

Groundspread



This Issue

CONFERENCE 2021

All you need to know

AWARDS

Meet the finalists

NITROGEN RULES

Explained

FROM THE ATTIC

The Bedford RL



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Inside this issue

FRONT COVER: photo with thanks from
Mark Inglis
www.markinglisunlimited.co.nz

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The publishers cannot accept responsibility for opinions expressed by contributors and/or any inadvertent mistakes or omissions that may occur in this issue.



What learnings can we take from this spreading season?

Firstly, as a collective (including strategic partners), we can give ourselves a massive pat on the back for the way we adapted and managed our businesses, our staff, and responded to the needs of our clients throughout the uncharted waters of this

Covid-19. A stressful and challenging time it may have been. While it added additional complexity to our workload and work processes and practices, feedback suggests our clients expectations were met or exceeded. So, well done all of us.

Secondly, under the guise of Healthy Water, a different direction or approach of mitigating N-loss and nutrient leaching is under way. It appears that the previous 'science-based' methodology of estimating N-loss and nutrient leaching can be addressed by simply adding the catch word 'synthetic' to both nitrogen and fertiliser, and by capping inputs. So synthetic is out because it's evil... all other forms of nutrients... all good. If only life was that simple, and the world could live on love alone. Going forward, it will be interesting to see what happens to stocking rates and production.

There are some new, farmer-driven organisations, such as Groundswell NZ, who have been vocal about informing their members, and the public at large, about the positive environmental achievements that farmers have instigated and implemented, and how we are the envy of the world. This positive noise has been in stark contrast to the lack of noise or debate coming from our more established farming political organisations.

Hopefully, earnest discussions are being held behind closed doors. Or have they been a bit gun-shy to lift their heads above the parapet for fear of attracting attention? I hope I am mistaken. Nothing stands still. Regardless of the reasoning behind it, there is no doubt that our industry will continue to be under an ever-increasing spotlight. These measures will include;

- Our environmental improvements which encompasses Spreadmark;
- Our attitudes and efforts towards keeping our staff and ourselves safe and healthy;
- Our staff management (including recruitment, continuous training and retention);
- Our business viability and sustainability.
- We will also need to continue to add value to our customers' businesses.

We work in a high risk, ever-changing work environment. Another season in which we

From the President



President John Schultz
Ph: 027 439 9768
Email: john@mainlandgs.co.nz

are still at the centre of too many serious accidents, and the subsequent fall-out, both in personal and business terms. There is a huge amount of resources and support available within NZGFA. However, there still appears to be a reluctance at the individual member level of our association to share information for the greater good. Why is this? Hopefully it is not because of our egos.

Just imagine what gains could be made if we ditched this mind-set, and pooled our information.

Finally, I will be standing down and will not be seeking re-election as president at this year's conference. I have thoroughly enjoyed this role over the past two years. However, with the calibre and skills of people in this association, I am excited for the future of this organisation and believe it will continue to fulfill its role for its members.

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Conference 2021 - register now

Delegates are reminded to register for this year's event in good time. Online registrations are open until Sunday 13 June, after which anyone wanting to attend the conference will need to check availability by emailing conference.canterbury@nzgfa.com. A late registration fee may also apply.

Conference attendees also need to make their registration payment at the time of booking to secure their spaces. Accommodation needs to be booked direct with The Hermitage Hotel. Bookings can be made by emailing reservations@hermitage.co.nz or ringing reception on 0800 68 68 00 or 03 435 1809.

Sponsorship support appreciated

All conference sponsorship spaces have now been taken and the Canterbury branch wishes to thank every business involved for their

support. Without this commercial investment from industry, there would be no conference and that it is only through these strong sponsorship partnerships that the NZGFA can offer its members time out each year to take a break and network with others in the sector.

For more information about this year's conference: **Resilience - Staying Strong for Tomorrow's Challenges**, please read the conference preview on pages 9-11.

Welcome to Keith Andrews

The NZGFA Awards Committee is delighted to welcome on board Keith Andrews as the new sponsor of the Innovation Award. Launched in Whangarei in 1991, the company has grown into New Zealand's largest commercial vehicle dealer.

With sites in Auckland, Hamilton, Tauranga, Napier, Palmerston North and Wellington, the company provides

sales, parts and service for Mercedes-Benz, Freightliner and FUSO commercial vehicles - as authorised by Daimler Trucks and Buses.

Managing Director, Aaron Smith (below), says sponsoring the NZGFA Innovation Award is a great fit. "The agricultural community is at the heart of the New Zealand economy and innovation and solution-finding is one of our greatest Kiwi attributes.



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We are honoured to celebrate this with the NZGFA and congratulate all nominees and finalists for their major contribution to the future of the industry. "At Keith Andrews, we believe that great people make great businesses. We applaud this awards initiative for its recognition of the people behind the industry and we look forward to celebrating great groundspreading people at the upcoming conference."

AGM 2021- Nomination for President and General Business

NZGFA Executive Officer, Melanie Dingle, is asking all NZGFA members for nominations for the President of the National Council, as well as any other general business.

"As we know in advance that John Schultz is not intending to stand from the President's role, having nominations in early will enable us to be organised for the voting that will

take place at the AGM.

"This will also enable us to provide a brief biography about any candidates being put forward within the AGM meeting papers. The meeting papers, which will be emailed to all members in early to mid June to assist the decision making around who to vote for and enable those who cannot attend to make a proxy vote if they wish," explains Melanie. Nominations and any other business should be emailed to melanie@nzgfa.co.nz.

Life members

The national council would like to be sure that all life members are aware of where they can access and receive information and communications. Regular newsletters are sent via email, meeting minutes can be found on the NZGFA website and for the really tech savvy – there are frequent Facebook updates.

If life members are not receiving regular email updates, please call or

email Melanie on 027 391 7102 or melanie@nzgfa.co.nz, to ensure your latest email address is in the system.

Life members are also encouraged to make sure they are on the mailing list for Groundspread Magazine and Spreading the News - the e-newsletter. They can do this by emailing communications@nzgfa.co.nz. The national council says it would be helpful too if the branches could check in on life members from time to time to ensure they are receiving information.

Complaints & feedback

Ballance and Ravensdown would like to remind NZGFA members of their respective email addresses for providing feedback: spreading@ballance.co.nz and customer.centre@ravensdown.co.nz. Members are also asked to cc Melanie Dingle - melanie@nzgfa.co.nz - in on any communication so that the NZGFA is also aware of any issues and/or praise.

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We need to know about new nitrogen rules

By Graeme Martin, NZGFA Vice-President

With two new rules coming into effect in July 2021 around the use of synthetic nitrogen fertiliser (N), we, as groundspreaders, need to make sure we understand the implications for our customers.

Ballance Agri-Nutrients has simplified the information perfectly and with their kind permission, I have based this article on their factsheet: Nitrogen Fertiliser Cap Explained.

Firstly, it's important to note that synthetic nitrogen includes any manufactured fertiliser product (solid or liquid) that contains more than 5% nitrogen. This excludes dairy effluent, compost and animal or plant waste, such as chicken manure.

The changes, which were introduced within the Essential Freshwater Policy Package, came into force on 3 September 2020 and predominantly

affect pastoral farms. Pastoral farms rely on nitrogen to help manage feed supply as well as pasture quality.

Many farms will now need to alter how they use nitrogen to remain compliant with the new rules. These rules state that pastoral farms should use no more than:

- 190 kg N/ha/yr of synthetic nitrogen on any grazed hectare of pasture on the farm (excludes forage crops).
- 190 kg N/ha/yr of synthetic nitrogen averaged over the total grazed area of the farm (includes forage crops).

Pasture only

For farms growing pasture only and where livestock is rotationally grazed year-round, this means that each 1 ha paddock must not receive more than 190 kg N/ha/yr. If the total grazed area is four 1 ha paddocks, the average of this total must not receive more than 190 kg N/ha/yr.



Forage cropping

Where a farm has, say, three 1 ha paddocks of permanent pasture and one used to grow a forage brassica crop, each 1 ha paddock must receive no more than 190 kg N/ha/yr.

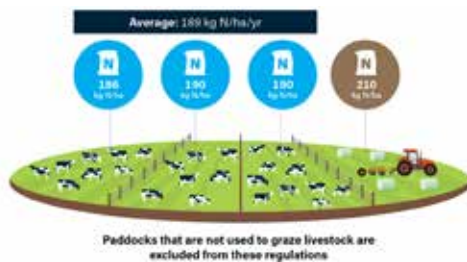
The paddock used to grow a forage crop may receive more than this but the average of the total grazed area (four paddocks) must be no more than 190 kg N/ha/yr.



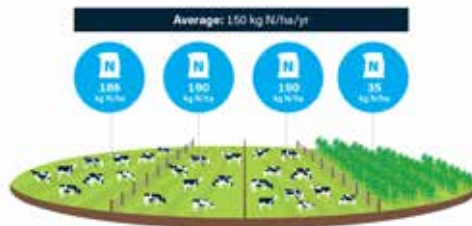
Cut and carry

To comply, where all four 1 ha paddocks are permanent pasture and one paddock is only used to cut supplement from, and is not grazed by livestock, each 1 ha of grazed permanent pasture must receive no more than 190 kg N/ha/yr.

In addition, the average of the total grazed area (three paddocks) must be no more than 190 kg N/ha/yr.



- Annual ryegrass is sown in April, which is grazed by livestock.
- The maize crop (ungrazed) is excluded from the regulations.
- The grazed pasture must be no more than 190 kg N/ha (over the 6 month period).
- The N applied to grazed pasture is included in the farm average



they will need to record and present results that meet the requirements of the plan. With regard to nitrogen applications, each application must be recorded.

Our industry, as the service provider, has the technology for recording all applications and as such we play a significant role here. We have the ability to provide our customers with the vital information they will need when their FEPs are due for auditing and inspection.

Arable cropping

Where there are three 1 ha paddocks of permanent pasture and one paddock used to grow a summer maize silage crop, the following applies:

- Maize is planted in October and harvested in April.

Reporting

All dairy farms will be required to report on their nitrogen use annually from the 2021/22 season onwards. As a part of farmers managing their properties, they will have to have an approved Farm Environment Plan (FEP). A requirement of the plan is that



More information about the Nitrogen Fertiliser Cap can be found on pages 5-9 of the Autumn issue of Ballance's Grow Magazine. This can be downloaded at ballance.co.nz/grow-publications-north-island



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Resilience - Staying Strong for Tomorrow's Challenges

By Rose Hyslop, Canterbury Branch



The Canterbury Branch is excited to welcome everyone to Aoraki Mount Cook next month. The last NZGFA national conference held in this special part of the country was in 1978 (and they were snowed in) so it is great to be bringing everyone back again.

The decision to move the conference out of Christchurch was to help support a major contributor to our tourism industry who struggled with the closed borders. Branch president, Nick Hyslop, visited last June and said it was a very sad looking ghost town and the usually bustling Hermitage Hotel was all shut-up. "It is wonderful to know that this June, by moving our conference to Mount Cook, things will look very different in the area" he says.

Interestingly, the original venue for the 2020 conference in Christchurch continues to function as a quarantine facility. This pushed the branch's

decision to move the conference out of the big city and support the regions instead. We realised that this would require attendees to travel further and knew it could be a risk in terms of attendance. But with registrations nearly at capacity, it seems it was a gamble worth taking - it is hard to imagine a more majestic location, with stunning views from every room.



Mark Inglis

Luckily there are some equally spectacular speakers to keep attendees from staring out the

window at the glorious view all day. Aoraki Mount Cook kept Mark Inglis trapped in a blizzard for 13 days in 1982, taking his legs from him. Yet, he still loves the place and returns as our Master of Ceremonies - very fitting for a conference about resilience. Mark will also take the group through a team decision making programme before lunch on Monday, which will be a real highlight we are sure.

As well as Mark, we welcome David Downs to share his journey from a normal kiwi businessman to a genetically modified organism who beat cancer.



Robert Bruce

Robert Bruce joins the list of esteemed speakers to talk about his Got to Get Out initiative which encourages mental and physical wellbeing.

We are also thrilled to have Jane Smith (Smasher Smith) join us for a frank look at separating fact from fiction and why ground truth, science and facts are so hard to sell.



Jane Smith

Adding to the conference are some excellent sessions run by the national council about the industry we are passionate about. These include updates, health and safety, Spreadmark, our AGM, and a session on resilience as an industry - where to from here?



Registration reminder

We are just about at capacity and worried that we might have missed a few early registrants due to a glitch in the online rego forms - if you did not receive a confirmation email after submitting your online registration or have not yet received an invoice then you are NOT registered so please get in touch (canterbury@nzgfa.com) asap.

Travel plans

We have had kind offers from members travelling from Christchurch

and able to do Sunday airport pickups and Wednesday drop-offs so let us know if we can help with your travel plans.

Partners & childrens' programme

We have strived to make this year's programme accessible to those partners and children who also want to attend some parts of the main conference.

Please make sure you have completed and returned the sign up sheet.

Thank you to all our sponsors:

The NZGFA conference attracts some amazing sponsors.

We look forward to warmly welcoming representatives from all our sponsor companies and wholeheartedly appreciate their support of our event and our industry. For any other queries or information, please contact the conference team at:

canterbury@nzgfa.com



Sunday 27 June 2021

1:00pm	Registrations open
5:00pm	Drinks & canapes. Welcome from Mark Inglis (MC)
6:00pm	Casual buffet dinner. Speaker, Sir John Davies

Monday 28 June 2021

8:45am	2020 awards ceremony
9:00am	Industry updates, Spreadmark business session
10:00am	Morning tea
10:30am	Speaker, Jane Smith
11:30am	Speaker, Mark Inglis
12:30pm	Lunch
1:30pm	Health & safety, closed business session
3:00pm	Afternoon tea
3:30pm	Speaker, David Downs
4:30pm	Close
6:00pm	Drinks & canapes
7:00pm	Buffet dinner

Tuesday 29 June 2021

9:00am	Speaker, Robert Bruce
10:00am	Morning tea
10:30am	NZGFA AGM
12:00pm	Lunch
1:00pm	Business session and/or AGM discussion
2:00pm	Business sessions
3:20pm	Afternoon tea
3:30pm	Free time - Sir Edmund Hillary Museum/Digital Dome Planetarium
5:30pm	Group conference photo
5:45pm	Cocktails
6:45pm	Gala dinner/awards night
10:00pm	Brad Staley Band
Midnight	Close

Meet the finalists

By Groundspread Reporter

Now in its third year, the NZGFA Awards have once again attracted a high calibre of nominations across each of the four categories - Innovation, Health & Safety, Young Achievers and Presidents.

The awards judging committee was delighted to work its way through the nominations and has now selected two finalists from each category. Melanie Dingle, Executive Officer, says the groundspreading industry is only as good as the people behind it. "And given that all the nominations were very impressive, it's no wonder this niche industry is going from strength to strength."

Innovation Award - sponsored by Keith Allen

John Whitehead - Since 1992, JWE has been manufacturing, repairing and supplying New Zealand with leading edge, GPS technology and equipment for agriculture.



John Whitehead, JWE Ltd

Of particular note is JWE's V3 spreading computer with variable rate capability. John is well recognised as the innovator and builder of quality solutions for the industry. John has also been nominated for the Presidents Award.

Travis Churchill - Spread Test is one of the country's most respected spreader testers. Travis is always looking for ways to improve accuracy for spreader operators - adapting spinners and trialling new equipment.



Travis Churchill, Spread Test NZ

Travis is in constant communication with manufacturers to ensure he gets the best out of each machine for the greater good of the industry.

Health & Safety Award - sponsored by Graymont



Nick Hyslop, Hyslop Groundspreading

Nick Hyslop - As an owner-operator for the last 10 years, Nick is acutely aware of potential hazards. He has

made it part of his business to make health, safety and mental wellbeing a priority for everyone involved in groundspreading. Nick wants the industry to be a safer place and initiates regular driver training sessions for branch members.



Rie Davison, Wealleans Ltd

Anne-Marie Davison - Anne-Marie (Rie) has worked as a spreader operator and health and safety representative for Wealleans for the last four years. Her strong interest in safety and accident prevention drives her to instil the key messages to all staff. Rie walks the talk and holds all staff accountable for their actions.



Georgia Voice, Philip Wareing Ltd

Young Achievers Award - sponsored by Ravensdown

Georgia Voice - Armed with a Bachelor of Commerce, majoring in supply chain management and marketing. Georgia also holds Class 5, DG and WTR licenses. Currently employed as a driver, she is highly adept at the safe and efficient operation of fertiliser spreaders including pre-start.

Georgie is spreadmark certified, has great rapport with customers, is passionate about agriculture and is ambitious to go as far as she can in the industry.

Toby Evans - Toby's main strengths are his organisation skills, time management capability, and outstanding work ethic. Having taken on the unofficial role as an ambassador for the industry and for Spreadmark, Toby's commitment to the groundspreeding profession is evident. His natural leadership skills means he is a positive influence on customers and fellow employees alike and he takes a great interest in the NZGFA.



Toby Evans, Brooks Spreading Ltd

Presidents Award - sponsored by Ballance Agri-Nutrients

Matthew Blomfield - As the winner of last year's Young Achiever's Award, Matthew was recognised for his commitment to agriculture, his passion for groundspreeding and his ability to

convey the benefits of the profession to school leavers and other young people.

Since last year, Matthew has continued to strive for excellence in his current employment. He has an eye on the future for groundspreeding, in terms of technology, best practice, Spreadmark and health and safety.



Matthew Blomfield, Transport Services Southland

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GROUNDSPREADING STEERING ON TO THE CAREERS BOARD

In 2003, there was an estimated shortage of around 1250 truck drivers in New Zealand.

That was nearly 20 years ago, and today, the shortage is still very real for many of the trucking sectors.

But the groundspreading industry feels as though it might just be starting to make some inroads into how to recruit new drivers.

Of course, it's not easy to attract new blood to trucking and it will take time to counter the pattern we are seeing today, whereby the baby boomer generation of drivers either have already retired or are now preparing to sit back and enjoy the good life – with few replacements lined up.

It's tricky to draw in new recruits for several reasons.

Some say the pay is inadequate, then there are the long hours – often unsociable too.

There is risk involved in driving big machines and there is increasing monitoring and surveillance for both drivers and their employers.

Others say that the millennial and Gen Z outlook on work-life no longer fits with the perception (a misconception) that truck driving doesn't offer much in the way of career opportunities.

Another contributing factor to the driver shortage issue is that many would-be truck operators don't realise that a full driving licence, followed by a Class 2, is the entry point for most trucking industries.

In the groundspreading profession, we have certainly experienced our fair share of school leavers wanting to start their training with us but then heading off in a different direction once they figure out how long it would take for them to obtain their licences.

This is exacerbated by a growing trend where young people are leaving it later and later to obtain their full driving licence. We are seeing 18-year-olds leave school with only their learner's or restricted licence in their hand.

It's then another 18 months before they can sit their full test, before they can go on to obtain their Class 2.

It's no wonder, then, that we see these keen young men and women walk away from the profession. Some of them have good intentions to come back once they have their licences.

Inevitably and understandably, however, they end up sticking to the path they chose first.

For some time now, our organisation has been spreading the word about the great opportunities a career in groundspreading can afford.

We're fortunate that members of our association take on the role of ambassadors for our niche sector.

Where possible, we've been going into schools and attending careers days to explain to upcoming school leavers that nutrient spreading is the vital first step in the food production chain.

We tell them that groundspreading is by no means an ordinary job, but is a highly skilled profession requiring focus, an acute sense of responsibility, a maturity around following robust health and safety practices and an understanding of technology and machinery. As well as a love for agriculture and the great outdoors.

One of the main reactions we receive is one of awe at the sheer amount of hi-tech kit that sits in the cab.

We tell them that this profession pays well too. There are long hours, particularly over summer when we are all flat-tack, and there's weekend work during the busy season but it all evens



BY JOHN SCHULTZ, NZ GROUNDSPREAD
FERTILISER ASSOCIATION PRESIDENT

out over the course of the year.

Testament that our recruitment tactics are working is Southland-based **Matthew Blomfield** – who, at just 21, is quite likely the youngest spreader truck operator in New Zealand.

Matthew came into the industry as a school leaver. He had met one of our members at a careers day so knew a little about what the job involved when he applied to Transport Services Southland as a trainee.

He already had his full licence and saw an opportunity to combine his love of machinery, farming and rural New Zealand.

Matthew immediately took to handling the large trucks, got to grips with the technology and the complexity of calibrating the machinery depending on nutrient types, farmer requirements, agronomic benefit and environmental impact. Importantly, he was quick to learn the importance of placing nutrients accurately, evenly and only where they're needed.

Last year, Matthew went on to win one of our industry awards – The NZGFA Young Achievers' Award – for his initiative and dedication to his job.

He is definitely one of our recruitment success stories.

But we hope that with even more dedication, engagement with schools and colleges and a bit more time, we can encourage more young men and women like Matthew into our industry.

Time to step up

WorkSafe's chief executive Phil Parkes is calling on all Kiwis to help improve health and safety in the workplace.



On World Day for Safety and Health at Work and International Workers' Memorial Day - 28 April - WorkSafe announced that it was time for everyone to step up and improve health and safety in the workplace.

According to WorkSafe data, more than 500 people have gone to work and not come home again in the last 10 years. Many more have sustained life-changing injuries or suffer poor health because of their work environment.

"We remember those people who haven't returned home after going to

work and think of their families, loved ones, friends and colleagues who have dealt with the aftermath. We are also mindful of more than 200,000 workers who have needed more than a week away from work because of an injury in the last 10 years," says Phil Parkes.

"We're not where we want to be as a nation, and I want the legacy of those who've passed away or been seriously harmed at work to be more than just a statistic.

"Workers are the engine room for our economy – yet too often, they are

the least able to make a difference to health and safety in their work environment. The approach of the past from successive regulators, businesses, worker representatives and influencers has not brought about the change we all want. And now is the time to do things differently," he says.

Mr Parkes adds, "it is time to move from thinking about health and safety as compliance to better work design, worker representation and leadership at every level.

"Directors must step up and improve the health and safety of the workplaces in their control and those in their supply chains. And organisations need to involve their most important asset – their people – in decisions about their own health and safety."

WorkSafe recognises that the challenge to transform our health and safety performance is substantial, and that it can't be tackled by the regulator alone but needs the buy-in of every New Zealander.

"In New Zealand we take pride in our ability to lead the world and punch above our weight. There is no reason why New Zealand businesses and workers can't do this with health and safety."

Health & safety survey results show gaps

By Grant Anderson,
NZGFA Health & Safety Representative

Last month we sent out a short 10 question survey to all members – full, life and associate. We invited everyone to give feedback to us via the survey and help us gain insights into the causes of accidents, incidents and near misses. Our aim was to also to gauge what health and safety procedures are in use and understand the need for health and safety training.

While the survey wasn't in depth or scientific, it did serve to provide us with a snapshot of what's going on on the ground. In short, it suggested that the majority of respondents, who were

- Work-related health deaths are estimated at 750-900 people a year.
- There are an estimated 5000-6000 hospitalisations each year due to work-related ill-health.
- A worker is 15 times more likely to die from a work-related disease than from a workplace accident.

Source: [worksafe.govt.nz](https://www.worksafe.govt.nz)

from medium-sized organisations had not had an accident, incident or near miss in the last six months. While this is encouraging, it does also suggest that we need to define the terms accident, incident and near miss. I'm sure that one man's 'near miss' is another's 'nothing happened'.

In addition, responses pointed to hazardous grounds and operator error as the key causes of accidents for those organisations who had experienced incidents in the last six months. Interestingly, human error was cited as the main cause of accidents in general. This is concerning and we need to understand why mistakes are being made.

Those who participated in the survey also said that they had robust reporting procedures in place that were reviewed regularly. Great news. However, these same respondents also said that every one in their organisation always reports accidents, incidents and near misses. Unfortunately, this doesn't tally. I hear of many accidents and incidents happening and I know that not all make it onto any kind of register. This is an issue. It's also a problem if companies genuinely believe their employees are reporting everything that goes on.

When asked if participants thought they would benefit from health and safety training, the majority said yes

to the following:

- more training around how to properly report an accident, incident or near miss.
- specific training around hazard awareness and prevention.
- broader health and safety training that includes general wellbeing.

I am pleased that so many respondents said yes to more health and safety training.

We need to keep the dialogue going and really get to the bottom of what's going on. Everyone needs to take responsibility for this, so let's commit to making positive change.



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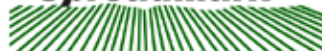


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What's in an application form?

By Claire Arneson, HR Adviser, Safe Business Solutions



"Hi, I'm Claire. Nice to meet you. How much are your child support payments? Have you ever had an eating disorder? Are you pregnant?"

Have you ever had the awkward experience of meeting someone for the first time and they immediately start asking very personal questions? Not only is it invasive, but it's likely to have you thinking of ways to escape the conversation as quickly as possible! Unfortunately, this is exactly the first impression being given by some employer's application forms lately and so it's timely to highlight best practice and current requirements around collecting personal information on a pre-employment application form.

What can I ask?

All companies need to collect personal information from job applicants and employees for legitimate purposes, such as recruiting and managing employment relationships. However, employers should note that the information required for each purpose is different and must be treated as such according to the Privacy Act 2020. Principle One (of the Privacy Principles) has recently been updated

to clarify that organisations:

*"must only collect personal information if it is for a lawful purpose connected with their functions or activities, **and the information is necessary for that purpose.**"*

For example, it is inappropriate to ask on an application form if the applicant makes child support payments or for their IRD number. This information is not required for the purposes of interviewing a job applicant and requesting it could be viewed as non-compliant with the Privacy Act.

Once an applicant becomes an employee (meaning they have received and signed an employment agreement) then it becomes appropriate to ask them to provide other personal details such as their IRD number, bank account number, and date of birth.

Third party involvement

Another area for careful review are situations where the company is sending personal information to third party agencies who may be provided with applicant or employee information, such as assessment centres, third party background check companies, or other outsourced services. In the case of one complaint made to the Privacy Commission, a job applicant was asked to complete a psychometric assessment which was then forwarded to a third party for evaluation. The applicant made the complaint after finding out her personal information, including her answers to the assessment, were forwarded to this third party without her prior knowledge or authorisation. The complaint was found to contravene principle 3, which requires companies to take reasonable steps to draw certain matters to a person's attention when information is being collected from them, such as the intended recipients of the information.

Health matters

As companies try to balance the probabilities of a successful hire and

maximise productivity, we have found it rather common to see questions about the physical and mental health of applicants on application forms. Although tempting to ask, companies have been called out for this before. Take the case of apparel retailer Kathmandu which came under fire in 2018 for asking job applicants about their physical and mental health including what prescription medications they were on. After much public criticism and debate, Kathmandu announced it would no longer ask applicants these kinds of questions.

Our advice is to request that job applicants let employers know about conditions that could prevent them from carrying out the duties of the job, and how the condition/injury/illness might impact their ability to perform all aspects of the job. Alternatively, it may be in your company's interest to have the applicant evaluated by a medical professional in a pre-employment medical to determine fitness for work.

A pre-employment medical shifts the responsibility of handling sensitive personal information to the healthcare provider and enables the evaluation of medical information to be undertaken by a medical professional.

How to get compliant

The team at SBS suggests reviewing your application process and payroll details forms through the lens of the following questions:

- Are job applicants only being asked for information that is relevant and applicable to the recruitment process or the role they are applying for?
- Does your hiring process reflect the need to treat applicants and employees differently in terms of personal information you are collecting from them?
- Consult the Employment New Zealand website for more information on this subject.



Areas around animal feed and water troughs are often low lying and boggy after rain.

Introducing Rut Rock

By Ant Boyles,
National Logistics Manager, Ravensdown

Tired of bumping over tyre ruts caused by centre pivots? Rut Rock is a new solution based on ground spreader feedback. It is a great example of working together to enable smarter farming.

Tyre ruts are a farm hazard putting quad bike riders at risk, damaging spreaders and making driving uncomfortable. Areas around animal feed and water troughs are often low lying and boggy after rain.

Rut Rock provides a stable, cemented flat surface allowing efficient centre pivot operation and grass growth, leading to increased pasture production. It's interesting how the idea came to light.

The issue was raised at a Canterbury Groundspread meeting where Peter Hay, Ravensdown's Christchurch Works Manager, was attending. Knowing that our Lime Division was working on a solution, Peter passed the information on.

Our Lime team, in conjunction with Oliver Brothers (a local earthmoving contractor) developed a version of track rock which provides a long-

lasting effective solution to fill pivot tracks. This has been tested in the field (literally) and is now available from the Geraldine Quarry for the Canterbury region. Dipton will soon supply the Lower South Island and we are busy working on North Island supply.

Additional advantages are:

- Eliminates a dangerous rut hazard for vehicles and animals.
- Eliminates loose stones in paddocks where river stones have traditionally been used.
- Provides long-lasting, stable and dry animal access to water and feed troughs, reducing pugging and supporting hoof health

On another note, thanks to those who have provided feedback on the proposed vehicle minimum standards. We value your feedback and, like we have with Rut Rock, want to work with you and the industry on solutions that are workable for all parties.

For more information about the benefits of Rut Rock, or to provide feedback on any other matter, please contact our customer centre on 0800 100 123 or customer.centre@ravensdown.co.nz

FQC secures continued strong leadership

The FQC has recently re-elected Anders Crofoot as chairperson. At the same time, it appointed Jim Galloway to the newly created role of vice-chairperson, securing another term of strong leadership for the organisation.

Mr Crofoot, Wairarapa sheep farmer and owner of Castlepoint Station, trustee of the AgRecovery Foundation, director of NZ Yarns and former vice president of Federated Farmers, has had a long association with the FQC.

He formed part of the executive team in 2011 and has held the position of chairperson since February 2014.



Anders Crofoot

Mr Galloway, a sheep and beef farmer, has also been part of the FQC executive team for several years, while fulfilling his current role of Hawkes Bay provincial president for Federated Farmers.

In addition, the organisation has recently appointed Federated Farmers' Jade McCormick as the new executive director.

Based in Christchurch, Jade will hold the position while Philippa Rawlinson is on leave until 2022.



Jim Galloway

More information about
Fertmark and **Spreadmark**
is available at
www.fqc.co.nz

Supply review in progress

By Jeremy Begg, Regional Distribution
Manager, Ballance Agri-Nutrients

This time twelve months ago we were in lockdown and coming to the end of a record two months of sales.

Thankfully, we are no longer in lockdown and able to go about our business activities largely without restriction.

Whilst we at Ballance haven't seen the same volumes for April & May as we did last year we have been well above forecast levels in many areas. This has been off the back of the largest March we have seen for some time.

We have had challenges with supply in many areas of the North Island this year. Ballance are not making excuses for these and do acknowledge the disruption that it has caused to many, in some instances it has been a particularly trying period.

Ballance has put into effect a programme to review what we can do better to ensure this doesn't happen again, this review will focus on both internal and external factors that have contributed. We look forward to sharing our findings in due course.

Given it is the season for NZGFA Branch AGMs we would like to take this opportunity to thank all of the current Office Bearers for their work at a regional level, and wish all of those nominated for roles in the coming year the best of luck.

NZGFA is an integral part of the Ballance network and your inputs are always welcome. Without your feedback, good or bad, we have little to know what we need to address to make all of our businesses operate the best they can.

We are looking forward to conference this year as I am sure many of you are also. For those attending we will see you there

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The Bedford RL

By Ken Bell

In this issue, we take a look back at the Bedford RL. Many readers will have either fond or indifferent memories (there seems to be no middle ground), of Bedford's semi forward control 4x4 and its use in the fertiliser spreading industry. This was Bedford's 4x4

version of the very popular S range of highway trucks.

The RL was produced from the late 1950s until being superseded by the heavier MK range around 1970. It was primarily powered by Bedford's own 300 cubic inch petrol engine as well as a few with the 330 cubic inch diesel engines, both with outputs of 110 hp.

A four speed gearbox transferred the power via a transfer box to the axles.

The truck's cab was fairly difficult to access with having to clamber up over the front wheel and descend back down to the driving position. The cab was raised a little to accommodate the driven front axle and was outwardly a little different in style about the headlamps.

It was marketed as a 7 ton (gross) "go anywhere" truck and was the most popular of the 4x4s available at a time when many ex World War Two, ex military trucks were starting to wear out economically and reliably as front line spreaders.

They were used by military forces throughout the Commonwealth as a main heavy vehicle from about 1958 until being replaced by more modern trucks as late as 1985. Variants included personnel carriers, recovery vehicles, mobile workshops, fuel tankers and mobile hospitals in military form, In



This RL has been in some pretty soft ground and is seen being loaded off an elevator from a 4x2 Thames Trader.



Bedford RL was a good replacement for ageing ex-military all wheel drives.



A W Hay from Oamaru ran this trio of RLs on rolling and steep country in North Otago.

civilian form they were mainly used as fertiliser spreaders, cable layers, heavy industry support vehicles, drill rig carriers with some even seeing service in the logging industry.

Although other British manufacturers were supplying 4x4 trucks at the time, the RL was by far the most popular. American brands were at the time handicapped in sales figures by having higher import taxes applied, much to the advantage of those brands from the UK.

Good old Kiwi grit and attitude had the trucks carting well in excess of their intended four ton payload.



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