

»»» Progress Report

on the recommendations
of the



July 2023

Introduction



This Progress Report is updated on a six-monthly basis to keep the dairy industry, and other interested parties, informed of the progress and developments being made in the implementation of the recommendations of the NSW Dairy Industry Action Plan (Action Plan).

You will note that many of the recommendations are being delivered upon through the work undertaken by related projects or bodies of work.

These include, but are not limited to, projects of the:

- DairyUP Program.
- Storm and Flood Industry Recovery Program ([SFIRP](#)).
- NSW DPI Dairy Business Unit

»»» Action Plan Themes

The Action Plan makes 28 recommendations. The first recommendation concentrates on the oversight and implementation of the Action Plan.

The remaining 27 recommendations are spread across the four primary themes outlined below. These themes are underpinned by strong processes to ensure the effective oversight of the Action Plan.

1

Research,
Development &
Extension (RDE)

2

Confidence

3

Skills & Business
Resilience

4

Stronger Futures



Oversight and Implementation

The Dairy Action Plan Implementation Panel (DAPIP) was established in May 2022 and Mr Rob Cooper was appointed as the Chair.

DAPIP consists of a mix of industry stakeholders, delivery organisations, research groups and government agencies, who are working together to oversee the implementation of the 28 recommendations of the Action Plan.

The current members of the panel include:

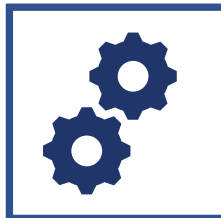
Panel Member	Industry Involvement
Rob Cooper	Subtropical Dairy, DairyBio, DairyFeedbase
Phil Ryan	NSW Farmers, Dairy NSW, DairyUP
Alex Russell	NSW Department of Primary Industries, DairyUP
Ken Garner	NSW Department of Primary Industries, DairyUP
Tim Bale	Mid Coast Dairy Advance Group, eastAUSmilk
Scott Barnett	Dairy Consultant, Dairy Moving Forward (DMF)
Sergio (Yani) Garcia	University of Sydney, DairyUP
Mike Jeffrey	Norco Milk Cooperative
Ian Lean	Scibus, eastAUSmilk, DairyUP
Jenny Wilson	Murray Dairy
Paul van Wel	Dairy NSW
Brad Grazin	Subtropical Dairy
Ruth Kydd	eastAUSmilk
Greg Duncan	Dairy Australia
Ash Cooper	NSW Farmers

Establish a group to oversee implementation of the Action Plan & publish regular progress reports



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

- Not Applicable



The following progress has been made on this recommendation:

- Dairy Action Plan Implementation Panel (DAPIP) has been established to oversee and report on the implementation.
- The DAPIP consists of a broad mix of industry stakeholders, that provides expertise and experience to implement the plan's 28 recommendations.
- The DAPIP has had 7 meetings and has made considerable steps in the implementation of the Action Plan recommendations.

Action Plan Theme

1

Research, Development & Extension (RDE)

To facilitate improvements in productivity and industry profitability through a collaborative approach to, and increased investment in, dairy research, development, extension and adoption that is tailored to NSW.

This theme covers recommendations 2 to 5

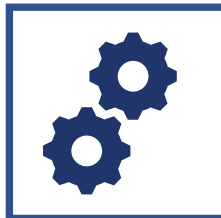


Continue to support co-investment and delivery of the dedicated RD&E Plan.



Lead/Agency

- Sergio (Yani) Garcia, University of Sydney/DairyUP
- NSW Government
- Dairy Research Foundation (DFR)



Related Programs/Body of Work

- DairyUP



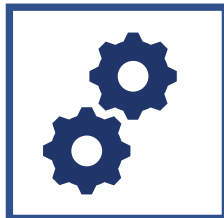
The following progress has been made on this recommendation:

- DairyUP is a major research and development program helping NSW farmers unlock the potential of their dairy farm businesses.
- For more information, go to website: [Home - DairyUp](#)
- 10 main projects and 23 sub projects are progressing with the first milestone report. [Link to report.](#)



Lead/Agency

- NSW DPI Dairy Team (Ken Garner, Manager Dairy)



Related Programs/Body of Work

- DairyUp
- NSW Dairy Unit Industry Breakfast
- DRF Symposium



The following progress has been made on this recommendation:

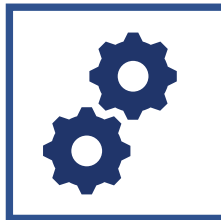
- NSW DPI Dairy Unit has regular industry breakfast targeting the research and extension providers in NSW.
- DairyUP has brought together organisations and developed finding at the Dairy Research Foundation (DRF) Symposium in November 2022 and will again be further in November 2023. A Service Provider breakfast will be hosted at this years DRF Symposium
- Research results and development programs are being run for farmers and through representative organisations, Dairy Australia, Dairy NSW, Subtropical Dairy, Murray Dairy, Local Land Services and private consultants.

Undertake a survey on the use of service providers by farmers, with the aim of identifying gaps & barriers to uptake of services.



Lead/Agency

- NSW DPI Dairy Team (Ken Garner, Manager Dairy)
- Dairy Australia and Regional Development Programs



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3d



The following progress has been made on this recommendation:

- Dairy Strategy for Sector Recovery is running a project on supporting excellence in service provision.
- University of Melbourne's Rural Innovation Group is conducting a research project to access capacity of farm advisory services to dairy farmers, gaps and barriers to uptake.

Promote dairy research as a career path, including by funding a pathways program for new and prospective researchers.



Lead/Agency

- Sergio (Yani) Garcia, University of Sydney/DairyUP
- Dairy Australia and Regional Development Programs



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3b, 3c, 3f



The following progress has been made on this recommendation:

- DairyUP has made a strong contribution of 15 new scientists and research people.
- Dairy Research Foundation (DRF) Symposium is supporting emerging scientists through their Emerging Scientist Competition. This competition will feature the work and research of 8 to 10 PhD students/recent graduates.
- The SFIRP project 3 has presented at schools and universities, local shows and career expos to increase student knowledge of the dairy industry as a career choice.
- Kezie Apps has been appointed the NSW Dairy Ambassador along with targeted consumer awareness programs.

Action Plan Theme

2

Confidence

To renew producer confidence in the NSW dairy industry and to increase supply chain collaboration, transparency and profitability while maintaining community trust and support.

This theme covers recommendations 6 to 10



Local Land Services regions with significant dairy industry presence should specifically include dairy within their business plans.



Lead/Agency

- Local Land Services (LLS)



Related Programs/Body of Work

- Not applicable



The following progress has been made on this recommendation:

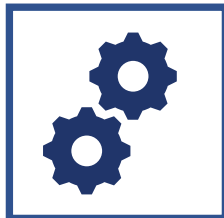
- A working group in LLS was been formed representing multiple regions.
- The group wanted to work towards a more consistent service provision approach for the dairy industry.
- LLS may consider developing a consistent Service Delivery Plan for dairy.

Communicate stories of success and drivers of profitability for NSW dairy farm businesses.



Lead/Agency

- NSW DPI Dairy Team (Ken Garner, Manager Dairy)



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3c
- NSW DPI Dairy Business Advisory Unit



The following progress has been made on this recommendation:

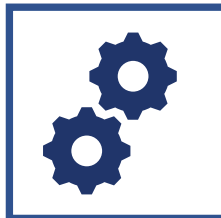
- There are several initiatives that are happening to share stories of success and drivers of profitability.
 - DairyUP's "P3 - Economics of Intensification" case studies.
 - NSW DPI's "The Business of Dairy Podcast" released on monthly basis now has over 5000 downloads.
 - The Dairy Farm Monitor Project (DFMP) sharing results and performance.
 - Dairy NSW has access to funding for 1-on-1 business support services.

Work to develop standardised processes for milk testing at a national level.



Lead/Agency

- Ruth Kydd, eastAUSmilk



Related Programs/Body of Work

- Not applicable



The following progress has been made on this recommendation:

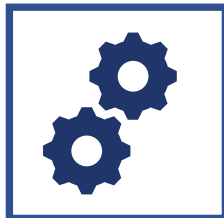
- The main issues with milk testing and logistics for NSW famers and the dairy industry has been documented in a report.
- DAPIP representatives submitted a report to National Industry Working Group (IWG).
- DAPIP members made a presentation at IWG and reviewing current recommendations.

Consult the NSW dairy industry to review environmental management and intensive development guidelines.



Lead/Agency

- NSW DPI Dairy Team (Ken Garner, Leader Dairy)



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3e



The following progress has been made on this recommendation:

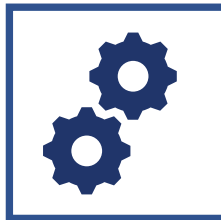
- The Dairy Strategy for Sector Recovery has a project that includes reviewing environmental and development guidelines - Program 3.
- The project is progressing led by NSW DPI Ag Land Use Planning team and NSW DPI Dairy team.
- A lead technical consultant is running the review.
- A reference group has been formed and 2 meetings and webinar have been held with good participation.

Reimagine the proposed Buy Fresh Local campaign to promote the value of the NSW dairy industry.



Lead/Agency

- Michael Jeffrey, Norco Milk Cooperative
- Jess Bell, NSW DPI Dairy Team



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3f



The following progress has been made on this recommendation:

- NSW DPI Dairy Team are promoting the value of the NSW Dairy Industry.
- Dairy Australia is providing information of the value of the Dairy Industry to the local communities and regions.
- Plan to provide package to local councils of the value of the Dairy Industry to the local area.
- Targeted consumer awareness campaigns; social media, TV, print aimed at attracting labour, consumption and investment and been provided under SFIRP project 3 f.
- Kezie Apps has been appointed NSW Dairy Brand Ambassador to promote the industry and products.

Action Plan Theme

3

Skills & Business Resilience

To improve profitability in an evolving market and changing climate by enhancing farmer, employee and service provider skills; improving capacity to plan and manage dairy businesses; and increasing the ability to manage risks.

This theme covers recommendations 11 to 18.

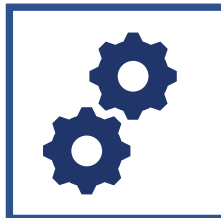


Develop and enhance dairy farmer business skills & knowledge to support profitable, resilient & sustainable NSW dairy industry.



Lead/Agency

- Greg Duncan, Dairy Australia



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 2b, 3d
- NSW DPI Dairy Business Advisory Unit



The following progress has been made on this recommendation:

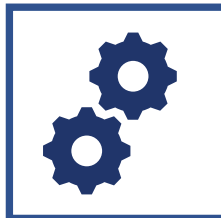
- A work program through NSW DPI, Dairy Australia and DairyUP as delivered the following:
 - Over 150 dairy Farms have completed Our Farm Our Plan.
 - Dairy NSW Business support providing 1-on-1 engagement with Dairy Farmers.
 - Promoting the use of Dairy Base and Farm Business Checklist.
 - Dairy Farm monitor program with 36 NSW farms involved, giving accurate information to develop business.
 - NSW DPI's "The Business of Dairy Podcast" released on monthly basis now has over 5000 downloads.

Identify for MSA and Bargaining existing resource gaps and develop programs to address them (in partnership with NSW Government, where appropriate).



Lead/Agency

- Greg Duncan, Dairy Australia



Related Programs/Body of Work

- Dairy Code of Conduct
- ADF Milk Value Portal



The following progress has been made on this recommendation:

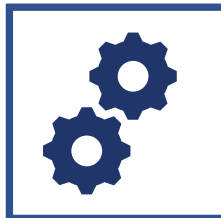
- The industry has developed resources to help farmers, through the ADF Milk Value Portal, presentations and NSW DPI webpages that update each year the links to Milk Supply Agreements (MLAs) for the major processors.
- Dairy Australia has collective bargaining resources available.
- The Dairy Code of Conduct has been established, it is reviewed and updated and presented to farmers.

Provide vocational education and training for farm employees, such as through the continuation of the Tocal College course subsidy.



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3b



The following progress has been made on this recommendation:

- Dairy Australia through the implementation on their workplace attraction program - Regional Development Program (RDP).
- Dairy Australia's Dairy Farms Job Board – allows the listing of job vacancies within the dairy industry. 69 vacancies promoted with 30 employees commencing and 4 commencing Cert III Ag and Dairy Production.
- Farming with My Team program delivered to farmers.
- Training Services NSW have announced new updated qualification AHC30221 Certificate 3 in Dairy Production and Tocal & TAFE have the new course available.
- Dairy industry has launched a Masterclass in Dairy Farm Management.

Identify high-priority vocational training needs for dairy farm employees and address those needs.



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

- Dairy Australia and RDP's work force and training programs.
- Tocal College training programs.
- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3b



The following progress has been made on this recommendation:

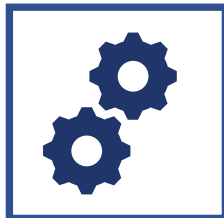
- Dairy Australia through the implementation on their workplace attraction program - Regional Development Program (RDP).
- Dairy industry has launched a Masterclass in Dairy Farm Management.
- Dairy NSW is reinstating the Relief Milker Course in Bega

Promote dairy service provision as a career path and fund a pathways program for new service providers.



Lead/Agency

- Ian Lean, Scibus, eastAUSmilk, DairyUP



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3d



The following progress has been made on this recommendation:

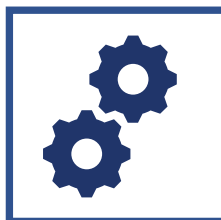
- SFIRP project 3 is running a project on supporting excellence in service provision.
- University of Melbourne's Rural Innovation Group is conducting a research project to assess capacity of farm advisory services to dairy farmers, gaps and barriers to uptake.
- This project will investigate service gaps, service opportunities and barriers to new service providers entering the industry.

Develop programs aimed at upskilling dairy industry service providers.



Lead/Agency

- Ian Lean, Scibus, eastAUSmilk, DairyUP



Related Programs/Body of Work

- NSW DPI Dairy Unit Industry Breakfasts
- DairyUP
- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3a,3d



The following progress has been made on this recommendation:

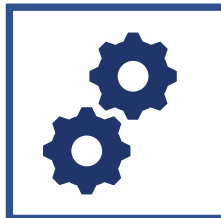
- DairyUP and NSW DPI Dairy Unit developing and running programs that are helping upskilling service providers such as the DairyUP road shows in Bodalla and Cobargo and the DPI Industry Breakfast.

Develop skills attraction programs to promote the transfer of relevant external skills into the dairy industry.



Lead/Agency

- Ian Lean, Scibus, eastAUSmilk, DairyUP



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3b and 3c



The following progress has been made on this recommendation:

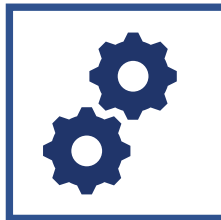
- A mentoring program has been started and progressing well to help all sections of the dairy industry: farmers, young people, advisors and business people.
- Young Dairy Network Development Plans linking to RDG's and Board.
- Industry Leadership Grants and Community leadership training.
- A letter was sent to the NSW Government and the Australian Government to address the current shortage of veterinarians and the effect on dairy industry.

Develop new programs or promote existing programs aimed at improving business management skills.



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

- NSW DPI Dairy Business Advisory Unit
- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3a



The following progress has been made on this recommendation:

- Our Farm Our Plan is achieving high adoption from farmers and at the farmer level is making significant change in business management skills.
- NSW DPI's "The Business of Dairy Podcasts" – monthly discussions of topics aimed at growing knowledge and understanding of management areas that will drive strong farm business performance into the future.
- Dairy Farm monitor program with 36 NSW farms involved, giving accurate information to develop business.

Action Plan Theme

4

Stronger Futures

To support investment in future growth and profitability by providing support for tomorrow's farmers, taking a targeted approach to critical infrastructure, and addressing regulatory constraints or uncertainties.

This theme covers recommendations 19 to 28.

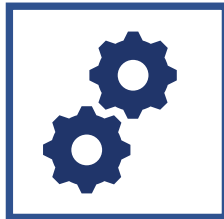


Ensure needs of dairy industry are considered in the Agricultural Land Use Planning Strategy.



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 2c
- NSW DPI Agriculture Land Use Planning Unit



The following progress has been made on this recommendation:

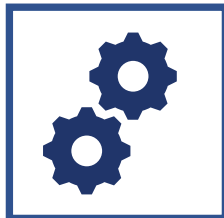
- Review of planning and land use is being done with all parties involved.
- This is achieving long term outcomes for future growth and development in the Dairy Industry.
- NSW DPI Agriculture Land Use Planning Unit has presented a webinar to Local Councils on dairy industry and planning needs.

Develop resources to assist dairy farmers in navigating farm development processes.



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3e



The following progress has been made on this recommendation:

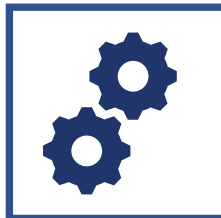
- Developing updated planning process in conjunction with local councils, NSW DPI Land Use Planning team, EPA and farmers.
- Developing new Dairy Effluent Guidelines.
- New National Guidelines for Dairy Feedpads and Contained Housing [here](#).

Review planning rules to reduce red tape, such as regarding developments for milking, feeding and housing dairy cows.



Lead/Agency

- Rob Cooper, DAPIP Chair
- DairyUP



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3e
- DairyUP project on Intensification
- NSW DPI Agriculture Land Use Planning Unit

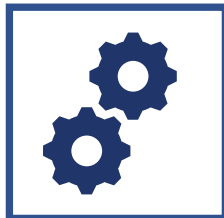


The following progress has been made on this recommendation:

- Dairy Australia and consultants have produced world leading guidelines in a publication on housing and feeding system for dairy cows.
- Developing updated planning process in conjunction with local councils, NSW DPI Land Use Planning team, EPA and farmers.
- Developing new Dairy Effluent Guidelines.

Water supply certainty – Government review of water related regulation.**Lead/Agency**

- Rob Cooper, DAPIP Chair
- NSW Farmers – Ash Cooper

**Related Programs/Body of Work**

- Not Applicable



The following progress has been made on this recommendation:

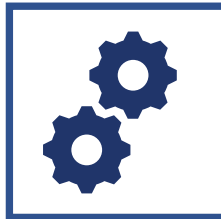
- Working with NSW farmers and NSW Government to review regulation.
- The work on this is ongoing.

Raise the issue of freight rule harmonisation with other jurisdictions.



Lead/Agency

- NSW Farmers – Ash Cooper



Related Programs/Body of Work

- Not Applicable



The following progress has been made on this recommendation:

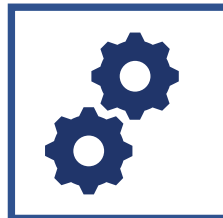
- State Heavy Vehicle movements have been harmonised under the National Heavy Vehicle Regulator (NHVR).
- Needs more work with Office of the Cross Border Commissioner - DRNSW – looking at the capacity of milk tankers and fodder movement.

Continue to support and enhance dairy access to the Farm Innovation Fund.



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

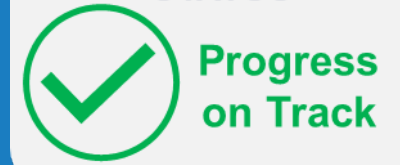
- Not Applicable



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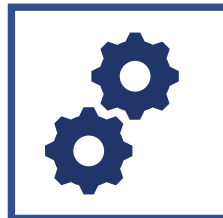
- Ongoing program to help young and growing farmers access the funds.

Undertake an infrastructure and utilities stocktake to identify needs and prioritise upgrades to support the dairy industry.



Lead/Agency

- NSW Farmers – Ash Cooper



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 2c and 2d
- NSW DPI Cattle Underpass Program



The following progress has been made on this recommendation:

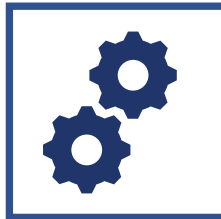
- Cattle underpass scheme has been extended.
- On farm infrastructure for improving emergency response, climate variability, biosecurity, welfare and efficiency is being considered in SFIRP project 2.
- Support for flood damaged roads and bridges to be identified by SFIRP project 2c.
- Farm staff housing shortage is being reviewed by NSW Farmers under SFIRP project 2c with the Regional Australia Institute being engaged to conduct a survey and report.

Waive stamp duty requirements for dairy farmers, purchasing their first dairy farm, and intend to continue operating it commercially.



Lead/Agency

- NSW Farmers – Ash Cooper



Related Programs/Body of Work

- Not Applicable



The following progress has been made on this recommendation:

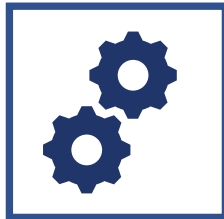
- Needs more work
- The Regional Investment Corporation (RIC) AgriStarter Loans are helping

Develop resources including workshops, that would support farmers in exploring alternative business models (e.g. leasing, share farming, vendor finance).



Lead/Agency

- Paul van Wel, Dairy NSW



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3c



The following progress has been made on this recommendation:

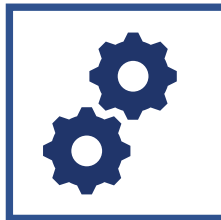
- Dairy Australia and Regional Development programs working on projects and resources available.
- Commissioned research with Next Rural and University of New England (UNE) to look at current barriers to farmer uptake.

Consider options to promote youth in dairy. For example: school-level training programs and investment in agricultural high schools.



Lead/Agency

- Rob Cooper, DAPIP Chair



Related Programs/Body of Work

- Storm and Flood Industry Recovery Program ([SFIRP](#)) Project – 3b, 3c



The following progress has been made on this recommendation:

- Schools and career advice is being delivered in many schools.
- Dairy Australia’s “Cows Create Careers” – secondary school program that engages and educates young people about careers in the Australian dairy industry.
- Dairy Australia’s Picasso Cow program, running in several schools, aims to educate primary school children about the Australian dairy industry.
- All programs increasing the positive message of dairy industry and a career in dairy farming or support industries.