication for any purpose, provided that you attribute NSW Department of Primary Industries as the owner.

ISSN 1832-6668

Check for updates of this Primefact at:

[www.dpi.nsw.gov.au/primefacts](http://www.dpi.nsw.gov.au/primefacts)

Disclaimer: The information contained in this publication is based on knowledge and understanding at the time of writing (September 2007). However, because of advances in knowledge, users are reminded of the need to ensure that information upon which they rely is up to date and to check currency of the information with the appropriate officer of New South Wales Department of Primary Industries or the user's independent adviser.

Job number 7922

Dairy pathways



The People in Dairy

