

Managing yourself and your farm team

Taking care of yourself, your family, staff, contractors and your neighbours is always a priority. People are the core to successfully preparing for, responding to and recovering from challenging situations.

Fatigue and stress can make it difficult to make smart decisions or to treat people as well as you would normally mean to.

Staying safe

Every farm is different. During difficult times, a number of things can happen on the farm that can end up causing a safety issue.

It may be that people are undertaking tasks they are not familiar with or they are fatigued more than usual which can create increased risk. Keep yourself and your farm team safe.

Read more about farm safety and order resources [atthepeopleindairy.org.au/farmsafety](http://thepeopleindairy.org.au/farmsafety).

Look out for yourself and your team

Resilience is the willingness and capacity to accept that there will be good and bad times ahead, understanding our reactions to these experiences are normal, and putting strategies in place to manage these unforeseen events.

Being able to discuss issues openly and seek advice can enable you to work through unforeseen events, with an accurate factual assessment of the situation. Read more about resilience: feed.dairyaustralia.com.au/wellbeing.

Make time for an interest off-farm

In challenging times, it can be difficult to think of anything outside what is happening on your farm. Having time away (or off-farm) even for a few hours, can help clear your mind and allow you to make better decisions when back at work.

This might be catching up with family and friends, sporting or community related activities, or being involved in a local group like the Young Dairy Network (YDN) or a discussion group.

To find out what groups are available, contact your local regional development program dairyaustralia.com.au/about-dairy-australia/dairy-regions

If you employ people

Managing people can be challenging as situations can change quickly and this can impact on both employee requirements and expectations.

The current situation may impact on their future employment within your farm business – it's important to keep the lines of the communication open so your team feel informed and supported.

Before doing anything:

- Consider how you can roster staff to ensure you get some time to rest, knowing the farm is being operated in a safe manner
- Think about how you can maximise staff expertise and hours in your dairy business, as well as having adequate staff cover for leave etc
- Consider the employment arrangements and systems you have in place, including employee entitlements.



FOR FURTHER INFORMATION

Please visit thepeopleindairy.com.au