

Groundspread

Volume 197
May 2019



NZGFA 63rd ANNUAL CONFERENCE
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— NEW ZEALAND —
GROUNDSPREAD
FERTILISERS ASSOCIATION
PROMOTING BEST PRACTICE SPREADING

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GROUNDSPREAD MAGAZINE

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SPREADMARK REGISTERED COMPANIES As at 1 May 2019

Amuri Transport Ltd	Jackson Spreading	Rural Transport Ltd
Andrews Transport 1993 Ltd	KBS 2018 Ltd	Ryal Bush Transport
Beckers Transport Ltd	Knight and Dickey	Scullys Transport Ltd
Boags Contracting	Kui Griffin & Co Ltd	Spreading Canterbury Ltd
Brooks Spreading Ltd	Mainland Spreading Ltd	Spreading FBT Ltd
Bruce Groundspreading	Manawatu Mini Spreaders	Spreading North Canterbury
Cairns Groundspreaders	McCarthy Contracting Ltd	Spreading Sandford Ltd
Callander Groundspread	Northern Southland	St Andrews Transport
Central Transport	Ongarue Transport Ltd	Stubbs Groundspreading Ltd
Dirt 'n' Dust Ltd	Pedersen Spreaders	Temuka Transport
DT Kings Transport Ltd	Peter Sole Transport Ltd	Transport (Waimate) Ltd
Ellesmere Transport Co	Rae Bros Ltd	Transport Services Southland
Fertspread Ltd	R&R Spreading Ltd	Wheel Spread Ltd
GVT Landline Ltd	Ravensdown Ltd	West Otago Transport
Himatangi Transport	RE Brooks Ltd	Wilson Bulk Transport
Hogarth Spreading Ltd	Renwick Transport Ltd	
Hokonui Rural Transport	Rose Ag Ltd	



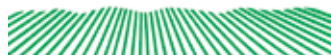
Spreadmark is a fertiliser placement quality assurance programme. The scheme will register spreading companies provided they have certified spreading machinery, trained operators and an appropriate quality management system which ensures that farmer/grower outcomes are

met and environmental sustainability is protected.

The Spreadmark scheme is governed by the Fertiliser Quality Council consisting of representatives from fertiliser user groups, NZGFA and fertiliser manufacturers.

For more information contact:

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The focus of your National Council for the last few months has been on the Strategic Review of NZGFA. Council has had an ongoing Strategic Plan documented in 2013 and reviewed each three years, to give Council a long-term strategy or long-term plan. However, with the retirement of our Executive Director after 19 years' service to the Association, the three-year review of our Strategic Plan took on a new significance.

Council commissioned 'Inspiring Performance' facilitators Dr Mike Pratt and Jamie Fitzgerald to lead two planning sessions with Councillors and Branch representatives on the 13 January and the 15 March in Wellington. There we looked at the place of NZGFA in the industry, determined our role as an industry representative organisation, sought greater clarity on the value we create and determined a strategic direction for the Association.

While Branch AGMs will have discussed the Strategic Review at length, because it is critically important that we get this right, I will run over our priorities, opportunities and threats as we step into the future.

The first priority of NZGFA is to "Lead, promote and enhance nutrient placement for the greater good of New Zealand". Within this definition there are a list of values that as a representative, member driven industry organisation we must work towards. We must:

- Add value to our members' businesses

- Represent all our members through deep engagement
- Enhance the credibility of our industry
- Set progressive industry standards
- Demonstrate innovation and sustainability in everything we do
- Be a catalyst for industry improvement through research, education and information
- Demonstrate accountability through traceability and the proof of placement
- Enhance members business performance through technology.

To achieve these values as an organisation, we must be, progressive leaders, knowledgeable, credible and professional in all we do. At the same time, we must be passionate about our industry, collaborative in our work and above all retain family values as groundspreading businesses.

Our greatest threat is to retain the right to operate. As a representative industry organisation, we must be in a position to positively influence the use of nutrients on New Zealand lands.

Mega trends that will impact negatively on all our business and which as individuals we have little control over are:

- * Environmental – sustainable practices
- * Urban sprawl – uptake of productive land, impact on local sensitivities
- * Regulation by regional councils – environmental constraints
- * Legislative decisions from uninformed positions; need education/ advocacy
- * Public perception that fertiliser is bad influences legislation
- * Relationship with Federated Farmers – we need a good relationship and can work together but may not be fully aligned on objectives.
- * Emerging public demand for authentication, traceability, proof of placement
- * Difficulty in attracting and retaining quality staff
- * Technological changes in what constitutes nutrients and how you spread it
- * Political direction towards greater environmental and resource utilisation
- * Climate Change as a driving force behind changing attitudes and perception

- * Increasing emphasis on health and safety in the workplace

Every organisation needs a compelling value proposition that's attractive to members, and then communicate it effectively.

Our top challenges into the future are:

- To lead the sector and to advocate for improved application performance from all nutrient manufacturers.
- To understand and represent the views of our varied member groups and to build strong relationships with the stakeholders that can support our purpose.

To achieve this, we will embed smart systems and ways of working within NZGFA to ensure organisational sustainability. We must promote our sector and our successes. We must increase membership nationally across our multiple target sectors using marketing and communications i.e. advertising and promotion as a tool.

'Accurate nutrient placement' must be the essence of our brand and we must grow the nutrient placement workforce by guiding and influencing employers, educators, gatekeepers and central and local government. We must:

- * Celebrate members' behaviour that models best-practice placement
- * Enhance member performance.
- * Support members to be at the forefront of technology
- * Members have clear (and practical) H & S standards that are easy to embed
- * Spreadmark in all farm QA plans because it's valued by the whole industry.
- * Each of our member groups have access to practical tools and training.

Our clear challenge now is to translate these ideals into practical action. This will take strong leadership and member support of the leadership to lead the New Zealand Groundspread Fertilisers Association and all its members into a better future for all.

Dean Brooks
President.

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— NEW ZEALAND —
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FERTILISERS ASSOCIATION

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Our Association is undergoing a Strategic Review. The President has given you the detail of this review in his column. To regularly review the Strategic Plan is a good thing for all well run organisations and companies. It is a time to stand back from the 'day to day' tasks and ask questions about what a business or organisation should do, how objectives may be achieved, what resources and people are needed and who will carry out the parts of the work required. The Association has a Strategic Plan, printed each year in the back pages of Conference programmes. Before considering change however, it is important to understand the strengths and weaknesses of the organisation. Change is necessary for us all, but not at the expense of efficiency. Let us look at NZGFA, to understand what is working well, before promoting change.

NZGFA comprises of seven Branches overseen by a National Council. The work of the national body is to represent our industry to central government and to national organisations. Much of the work of National Council is not visible to members unless there is an active communication from councilors relaying information back to Branch meetings or member email reports following national council meetings. The work of Branches is to raise the profile of groundspreading to regional and district councils, local industry and organisations that affect our groundspreaders.

Like many rural organisations, few members regularly attend Branch meetings unless there

is something that they can see of value. Our members will attend regular meetings, to become involved with a major issue, or some activity that they can identify with. However, there is great value in having groundspreaders engaging with central and local government and industry at all levels and we must work to maintain a good communication flow between National Councilors and Branch members and regulators and industry at Branch level.

NZGFA has reviewed its Strategic Plan and has set goals for performance of the Association at all levels.

For industry promotion, the Groundspread Magazine is published quarterly. This well-regarded trade journal carries Association news, trade information, technical articles and advertising, at no direct charge to members. The President's Newsletter is emailed to all members between the quarterly Groundspread Magazines, carrying the President's comments on a wide range of issues to members. National Media Releases under the President's name are sent out when any issue relevant to fertiliser use or application arises.

The NZGFA website carries Association information, the Spreadmark certification status of Spreadmark companies, general spreading industry information and technical information. The NZGFA website has links to the Fertiliser Quality Council, industry and technical websites.

Industry liaison is particularly important, lobbying people who represent other sectors to ensure the voice of NZGFA is always heard. Meetings are held with representatives of the major fertiliser manufacturers, MBIE, Workplace NZ, MOT, NZTA, Massey University, FQC and Federated Farmers.

NZGFA Driver Safety manuals, NZGFA company Health and Safety manuals and Spreadmark Driver Training manuals are accepted as industry best practice within New Zealand. Our challenge is to keep these documents up to date in relation to regulatory change.

NZGFA has a seat on the of the Executive Committee of the Fertiliser Quality Council. The Fertiliser Quality Council, representing fertiliser manufacturers, farmers, ground and aerial spreaders is charged with running the Fertmark and Spreadmark schemes and as the pan industry body representing the users

as well as the manufacturers of fertiliser, has considerable influence across industry and government.

Industry advocacy is a critically important part of the work of the Association. Submissions to NZTA [New Zealand Transport Agency], MPI [Ministry for Primary Industries], Federated Farmers of New Zealand, MIBE (Ministry for Innovation Business and Employment) on matters of importance to the groundspreading industry are made when required.

Every industry organisation must strive to give members some direct benefit for being members. NZGFA holds an Annual Conference providing a forum for groundspreaders and supporting industries to meet and discuss industry issues and gain information to the benefit of members' groundspreading businesses. The NZGFA Health and Safety Manual is freely available to members online, or individually printed for member companies at nominal cost. NZGFA has taken a membership of N3, a national discounting organisation, where members may obtain a range of discounts on personal and business purchases ranging from 10 to 35%. NZGFA has extended the copyright protection of the Spreadmark trademark to cover all known and potential aspects of the Spreadmark scheme.

NZGFA maintains a reciprocal arrangement with AFSA (Australian Council of Fertiliser Associations) to attend each organisations' annual conferences and share information of benefit to groundspreaders on both sides of the Tasman. Australian groundspreaders, as in New Zealand, are constantly looking to raise the standard of performance of their industry to ensure a sustainable future for members business.

Over the 63 years of its existence NZGFA has fulfilled the early concept of its founders: *To promote, protect and advance the commercial interest of members and to assist members on all matters relating to the carriage, management and spreading lime and fertilisers.* NZGFA has fulfilled that role of a representative industry organisation providing advocacy and assistance to Groundspread members.

Kevin Geddes
Executive Director (Retired)

NZGFA Branch AGMs

NZGFA Branches are holding their annual general meetings during May to June.

Make sure you attend and take this opportunity to network with others in the industry – be prepared to get involved to gain the most from your membership. Branch AGMs are scheduled as follows:

Northland – 25 May, 2.00pm

Waikato – 10 May, Te Awamutu – 3.00pm.

Taranaki – 23 May, Devon Hotel, New Plymouth – 3.30pm

Central Districts – 19 May, Tui Brewery, Mangatinoka – 11.00am

Nelson / Marlborough – 9 May, Captains Daughter, Havelock – 5.30pm

Canterbury – 7 June, Ashburton – 10.30am Allenton Rugby Club (training) – AGM 3.00pm

Otago / Southland – 28 June, Ascot Hotel, Invercargill.

NEW ZEALAND GROUNDSPREAD FERTILISER'S ASSOCIATION SIXTY-THIRD ANNUAL GENERAL MEETING

Notice is hereby given that the 63rd Annual General Meeting of the New Zealand Groundspread Fertiliser's Association will be held at the Wairakei Resort, Taupo, on Tuesday 9 July at 2pm. The matters before the AGM are to elect the President and Vice President(s) of the Association for the ensuing year and to confirm Branch representation onto the National Council.

Rule 9 (a) states; "A General Meeting of members of the Association shall be held at such times and places as the Council shall from time to time determine. Subject to the provisions of Rule 6(b) hereof, every member of the Association shall be given seven clear days' notice in writing of the time and place of every such meeting".

Kevin Geddes, Acting Executive Director
19 May 2019

Northland

Hi All

To sum it up in a couple of words – tapped out! See you in Winter.

On a serious note, everyone up here in Northland has been extremely busy as you would expect this time of year. Good Fert/Lime orders with the Beef Boys which is great to see.

Conditions up here are very dry which we have seen before, but it has been a while. Most Dairy Boys are short of grass – Nitrogen on.

Ballance Whangarei Plant is in demolition mode. Work is well underway with bringing down the buildings. Such an identity/landmark will soon be “null and void”. Moving

forward there will be a new hub at Marsden Point.

To finish on a lighter note, picture this: My wife told me that “Sex is better on Holiday” – not the best postcard I’ve ever received!

Cheers

Single Spinner

Waikato



Since the last update we have experienced some more challenges in regard to

weather. Having had such a great spring, it was disappointing to have a prolonged summer. Record high temperatures were reported – all good if you are having a beach holiday...

Most operators managed to keep some wheels turning as we did see some early autumn applications of fertiliser. The upside of a reduced demand meant that we could keep a high level of service and the fertiliser stores kept good stock levels.

Talking to many farmers there was some comfort that due to the kind spring period plenty of grass silage was cut and there was plenty of maize in the ground. Cows managed to keep a reasonable level of production.

The rain did eventually come which was just in time for many. Herds were being dried off, but we are also experiencing an increase in autumn calving herd. This held a good demand for nitrogen and fertiliser. The lime season was not great, but it was satisfactory as it plugged a few gaps during the dry period.

A lot of focus and planning has gone into this year’s annual conference scheduled for 7-10 July. The Waikato branch has received great support from sponsors and trade exhibitors and also have a good number of early delegate registrations. The programme has taken shape and now receiving the thumbs up from the NZGFA Council. Look forward to seeing you all there.

The Waikato AGM was held on the 10th May – again a good turnout of members at the meeting. We had to say goodbye and a big thank you to Keith McGuire from RTANZ. He has resigned from RTANZ and will be missed by

the Waikato members as he has been a strong support to the group with his pro-active contributions so all the very best of luck to him. Also, at this AGM the members bestowed a Life Membership for the Waikato Branch to John Hoskins. John continues to support and contribute to the local Branch. John is already a Life Member of the NZGFA.

Winter is creeping in slowly and the work is slowing down as we have all essentially caught up with the demand. It is also good to see a bit of new gear coming on the road for the established operators – a sign of a reasonable year, I hope.

Looking forward to hosting you all at the national conference in Wairakei, Taupo.

Cheers

Rodger Scott

Taranaki



Nutrient spreading here in the region has been strong and steady all in all. Two heavy dumpings in March across the region and twice the annual rainfall in April along with some product outages and breakdowns across both major suppliers, saw some stop start periods.

Meanwhile operators in North Taranaki fired early while South Taranaki was a little later than previous years. Temperatures are still high as winter

nears keeping operators busy with little difficulty accessing ground and still going strong.

Fertiliser tonnages across the board are up on previous years albeit the quality has been variable. Lime demand has been huge in the region with good supply from Graymont, Rorisons and Hatuma lime. Ravensdown Supreme lime, Te Kuiti have had constant breakdowns this Autumn putting huge demand on carriers, stores and groundspread operators to meet orders.

On a positive note communication from Supreme lime has been fantastic!

Our AGM is on the 23rd May 2019, all members welcome.

See you all at conference.

Lee Cooper



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Central Districts

Hello from Central Districts

It's been a busy last few months with plenty of lime and super going on. With orders still coming in some companies aren't able to keep up so hopefully the good weather continues so they can.

Waiting times in fert stores aren't too bad, with the booking system at Ballance working well. Ravensdown weigh bridge has been out causing waiting times of up to three hours.

At our last Branch meeting we

discussed a few topics we would like to bring up at conference like extending the Spreadmark auditing from three to five years – we will see at conference how others feel about this.

Chris King

Nelson/Marlborough

From Nelson,

We are finally coming out of what was one of the driest summers on record here in Nelson. Irrigating was a must in most areas only to then be shut off or severely restricted due to low dam levels and river flow. This meant a delayed start to the Autumn fertiliser spreading season, and now is pushing the already busy season into a smaller time frame. However, the flip side of that is that with the ground still firm it is making for easy driving conditions and little down time apart from the occasional day of rain.

Changes made to the way the Nelson's Ravensdown store is loading

out of products has meant far less waiting time than what we had been experiencing over the last few years.

Early May saw the Nelson/Marlborough Branch AGM being held in Havelock, a change from our usual venue but a great option for the two regions that make up our Branch to meet in the middle – especially on a stormy wet night like it was. All official positions within the Branch have stayed the same.

Mary Hogarth

From Marlborough,

Things have been fairly quiet here in Marlborough spreading-wise just

recently, as grape harvest has been and gone again – it was a fabulous year weather wise, so be sure to try some 2019 Marlborough wines.

Pasture spreading continued over harvest – especially down the East coast and vineyard spreading is beginning slowly for the organised few. Won't be long before we are full noise up and down the rows again.

Thank you to our local member Ian Higgins for carrying on as our President and welcome to new member Hamish Oswald from Awatere – great to have you join us.

Tracy Rose

Canterbury

Hi from Canterbury, where the great conditions for spreading have continued.

Everyone has been kept reasonably busy and we are now seeing a lot of lime being spread. As the season comes to an end it's time for all those winter repair jobs. A number of new trucks are going on under the existing bins, unfortunately trucks don't last

in our business. We have had a good average season down here so can't growl.

Unfortunately, another driver lost his life in an on-road accident. We all need to be careful and make sure we get home at night.

Our Crusaders continue to win but not that convincingly at times. Not too sure

about the debate over a name change, I feel it is an over-reaction to a very tragic event.

Our Branch is having a driver training day on the 7th of June at the Allenton Rugby Club in Ashburton followed by the AGM.

Winter well

Roger Bruce

Otago/Southland

Hi All from the Deep South,

It has finally rained after a very long dry

spell of about three months for some areas.

This dry spell has made good consistent conditions for spreading with very few interruptions, but the dryness had slowed up some applications, farmers holding out for rain before applying nitrogen.

Sheep farmers have felt the pinch badly with ewes in a lighter condition and with very little feed to flush them with before putting the ram out; this will no doubt show up at scanning time and have a flow on effect on next season.

There seems to be a welcomed move from Ravensdown and Ballance to be using Sul 90 and Sul pure to add to the different maintenance fertiliser mixes. This seems to be spreading well and not having any reaction or build up. Which is great news for us operators.

Cheers Steve Whitehead



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NZGFA 63rd ANNUAL CONFERENCE

TECHNOLOGY THE ENABLER

WAIRAKEI RESORT, TAUPO – 7-10 JULY 2019

We are looking forward to hosting you for the 63rd Conference at the Wairakei Resort. The programme presents world class speakers, business sessions, the inaugural NZGFA awards, a field trip, activities for partners and families - and plenty of opportunity to network. We hope you enjoy the event and return home with renewed inspiration to run your own businesses.

A big thank you to all our sponsors, we value your support and look forward to thanking you in person at conference.

Graeme Martin

Programme 2019

Conference MCs: Graeme Smith, Geoff Scott

DAY ONE: Sunday 7th July

- 10:00am Spreadmark Meeting
- 1:00pm Registrations Open
- 1:00pm NZGFA Council Meeting
- 4:30pm Welcome Refreshments (Sponsor: Waikato Branch)
- 6:30pm Welcome BBQ followed by: Welcome Address Taupo Mayor Bruce Peterson; The Aerospread Story David Trewavas (Sponsor: Iveco, John Whitehead/ Windust Hydraulics)

DAY TWO: Monday 8th July

- 7:30am Breakfast Speaker David Garbraith - Habit of Greatness (Sponsor: Precision Tracking)
- 8:45am Industry Updates Graeme Martin - NZGFA Waikato; Dean Brooks - NZGFA President
- 9:00am Update from Australia Kim Bailey - AFSA Chairman
- 9:20am News from NZAAA Bruce Peterson - Aerospread/NZAAA
- 10:00am Morning Tea (Sponsor: NZGFA)
- 10:30am The Martin Jetpack Story Glenn Martin - Martin Aircraft (Sponsor: McMaster Engineering / Jim Laird / SpreadTest)
- 11:15am Technology, the Future of Nutrient Services and What Customers Need - Tim Roulston & Emma McRae – Ravensdown
- 12:00pm Lunch (Sponsor: Mercedes)
- 1:00pm Closed Business Session: Incident Risk Management- Graeme Martin NZGFA Waikato; Rob Thomson – Safe Business Solutions; Drugs & Alcohol in the Workplace
- 3:00pm Afternoon Tea (Sponsor: Safe Business Solutions)
- 3:30pm Business Session: Agile Technologies Rishabh Singh - Gibsons Technologies
- 4:30pm Session End
- 6:30pm Board Coaches to Vines Restaurant (Sponsor's Dinner: Scania)

DAY THREE: Tuesday 9th July

- 9:00am Bugger the Boxing - Pour the Concrete Anyway - Ian Taylor Animation Research Ltd (Sponsor: Ballance)
- 10:30am Morning Tea (Sponsor: NZI/Lumley)
- 11:00am Looking to the Future (NZGFA Strategic Review) Jamie Fitzgerald Inspiring Performance (Sponsor: Ballance)
- 12:00pm Lunch
- 1:00 pm Why Strategy Matters Jamie Fitzgerald Inspiring Performance (Sponsor: Tracmap)
- 2:00 pm NZGFA AGM - Kevin Geddes NZGFA
- 3:30 pm Afternoon Tea - Opportunity to Visit Sponsors
- 6:30pm Conference Photo followed by Pre-Dinner Drinks
- 7:00 pm Gala Dinner & Awards Night - **Black Tie** (Sponsor: Ravensdown)

DAY FOUR: Wednesday 10th July 8.30am - Field Trip TBC

PARTNERS' PROGRAMME: Sponsored by Bigfoot

Monday 8th July

- 10:00am Coaches depart for Rotorua Skyline
- 11:30am Arrival. Choice of Luge Ride, Sky Swing, Wine Tasting
- 12:30pm Lunch at Stratosfare Restaurant Skyline
- 1:30pm Free time to explore the area and participate in other activities
- 3:30pm Return to Wairakei Resort

Tuesday 9th July

- 9:45am Coaches depart for tour of Taupo, including: Huka Falls, Lava Glass Centre, Prawn Park, Wairakei Terraces
- 12:30pm Lunch at Lava Glass Café
- 3:30pm Return to Wairakei Resort

NZGFA Awards Finalists

The NZGFA awards committee is delighted to announce the finalists for this year's awards.

All finalists are invited to join the delegation at the 'Technology the Enabler' conference in Taupo from Sunday 7th to Wednesday 10th July. Winners will be announced and presented with their prize packages at the conference Gala Dinner on Tuesday 9th July.

Thank you to the award sponsors – Trucks & Trailers, Graymont, Ravensdown and Ballance Agri-Nutrients and thank you to our team of award judges. The nominations were of a high quality, marking a great start to this awards initiative.

The NZGFA Innovation Award Finalists



Ron Smith, R&R Haulage Ltd



Ted Usmar, Wealleans Engineering

The NZGFA Health & Safety Award Finalists



Nicola Goodwin, Wealleans Ltd



Peter Herrick, HWR Richardson

The NZGFA Young Achiever's Award Finalists



Hannah Mason, Wealleans Ltd



Adam White, Wealleans Engineering

The NZGFA President's Award Finalists



Gordon Dobbs, Brown & Shanley



Rodger Scott, Central Transport Ltd

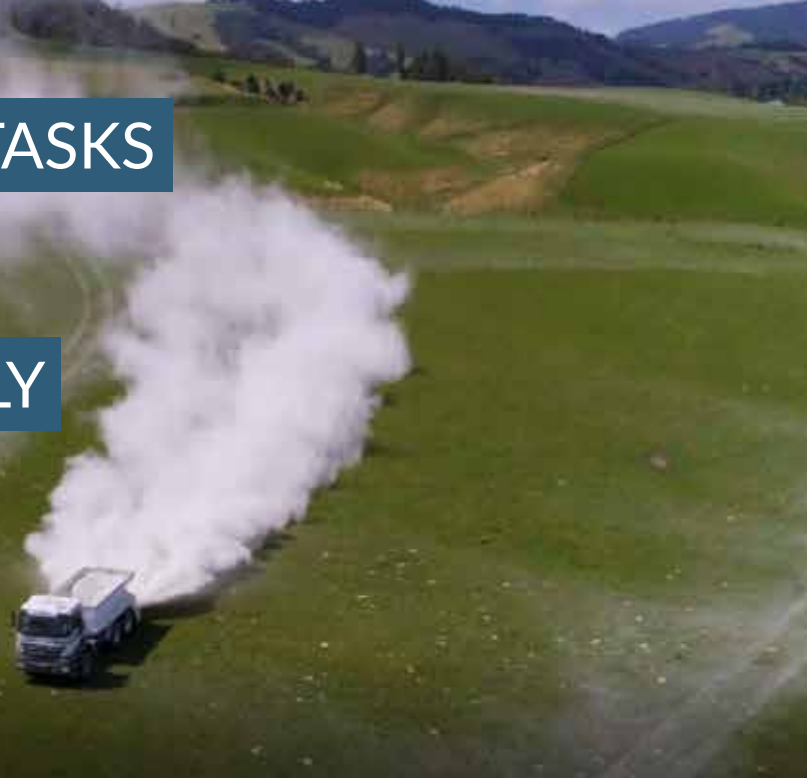
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TRACMAP



Anders Crofoot, Chairman of the Fertiliser Quality Council (FQC), applauds the new suite of awards for ground spreaders



Addressing purpose and direction is no easy task for any organisation, let alone one that has been as long-standing as the ground spreaders' association. It takes a certain type of courage (solid leadership too) to go back to the drawing board and take a good look at what you are doing, why you are doing it and how you are going about it. It then takes tremendous

effort to set time aside to put in the concentrated thought and analysis that a strategic review requires.

And yet, even after 63 successful years of being active and highly relevant to both its industry and members, this is exactly what the NZGFA is doing. For most organisations this kind of task falls into the too hard basket. Many stumble at the first hurdle of trying to find time in the diary to bring the team together.

So, it really is hats off to the NZGFA for being motivated and driven to take this brambly path and map out the best way forward for its members; a direction that will undoubtedly ensure the continued longevity of the association.

The introduction of the new set of NZGFA awards is timely too. Not only do the awards cement the association's commitment to

enhancing its current value propositions and securing its long-term future, but they also show a new level of professionalism within the organisation.

When a business or organisation ups its game in this way, the knock-on effect is typically always positive. Renewed professionalism gives off a sense of pride, and this rubs off on members as well as industry stakeholders and interested parties.

The introduction of the NZGFA awards shows the rest of the industry that the ground spreaders are highly worthy and that their association values them and the work they do.

The awards themselves are encouraging, motivating and lend credibility to the NZGFA and individual members. They also give the association good cause to celebrate success. The idea of a Black Tie awards dinner at conference is a perfect opportunity to acknowledge the NZGFA's new professionalism and strategic direction while recognising and applauding the movers and shakers – as well as the new blood - within the ground spreading industry.

These are certainly exciting times for the NZGFA and the FQC wishes you every success.

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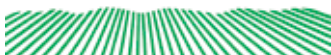
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Ballance Update: Season Ahead



As it starts to feel more like Autumn across the country, we're already thinking about Spring as part

of our "Seasons in Advance" training. As part of the sessions, we will discuss what to expect in Spring this year, key products to consider and why, how your Nutrient Specialist can offer advice to determine which products to use in different situations and your important part to play in maximising the value of these nutrients on-farm. Our Farm Sustainability Services team are also on-hand to discuss regional compliance and 'farming within limits'. For more information, please contact your local Ballance team.

At Ballance, we have a big focus on the strength and sustainability of farming – we call it being 'Future Ready'. That extends to the investment we're making in our network around



The rain garden at Ballance Edgecumbe Service Centre

the country and the current rebuild of our Reporoa Service Centre. The design from the ground up is about improving our environmental footprint and efficiency for our customers. Many of the features of the new design are the result of feedback from our spreader community and farmers. The new store will be three times the size of the existing one, with a new intake and dispatch systems to save our customers time, and will feature proven environmental enhancements such as a 'rain garden' to help protect nearby waterways.

The design of the rain garden has been informed by a similar model recently installed at our Edgecumbe Service Centre, which is helping to improve the quality of storm-water from the site. Edgecumbe Service Centre Manager, Billie Carr, led the development of the rain garden, working closely with the engineers, contractors, Bay of Plenty Regional Council, Ngati Awa and Tuwharetoa Ki Kawerau to ensure we had support for the design and construction. The Regional Council has endorsed this as a leadership approach to address run-off, with a positive impact on water quality.

The Ballance Safety Health Environment and Quality team is working in collaboration with our Regional Distribution Manager Central North Island, Tony Bielawski, and the Distribution team on the design and build of the new Service Centre at Reporoa. This means that quality is embedding from the start and we can determine what best practice looks like for a new store – to get better outcomes for our customers, the environment and our people.

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Training Report

By Philip Johnson – Canterbury Driver Training Ltd

Hi everyone, hard to believe we are almost halfway through the year already.

With the busy spreading season coming to an end, most of you will be looking forward to getting a break. I am off on my annual hunting trip at the end of May and will also be at the Groundspread Conference in July.

Autumn /Winter is a good time of year for Spreading companies to put time into training; investing in your employees has huge benefits to both your company and employees.

Organising training days in the quieter seasons is much easier to timetable into your busy work schedules. This can include many things that relate to your own unique working environments/machinery and vehicles and also inductions at other workplaces your staff may visit. It is also an ideal time to familiarise your drivers on vehicles they do not usually drive on a regular basis or at all. This could come in handy if they have to drive one of them at short notice.

I already have several Spreader Operator courses booked in over the next few months - if you would like to organise one for your company or area, please email your enquiry to training@candrive.co.nz

Congratulations to Laura Pattie and Nathan Oliver of Temuka Transport who are now Spreadmark Certified Drivers.

If you or your drivers have attended a Spreader Operator NZ theory course, PLEASE REMEMBER you need to return your workbooks to get final sign off and become a certified driver.

Look forward to catching up with you all at conference.

Vehicle Prestarts

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Myself, I've always liked the paper format, they are easy to use, and are accessible to all if you need to check something, and of course there is a duplicate copy. One of the biggest problems regarding Prestarts is that most of them are one size fits all.

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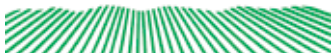


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Confidence key in ensuring even lime application



Recent trial work commissioned by Ravensdown and the Foundation for Arable Research (FAR) has looked into the accuracy of variable rate lime spreading application rates by Spreadmark certified ground spread trucks.

The work targeted varying rates of applied lime on arable land at a target coefficient of variation of 10% in order to define the optimal bout width of the spreading machines.

Ravensdown Technology Innovation Manager Dr Rob Murray says the results indicated a narrower spreading width is required to achieve the optimum spread.

"Lime is typically applied at a 10 to 12 metre bout width, however the results of this work suggest a bout width of 5 metres is required to spread at 10% CV and be confident across a range of application rates. The improved CV target of 10% helps to reduce the influence of lime spreading variability on arable cropping yields."

Lime can be a challenging material to spread due to its poor ballistic properties. Furthermore, lime can come off the conveyor belt in chunks or cakes rather than as a smooth continuous granular flow.

Dr Scott Post of Lincoln Agritech led the field testing of five different spreading trucks, with application rates ranging from 500 to 5000 kg/ha and a driving speed of 15km/h. Different driving speeds (10km/h and 20km/h) were also measured.

Spread patterns were measured across three tray lines for each test condition, and coefficients of variation (CV) calculated as a function of bout width for each line. Measurements were also made of the particle size distribution for the lime used (Kakahu), and videos were taken of the lime motion in the vicinity of the spreader discs.

The spreaders were tested in the "as presented" condition. Scott says optimising the disc speed, gate height, belt/chain speed, and



Lime Trials Southbridge 2018

forward speed for each desired flow rate may result in higher bout widths at a CV of 10%.

"There would likely be a different combination of settings that gives the best spread pattern at low (500 kg/ha) and high (5000 kg/ha) spread rates. In practice this would require creating a "map" of spreader settings to be used at each flow rate for a given model of spreader that could be input into the computer controller," says Scott.

"A Spreadmark test for a granulated material like urea does not necessarily tell how a spreader will spread fine powder like lime. Getting a Spreadmark test on lime, particularly the lime that the operator will most commonly use, is needed to ensure the spreader will give a good result. It is also recommended to use dry lime to avoid caking issues as it comes off the belt.

"Ultimately, achieving more uniform application of lime will require investment, whether that's on better equipment, time spent optimising that equipment, more passes at a smaller (narrower) bout width, or in a lime product that has better ballistics."

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North Island Spreadmark testing and driver training

Jim Laird reports that he has been busy recently in Northland.

"We had 10 people attend a Groundspread Driver Training course at Dargaville," says Jim.

"Thank you to Ravensdown, Spreading Northland and the Northland Branch for their hospitality. It was a little disappointing that other Groundspread members did not attend at the last moment. We ran an afternoon session on Workplace Health & Safety which was well received."

Jim Laird presents the NZGFA Driver Safety Programme in conjunction with Peter Herrick and the HWR Group.

While in Northland Jim undertook Spreadmark testing for four companies including one new member in Kaikohe.



Spreadmark testing for Peter McQuinn, Northland

Lime and Fertiliser Report

By Grant Anderson



After talking to fellow spreader operators around the country about how their season has

gone, the first two words were "fertiliser quality"; I know myself we have struggled to be able to spread at distances over 20 metres with the amount of fines in Superten and 090.

Poor quality is creating a lot of build-up on spinners affecting spread patterns. Incompatible blends causing drivers to check densities more frequently. These blends are creating a lot of spread pattern issues.

Lime demand has been huge across the country and there has been very good supply. There is still an issue with fines. Planes have refused to sow from a lime company because they don't meet their Health & Safety requirements.

In general, supply of all products has been ok, but some companies do need to sort their transport infrastructure issues.

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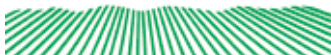
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D T Kings Transport

By Ken Bell

D T Kings Transport Ltd is one of the largest transport companies in the South Island. They are based in the very unassuming district of Pukemaori in Western Southland as well as having branches at nearby Otautau and Riverton. The company has roots tracing back to the 1920s when David Thomas King and his wife purchased a flax mill at Pukemaori and started supplying cartage services with their solid tyred International truck alongside servicing the flax mill. DT King & Co Ltd became registered as a transport company in 1938 and were running 14 trucks a decade later. These numbers have now swelled to about 180 trucks, about half of which are loggers.

Kings only started in groundspread activity in the late 1960s when they fitted a removable bin on to a Thames Trader flat deck. Prior to this lime sowing was done by The Evans Lime



Petrol powered International C1600 and Fleetstar 2010 models were added to the growing fleet in the early 1970s

Company who had previously bought the sowing trucks from the Clifden Limeworks and eventually by local carriers which were either taken over or simply closed up.

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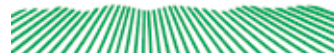
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Over the years there has been an assortment of brands in the bulky division of Kings, this has included International predominantly early on. The company took advantage of the Sales Tax redemption scheme and put "four or five" International 3070s in to spreading work over the years as well as a couple of International F1800s and a sole 2010 Fleetstar model. Mercedes Benz also featured during the 1970s and into the 80s with 1113B, 1319, 1418 and 2628 models all used. Kings also ran a few Tractors which were brilliant in their topography, their main downfall being poor brakes. In 1985 the Nissan Diesel franchise was acquired from the previous agent HE Melhop Ltd and renamed Commercial Vehicle Centre. The preferred brand of truck now changed to Nissan Diesel and so over the next decade several Nissan TFA models appeared and gave sterling service as well as a 6x6 Nissan which was pretty good but pretty heavy too. After the run out of Nissan 4x4s a return was made to Mercedes Benz and eventually M.A.N. brands. Kings run "a dozen or so" bulkies from their three depots with most of them at the Pukemaori depot, this scattering allows them the ability to move trucks from region to region as the work dictates. Most bulkies have trailers to carry extra product to fulfil their working days but big jobs are fed with tipplers transferring across elevators. They mostly have McMaster bins on them with an assortment of single and twin spinner set ups as well as a blower unit.

All depots are Ballance consignment stores with the Otautau store also holding Ravensdown stock.



By the mid-90s the sowing division was made up largely of a mix of Mercedes Benz and Nissan base units

Clifden Limeworks was a very useful part of the acquisition of Western Haulage in 1996 which brought with it extra work. The Limeworks produces 25 – 30,000 tonnes annually of lime of which Kings sow about 80 percent. This is the only limeworks in the immediate region so keeps cartage costs minimal for clients. Lime / fertilizer mixes are made at either the limeworks or at the transport depots depending on the locality of the product's destination.

The terrain encountered in the most South westerly part of New Zealand ranges from bleak coastal (within 15 metres of course) areas to steep mountainside country bordered by the rugged



A few Tractors entered the fleet and were held in high regard with the exception of their poor braking ability



Kings took advantage of the sales tax redemption scheme to purchase 6x4 cab and chassis to be further used as highway trucks in a later life



International 3070 became the backbone of the company after introduction to life as a bulky

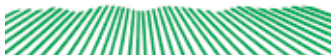
Takitimu mountains. This region flows on to some of the best dairy country in the South Island with lush rolling areas and flat ground interspersed with peat bogs to keep the bulky drivers alert to their surroundings.

Previous Company CEO and now bulk division head, Paul Balneaves, is now in "wind down mode" says that the biggest change he has seen in the sowing part of the business is the expectation to sow steeper ground. This is echoed by Otautau depot manager, Mike Swan who said that it's not uncommon to be looking down on aircraft working below them.

Both Swan and Balneaves recognise the abilities of their drivers which they describe as a crucial specialised part of the greater business. A couple of the Pukemaori drivers have worked there "forever" treating their job as a career rather than a stepping stone. Two women drivers capably complement the ruggedness of the profession and there have been other lady drivers start their driving careers sowing lime and fertilizer before moving on to other areas within the company.



Newest bulky to enter the Pukemaori fleet is a M.A.N. TGM 18.340 seen here loading product as one of the many UD's tip off a load of Urea in to the Ballance bulk store



Digital soil mapping aids soil use understanding

Soil scientists have reached a new milestone, digitally mapping more than 8 million hectares of New Zealand soils.

"Our latest progress shows the national S-map soil mapping programme has now covered 30% of the New Zealand land area," says Manaaki Whenua - Landcare Research Soil Scientist Sam Carrick.

More than one-quarter of New Zealand's GDP is directly dependent on our soil, which underpins both the productivity and health of New Zealand's land and freshwater ecosystems.

Soils range in quality and texture and Manaaki Whenua scientists have been researching, mapping, assessing and recording New Zealand's soils to measure its condition, identify risks and share this information with a wide range of people, including farmers, community groups, and councils, using a digital information system called S-map online.

"S-map online started in the mid-2000s when there was a push to digitise paper soil mapping records and help those using our soil understand it better by accessing information on historic and new soil records for the wide variety of New Zealand soils," says Sam.

"The primary focus up to now has been mapping land with high production potential that is most likely to have the most intensive land use pressures. S-map has managed to map half of this land," he says.

Recognising the national importance of quality soil information, the Fertiliser Association has combined with several regional councils to support the improvement of soil water data that S-map supplies to end-users - or which are used in models such as Overseer. Over the last 25 years, soil water measurements have been completed at many sites.

"This data has largely lain forgotten in old reports and records, but in the past year we've been uploading data from 262 legacy sites into the National Soil Data Repository, recovering over \$2.6M of previous public investment that is of critical importance to today's decision-makers," says Sam.

By June the number of sites with soil water data in the Repository will have more than doubled to around 700.

"This will help significantly improve the models that supply soil information in S-map."

Over the next two years the NextGen programme will be carrying out more new measurements to fill data gaps on key soils such as the pumice soils in the Waikato region, as well as further sites in the Waikato, Hawkes Bay and Wellington regions.

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Scholarship winner passionate about precision agriculture



By Stephanie Laird, Ravensdown Application Systems Manager

In 2000, Ravensdown and the Williams family established the Hugh Williams Ravensdown Memorial University Scholarship in memory of the late Hugh Williams, Ravensdown Director 1987 until 2000.

Every year, keeping up to date on the successful candidate for the Hugh Williams Scholarship is something close to me. Mainly because I am one of the past recipients, but also because its interesting to see what is inspiring and driving the young to join our industry.

This year's recipient is Tom Wilson, a third year Massey University student who is passionate about precision agriculture. Tom recently presented his research on the feasibility of the Spreadmark tray spacing changes from half metre to one metre, at the Fertiliser and Lime Research Centre conference.

Tom has a keen interest in precision and digital agriculture, which works well with his passion for food production and the environment.

"In the future, I want to be a leading figure in the mass adoption of precision agriculture," says Tom. "I think it's an exciting time to be in the agricultural sector, and I aim to do my part to bridge the gap for precision agriculture, between research and on-farm practice."

Tom believes that the solutions to feeding the world's growing population without risking the environment will come from variable rate application and site-specific management.

For Ravensdown, it is very exciting to have someone passionate about precision agriculture as the recipient. We are always looking at ways to manage the application of our products

smarter, for our shareholders. Helping the younger generation to achieve this is part of the journey.

I personally, look forward to seeing where Tom goes and who next year's scholarship recipient will be. Until next time.



Tom Wilson, this year's recipient of the Ravensdown Hugh Williams Memorial Scholarship

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This year is one of frequent new developments and changes for Employers, with many of the coalition government's programmes of work in the employment arena coming to fruition.

December 2018 saw the passing of the Employment Relations Amendment Act 2018, with many changes affecting mostly employers with unionised workforces. However, there are some changes that will affect a broader range of employers, including reinstatement of the right to specified rest and meal breaks; restriction on the use of 90-day trial periods to those employers of less than 20 employees; and reintroduction of reinstatement as the primary remedy if an employee with a personal grievance requests this.

Some key changes you should know about:

- Minimum wage increase from \$16.50 gross per hour currently to \$17.70 gross per hour (\$708 (gross) for a 40 hour week) from 1 April 2019;
- Introduction of domestic violence leave (10 days paid per annum) and the right to request flexible working from 1 April 2019;
- Re-introduction of specified meal and rest-breaks from 6 May 2019;
- Restriction of the use of a 90-day trial period to employers with 19 or fewer employees – from 6th May 2019;
- Proposed changes to the employer assisted migrant worker scheme – currently under consultation.

What should employers be doing to prepare for these changes?

Changes to the 90-day trial period

Employers need to be aware that if they employ more than 19 employees they can no longer rely on a 90-day trial period for new employees. However, any 90-day trial period in an employment agreement entered into by such employers before the 6th May 2019 will still be valid. The wording in the law passed has created some uncertainty as to exactly how the change will affect employers (e.g. is an "employer" defined as an individual or a legal entity). If an individual has structured their business into a number of legal entities - each employing fewer than 20 staff - because of genuine operational reasons, and not to by-pass the law, then their use of the 90-day trial period should be less open to scrutiny. Employers (i.e. legal entities) with more than 19 employees should remove the 90-day trial period clauses from their employment agreements after the **6th May 2019**.

If you are an employer with more than 19 employees, you can still use a probationary period instead of a trial period with new employees, and this should be outlined in your employment agreements.

Changes to rest and meal breaks

Employers should revise the wording in any employment agreements issued to new employees to reflect the new provisions and ensure their practices going forward are compliant. Ideally, there should be agreement reached with all employees around how they will take their rest



breaks to meet the new provisions. You may want to consider how these changes to rest and meal breaks can be accommodated into your operations and discuss what you are proposing with your

employees. In the absence of any agreement otherwise, the Act sets out when the breaks must be taken.

New entitlements to Domestic Violence Leave


It is now possible for employees who are victims of domestic violence, or employees who regularly have residing with them a child who has been the recipient of domestic violence to request up to 10 days of paid leave in each entitlement year. The Act also introduces the right to request a temporary flexible-working arrangement in relation to the domestic violence. These provisions are included in the Holidays Act 2003 (domestic violence leave) and the Employment Relations Act 2000 (flexible working) and were passed under the Domestic Violence – Victims' Protection Act 2018. A concise policy and procedure statement in your Leave Policy will ensure that everyone is clear on what this leave is, how it can be applied for and what evidence needs to be provided along with the leave application.

Increase in the Minimum Wage

If you have workers currently paid on the minimum wage of \$16.50 (gross) per hour, you will need to confirm the increase in writing to the employee and amend your payroll to ensure the increase was effective from **1 April 2019**.

If you would like to discuss how any of the above employment changes may impact on you as an employer, or would like some support with revising your employment agreements or policies to ensure compliance, please contact one of Safe Business Solutions Ltd HR Consultants on 0508 424 723.

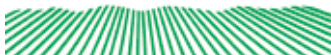




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By Kenneth Irons

Live in the moment for sure, but keep an eye on the future – it may be bearing down on you sooner than you think

If we think back over the last decade how shopping, airline bookings, banking, calls and texts, and how we receive our news has changed, it's clear to see that industries we deal with every day are changing through improved productivity, profitability and efficiency through the better use of technology.

We take these changes in our stride and move ahead, the technology used in the groundspread industry should be no different. We have already seen remarkable advances in the application of technology through electronic road user charges, touch screen guidance technology, variable rate application, cloud services, electronic ordering and more.

Technological changes affect farmers too. Increased demand for water quality, proof of compliance of nutrient application standards and increased power demands from sensors for everything from pasture drones, crop yield monitoring and milk vat reporting.

What does all this mean for the spreading industry? If you are

a contractor looking to add new trucks with GPS technology or upgrading your current technology, the equipment you buy today needs to have the capability to be able to last at least, the life span of the truck it is going into. One thing you can guarantee is that in the next ten years we will see many more advancements in technology than we have seen in the past ten years.

Key findings from a report by Grand View Research Inc.¹ suggest the following trends will help drive the precision farming market to increased efficiency and profitability:

- Increasing government support for adopting modern agricultural techniques and growing the need for efficiently monitoring the health of crops.
- Cloud-based software is anticipated to gain a significant market share over the report's projected period as it reduces energy consumption and provides storage for large amount of data which facilitates cost savings.
- Innovations in GPS mapping and related farming applications will enable farmers to operate more efficiently and increase their profit margins.
- Yield monitoring will find wide applications in soil monitoring as it helps detect the properties of soil for increasing yields.
- Demand for drones in agriculture is expected to grow as they are increasingly used in monitoring farm systems like irrigation.
- Drones can generate shape files so GPS guidance systems will need to be able to import these files directly into their system.



- The digital revolution in the agricultural sector, along with government incentives and legislation is likely to drive demand in the precision farming market in the forthcoming years.

So when choosing the next technology for your operation ask your precision farming provider some of these questions:

- Are you buying a system that is upgradable for the life of your machine?
- Will your choice of technology provider be around in ten years or are they another My Space?
- Will your technology work with other systems on the market or is it a closed system that is good for only one operation?
- Will your system record data across multiple paddocks and farms and spatially sort that data for future use?
- Will your system back up to the cloud so that the right people have access to your data in a timely manner? Who owns that data? How is it used?

Asking these questions and talking to a precision farming expert will be time well spent before making the same old purchase you always have because it is "easy". The spreading industry has an obligation to the farming sector it works for to ensure that it plays its part in ensuring that the services it provides are also aligned with increasing the efficiency and profitability of the farmers it serves.

¹ <https://www.grandviewresearch.com/press-release/global-precision-farming-market>



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