



DAIRYTAS ANNUAL REPORT

2020/21



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OUR ROLE

DairyTas is a not for profit regional development program (RDP) led by farmers in Tasmania. We are one of eight branches funded by Dairy Australia through the dairy service levy, with matching investment from the Australian Government. Additional funding is sourced through various avenues including Tasmanian Government and funding grants.

Each year we invest and deliver a broad range of research, development, extension and education programs for farmers and the broader dairy industry.

To achieve our role, we continue to work alongside industry partners including the Tasmanian Institute of Agriculture, TasTAFE and the Tasmanian Government. Priorities for program delivery are identified via a number of industry led engagement activities and incorporated into an annual operating plan which outlines resource allocation for the year.

OUR VISION

A globally competitive, profitable and sustainable dairy industry for Tasmania.

OUR MISSION

The Tasmanian dairy industry will focus on:

- Industry development through enhanced livelihoods, improving the wellbeing of our people and animals, and taking care of our natural resources.
- Enhancing the development of profitable farming systems.
- Improving dairy business management skills.
- Developing and maintaining strong supply chain relationships.
- Supportive efficient, innovative and responsive processing capacity.

STRATEGIC PRIORITIES

Strategic Priority 1

Profitable and competitive dairy farms.

Strategic Priority 2

Protect and promote our industry.

Strategic Priority 3

Grow capacity and skills.

CHAIRPERSON'S REPORT

“Unprecedented” was the catch word of 2020. Whilst the world was struggling with the pandemic the Tasmanian dairy industry was having an unprecedented year for all the right reasons. The 2020/21 season was another one for record milk production reaching a total of 961 million litres. A slight increase of 1.2% from the previous season. Tasmania now sits at 10.8% of the national milk pool. The increase in production is again the result of high milk prices and mostly favourable seasonal conditions across the state. Contrary to initial predictions around markets during the pandemic both domestic and global demand for Australian dairy products remained strong. The domestic cattle market whether for meat or live animals has also been at record highs and has contributed to farm incomes.

To have successive years of this situation has been a rarity in the industry but is one that farmers are capitalising on. Evidence of confidence in the industry in the latest farmer surveys show Tasmanian farmers are the most positive in the nation, 95% of farmers expect to make a profit and are still looking to expand in some capacity as well as spend on large infrastructure projects in the next 2 years.

Whilst we may still be growing as an industry our total farm numbers are on the decline. Tasmanian dairy farms are continuing to increase in size and cow numbers. With this comes a set of challenges. None new to the industry but certainly some that we have had a reminder of in very public domains this season. The questions around social licence will continue to come from all parts of society (including those within the industry) and we must continue to acknowledge, anticipate and act in this space. It is the duty of all of us to act responsibly and to consider the impact on the whole of industry when it comes to animal welfare, farming practices and the environment.

Another continuing challenge of our industry is to find people to work on farms in existing roles and future ones as farm businesses grow and new roles emerge or are developed. This is not a unique challenge for Tasmania but one that has been identified by agricultural and rural communities across Australia and acknowledged in the Australian Dairy Plan.

Despite Tasmania's borders being closed to various parts of the country during 2020/21 the DairyTas team continued to deliver extension to farm businesses initially via Zoom and then finally in a face to face capacity. The usual extension programs in Animal Health, HR and financial literacy were completed as well as the second 2IC/Farm manager course and another Cows Out of Creeks funding round thanks to the State Government. Full credit must go to the DairyTas staff for continuing on with providing services to farmers during an uncertain 12 months.

We were very fortunate to hold the Tasmanian Dairy Conference in March this year. After an 11th hour cancellation in 2020 and some tense moments in the lead up to the 2021 conference it all went ahead at the new and impressive Paranapple Centre in Devonport. The 2 day event commencing with the Focus Farm Open day followed by the conference and the Annual Awards Dinner was a celebration on many levels. It was the first field day and face to face event many of us had attended in over 12 months and it was a true celebration of the success, resilience and uniqueness that makes up the Tasmanian Dairy industry. There was also an incredible number of new and young faces at these events – a great sign for the future. The Dairy Australia Board attended these two days and it truly was a showcase to them of Tasmania being a positive, profitable and progressive dairy region.

2021 has seen some changes to the DairyTas team. Jonothan Price departed as Regional Manager moving his family to NSW to join the DairyNSW team. Anyone who met Jono knows how much energy and enthusiasm he brought to industry events. I'd like to acknowledge the work he has done over the past four years to leverage funding and opportunities for Tasmanian dairy businesses and for the humour he managed to slip into every very professional conversation to be had!

Laura Richardson was appointed to the Regional Manager role. She comes to DairyTas with a wealth of industry knowledge and connections and a passion for seeing Tasmanian dairy farmers and businesses thrive. Laura will be a great asset for DairyTas and we all look forward to seeing the direction the organisation takes under her lead.

After 11 years DairyTas also farewelled our Land Water Carbon contractor Rachel Brown who also moved on to a new role working in the oyster industry. Her contribution to the environment and how farmers think about their land and natural resources over this time has been significant and we thank her for the work that she has done to make a difference in our industry both in Tassie and nationally. DairyTas acknowledges the importance of ongoing work and support for farms in this space and has committed to creating a new role within the extension team.

I also must acknowledge my fellow board members including Deputy Chair, David Risbey-Pearn in supporting me through my first year of Chair. In particular to Simon Elphinstone who departs the Board at the AGM after 6 years of tenure. To say that Simon has put his heart and soul into DairyTas at times would be an understatement. Simon always puts the interests of the Tasmanian dairy farmer and levy payer first. He was Chair when I started on the Board, he has been a mentor to many of us and the broader community and I thank him for the commitment, the respect, the honesty in thought and actions and the integrity he has given to the industry and DairyTas during this time.

What next season brings is anyone's guess. Farmers have identified challenges around labour, milk price volatility and climate as the top 3 issues for the next 6 months. Solutions to these challenges along with those of social licence and the environment require long term thought, planning and a collaborative approach. Short term fixes will not be the answer to many of the challenges the industry will face in coming years. But with challenges also arise opportunities and we also need to be ready to capitalise on these. The positiveness of the Tasmanian dairy industry means that we believe in the future of dairy farming in this region and we all need to tell that story!



Angelique Korpershoek

Angelique Korpershoek Chairperson



EXECUTIVE OFFICER'S REPORT

As the world continued to respond to the global COVID-19 pandemic, the team at DairyTas, like the broader community, adapted to changing restrictions and continued to work to ensure that tailored extension services and support for dairy farmers and service providers was provided across Tasmania.

At the same time, Tasmania's dairy industry enjoyed another year of relatively favourable seasonal conditions. Rainfall combined with warmer temperatures helped maintain good pasture growth in many parts of the State, alleviating some of the pressure from relatively firm feed costs (grain prices in Tasmania were fairly high in 2020/21 despite otherwise good conditions).

This combined with a second year of relatively strong milk prices meant we experienced high farmer confidence.

These factors, combined with continued investment from farmers in their businesses meant we again saw record milk production, with total milk production increasing by 1.2% from the previous record of 950 million litres, to 961 million litres. A fabulous result for the industry.

As restrictions within in Tasmania eased, extension services within the State were able to predominantly return to face to face. The focus of DairyTas continued to be on building the capabilities of farmers in key areas of People, Land, Water and Carbon and Animal Health. Alongside the Tasmanian Institute of Agriculture (TIA), we also delivered Feedbase and Animal Nutrition programs.

Well-known activities like the Focus Farm, the Young Dairy Network and discussion groups continued, with Tasmanian specific activities such as the well-respected 2IC/Farm Manager course continued with the support of Tasmanian Government. Other events such as the Tasmanian Dairy Conference and Awards and the Agfest Field Days returned, although in an altered format.

While most people across the sector have strong confidence in the industry and many are choosing to invest in their businesses, the industry is not without challenges.

Entry to Tasmania, particularly from State's managing outbreaks, meant there were challenges for entry for skilled services such as artificial insemination technicians into Tasmania. Then Executive Officer, Jonathan Price worked closely with AI service providers and the Tasmanian Government allowing access to Tasmania (with restrictions) for suitably qualified and experienced technicians, to undertake the some 202,000 inseminations required to maintain the viability of the sector.

To address this shortage and to continue to support growth in the industry, DairyTas were able to secure \$80,000 over two years to fund training for 40 local AI technicians over the next two years, this funding includes the purchase of a model cow to facilitate training.

The Tasmanian Government continued to support the sector through funding to DairyTas for programmes such as the 2IC/Farm Manager course, or the 10 Steps – Reducing the carbon footprint of Tasmanian dairying, in addition to Government initiatives such as the dairy-specific round of the On Farm Energy Audits and Grant program or the Stock Underpass Program.

While there is currently significant positivity in the industry, there continues to be change in the sector, including the changing profile of ownerships, declining herd numbers, but increasing herd size, a changing workforce and skillsets means the need for continued investment in staff and training continues.

The focus on the environmental, animal welfare and other matters will continue to increase. Much work has and continues to be done, whether it's the 10 Steps – Reducing the carbon footprint of Tasmanian dairying, the Cows out of Creeks project that continues to assist farmers to fence livestock out of waterways, or the River Health Action Plan initiatives including fencing and effluent management in the Tamar Catchment, to sexed semen and genomic testing, there are a number of tools being utilised by our farming businesses to increase their productivity while also managing and reducing impacts.

The DairyTas team works closely with TIA, TasTAFE, Dairy Australia, Manufacturers and many other stakeholders to deliver extension services and support the industry.

I would like to acknowledge the current DairyTas team: Liz Mann, Jacki Hine-Magee (who has returned from secondment), Sian Savage and Workforce consultant Penny Williams for their commitment to their roles and their ongoing passion to see success in the Tasmanian dairy industry.

I would like to also particularly recognise the contribution of Jonathan Price, Rachel Brown and Joss Hall who have all departed the DairyTas team in the past 12 months. Their contributions to DairyTas and the Tasmanian dairy industry has been significant and all have left DairyTas and the industry in a better position.

Finally, I would like to acknowledge the support of the Dairy Tas Chair Angelique Korpershoek and the DairyTas Board and thank them for their ongoing commitment to the industry.



A handwritten signature in black ink, appearing to read 'Laura Richardson', written in a cursive style.

Laura Richardson Executive Officer



OUR BOARD

DairyTas is governed by a Board of Directors. An independent selection panel recommends appointments to the Board. The recommendations are based on criteria relating to skills, experience, and a strong commitment to positive industry leadership.

The DairyTas Board is made up of:

Six dairy farmers

- Angelique Korpershoek – Chair
- David Risbey-Pearn – Deputy Chair
- Simon Elphinstone
- Richard Duniam
- Kristy Evans
- Tony Clark (resigned August 2020)
- Kate Gofton (appointed September 2020)

One industry representative

- Josh Taylor

One Tasmanian Institute of Agriculture (TIA) representative

- James Hills

One Tasmanian Farmers and Graziers Association (TGFA) representative

- Andrew Lester

OUR STAFF AND CONTRACTORS

- Laura Richardson (Executive Officer)
- Jonathan Price (Executive Officer) (resigned March 2021)
- Elizabeth Mann (Regional Extension Officer)
- Sian Savage (Regional Extension Officer)
- Jacki Hine-Magee (Regional Extension Officer)
- Joss Hall (Administration, Communication and Major Events) (resigned June 2021)
- Penny Williams (HR Support Advisor)*
- Rachel Brown (Land, Water, Carbon)* (resigned May 2021)

*Denotes Contractor



INDUSTRY SNAPSHOT

TASMANIAN INDUSTRY 2020/21

378
DAIRY FARMS



961
million litres
OF MILK IN 20/21

10.8%
OF NATIONAL
PRODUCTION

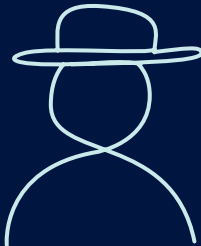


AVERAGE
HERD SIZE
474
COWS

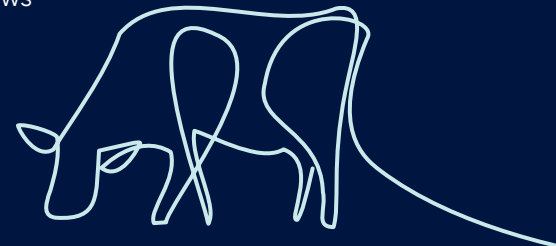
DAIRYTAS HERD
179,096
COWS

2,900
people

EMPLOYED ON FARM
AND IN DAIRY
PROCESSING
(AVERAGE)



Over **\$1 billion**
of the state
economy
each year



THE LARGEST LAND-BASED
AGRICULTURAL SECTOR
IN TASMANIA

Data source: TDIA May 2021

Table 1 2019/20 Tasmanian Dairy Farm Monitor Report – key data

Indicator	2018/19	2019/20	Change
Return on assets	6 per cent	5.20 per cent	1.10 per cent
Average EBIT	\$493,729	\$468,542	\$25,187.00
Return on equity	6.70 per cent	6.50 per cent	0.20 per cent
Average milk price	\$6.37	\$6.70	\$0.33
Average cost of production	\$5.04	\$5.45	-\$0.41
Milk solids per ha	1031 kg MS/ha	947 kg MS/ha	84 kg MS/ha
Milk solids per cow	445	418	27
Pasture consumption	10.6 t DM/ha	11.2 t DM/ha	-0.06 t DM/ha
Stocking rate–usable ha	2.3	2.2	0
Labour efficiency–cows/FTE	154	152	2

OUR PROJECTS

Focus Farm

July 2020 marked the start of Rosemount Ag as the Tasmanian Focus Farm for the next 2 years. Rosemount Ag is owned in a joint venture between Rob and Jo Bradley and James and Sophie Greenacre, Rosemount is located near Cressy. At the start of the focus farm project Rosemount Ag was milking approximately 1,250 dairy cows on 550 hectares of land of which approximately 330 hectares under centre pivot irrigation.

Each focus farm has their own focus for the 2 years. For the Bradley's and Greenacres they will be working towards a cost of production of \$4.20/kg MS while exceeding Best Management Practices in animal welfare, environmental stewardship, and staff satisfaction.

Working with the Bradley's and Greenacres throughout the project will be Jeremy Savage a dairy consultant from Canterbury, New Zealand who works closely with Lincoln University Dairy Farm. Jeremy will be working closely with local Fonterra Farm Source Paddock Specialist Richard Rawnsley, who will be the Focus Farms on-the-ground consultant.

A Focus Farm Support Group was formed for the life of the project and they have had regular meetings. This group consists of mainly farmers with a small number of service providers involved.

Promotion of the project was commenced through conventional media. Regular updates are made via eNews and Social media has also been used to promote the farm.

The Facebook page has 886 followers: facebook.com/TasFocusFarm.

The DairyTas website has been updated and directs those interested to follow the Facebook page.

During the year, Rosemount Ag was awarded winner of the ANZ Tasmanian Dairy Business of the Year for the 2020/21 season.

Events held from 1 July 2020 – 30 June 2021

Event	Attendance	Information
First Focus Farm Open Day – Launched Online	2121 Online Reach 290 Engagement	Due to COVID-19 restrictions, the 2020–2022 Tasmanian Dairy Focus Farm was launched on a live webinar then the recording posted to Facebook.
Focus Farm LIVE Virtual Visits	11 sessions held online 390 Average Reach 105 Average Engagement	Focus Farm manager James Greenacre, Consultant Jeremy Savage and Fonterra Paddock specialist Richard Rawnsley discuss LIVE on Facebook the Farm performance over the previous month and plan for the coming month.
Focus Farm Webinars	7 sessions 234 Average Reach 36 Average Engagement	Topics vary depending on what decisions need to be made on farm at the time. All webinars relate back to Rosemount Ag as Focus Farm and what they are doing in that space.
Support Group Meetings	8 meetings both online and on farm. 10 average attendance	The support groups role is to provide support assistance and advice to the focus farmer.
Open Day – On farm	1 held on farm 89 attendees	On farm open day covering key KPI's, Farm structure, profitability, production and breeding and staffing.
Farm Performance Tracker: Facebook updates	Posted online 391 average reach 30 average engagement	Semi-regular facebook posts covering the current target versus the actual pasture cover, grazed Ha, grain fed and kgMS produced.





Tasmanian Dairy Conference and Awards

Annually, the Tasmanian Dairy Awards showcase the incredible contribution our dairy farmers bring to the industry through this pinnacle event. In highlighting success and innovation within our industry, we endeavour to stimulate fellow farmers to build and expand their current practices whilst in the process increase production and inspire others to our amazing industry.

Following the unfortunate forced cancellation of the 2020 conference, due to COVID-19 restrictions, we were delighted to be able to deliver a face to face conference in 2021 with a focus based around 'Mastering Reality', a theme that was set to inform and inspire, whilst showcasing innovation within the industry.

A practical and dynamic program of speakers outlined the Industry Reform status and what this means for individuals plus provide inspiration to maintain momentum through our ever-changing industry. The event is coordinated through the partnership of the Tasmanian Institute of Agriculture and DairyTas.

We were also very pleased to be able to recognise and celebrate high achievers within the Tasmanian Dairy industry at the Awards Dinner.

Congratulations to this year's winners of the Tasmanian Dairy awards.

Discover Dairy Pavilion, Agfest 2021

2021 saw the return of the Agfest Field Days, following the cancellation of the 2020 event due to COVID-19 restrictions.

The Discover Dairy Expo provides a fantastic opportunity for the DairyTas team to speak face to face with Tasmanian dairy farmers and the broader dairy sector.

Moving to a four day, limited crowd event, saw a number of challenges for the organisers and exhibitors, but ultimately a successful event that allowed the Tasmanian dairy farmers and other patrons who attended to engage with service and training providers, regulators and the opportunity to purchase some quality Tasmanian Dairy products from the 24 exhibitors in the Discover Dairy Expo.

AWARDS

ANZ Dairy Business of the Year Award
Rosemount Agriculture Pty Ltd

Fonterra Share Farmer of the Year Award
Jeffrey Gijsbers and Monique Mulder

Cadbury Young Farmer Encouragement Award
Rory Wellwood

2021 Rex James Stockfeed Dairy Farm Safety Award
Luke and Tammy Tuxworth

**Aurora Energy Dairy Farm
Employer of Choice Award**
Clovelly Tasmania Pty Ltd

Fonterra Dairy Employee of the Year Award
Michael Thomas

Veolia Dairy Farm Environmental Award
Norm, Lesley and Rob Frampton

OUR FUTURE WORKFORCE

YOUNG DAIRY NETWORK

The Young Dairy Network aims to engage with and build capability of the young and new entrants in the Dairy Industry.

A mixture of Online events and physical events that covered the state were held as well as a number of online events that were run nationally specifically for Young Dairy Network members.

Members following via the Young Dairy Network Tasmania Face Book page were up from around 600 at the beginning of the reporting period to over 900 by the end. Visit [facebook.com/ydntas](https://www.facebook.com/ydntas).

The 2021 Cadbury Young Farmer Encouragement Award was awarded to Rory Wellwood at the Tasmanian Dairy Awards in March 2021. The award is to recognise and encourage a young dairy farmer aged between 18 and 35 years. It celebrates someone who loves working in the dairy industry, is passionate about the industry and is extending themselves to achieve goals.

Rory share-farm/leases a 280 cow dairy farm in Scotchtown in Tasmania's North West. He believes community plays a big role in dairy farming and he is grateful for all the support available in the dairy industry and encourages others to take advantage of learning opportunities that are presented.

Although we were unable to send a YDN member to the cancelled Australian Dairy Conference (ADC) and the YDN trip to New Zealand has been postponed yet again, YDN members are still making use of every opportunity presented to them. An example is the collaboration with Gipps Dairy for both an online event and with the Don Campbell Memorial Tour provided Young Tasmanian Dairy farmers the opportunity to socialise and build networks within the wider dairy industry with the Focus Farm Open Day and a YDN dinner.

Events from 1 July 2020 – 30 June 2021

Event	Attendance	Information
Rural Alive and Well (RAW) Community Workshop	Online over 2 sessions Attendance = 10	This 2 part workshop run by RAW focuses on proactive and preventative practices by combining practical, culturally relevant information about risks factors to mental health, symptoms and signs of mental health problems and advice about self help and coping strategies.
Healthy Hooves	3 Courses 22 Attended	This one day workshop involves both theoretical and practical sessions on the management, prevention and treatments of lameness in a dairy herd.
Tips for Successful Mating Webinar	Online Webinar Attendance = 26	Mating Tips – including discussions with two YDN farmers that have achieved good repro results. Held in conjunction with Gipps Dairy YDN. Spot prizes.
YDN Christmas Social Dinners	4 x Events Attendance = 58	Social Christmas Dinner and discussions throughout the state.
YDN Annual Dinner	Held in Devonport Attendance = 32	Social dinner and activities. Welcoming Gipps Dairy YDN members on Don Campbell Memorial Tour. Guest Speaker: Mandy Johnson
Planning your next steps	3 x Events Attendance = 85	Discussion into Share-farming, stock ownership and Land ownership bringing together accountants, bankers and farmers who each spoke about their individual journey through dairy.



REGIONAL WORKFORCE 2020/21

The Tasmanian dairy industry continues to steam ahead with dairy farmers wanting to excel in their human resource management on their farms, ensuring the best people are employed and minimising employee turnover.

There is absolutely no doubt the culture on dairy farms in Tasmania is people focused. Without people profitable and sustainable farms cannot be operated.

Throughout the 2020/21 season that the impacts of COVID-19 and keeping employees and everyone on the farm safe was the highest priority. Tasmanian dairy farmers were at the forefront in understanding this and doing everything in their power to ensure any threats from the virus were minimised.

The season began with working one on one with many dairy farmers all over the state including King Island with their people management on their farms.

The number of ESKI's on Dairy Farms now in Tasmania is now a whopping 397. This demonstrates the understanding that our dairy farmers have of the importance of people management and harnessing the empowerment on people. Our state is still employing more people on farm than any other region in Australia.

People on our Tasmanian Dairy Farms topics covered throughout the Season

- Classification Levels and Pay Rates.
- Superannuation requirements on Ordinary Hours
- Visa queries (understanding of different Visa Requirements on Farm and tax rates).
- Annual Leave and Workers Compensation Discussion.
- Resignation Requirements of employees.
- Single Tax Payroll and requirements with the ATO.
- 'Getting it right with Termination'.
- Eski, Position Descriptions, Individual Flexibility Agreements, Annualised Salaries.
- What makes an Independent Contractor, Share Farming legal?
- What is a 'sham share farming contract?'

'The culture in Tasmanian dairying is farmers wanting to employ correctly the first time 'I want to set it up right... so then I know what I have to do from the start...'

Tasmanian Dairy People Ready Workshops

Following on from the huge success of the workshops throughout the state in November 2019, these workshops ran again in November 2020 at New Norfolk, Scottsdale, Deloraine and Smithton. Over 100 dairy farmers attended where we first learnt about the current state of play in our industry with facts and figures presented by Penny and HR issues that reoccur. Then it was onto the exciting stuff of learning about our personalities and how they affect the people around us along with how to get the best out of people when they are at work.

Understanding workplace culture and how it can be affected so quickly in any business was all discussed by Nicki Haywood from Haywood HR Consulting.

Andrew Cameron from Primary Employers Tasmania (PET), covered the legalities and the changes to the Pastoral Award and always answers the 'tickler of questions' that dairy farmers have.

DairyTAS is extremely thankful for the association that we have built up with these two businesses in the Tasmanian Dairy Industry and appreciate the partnership that has grown.



The 2020 Tasmanian Dairy Farm Manager/2IC Program

In February/March 2020 the Tasmanian Dairy Farm Manager/2IC Program was run for only the second time in the Australian dairy industry. It involved 4 consecutive Wednesdays, with 47 participants from all regions of Tasmania.

The topics covered were:

- Finance Fundamentals (one day) presented by Andrew Beattie from ProAdvice.
- People Management (two days) presented by Chris Hibburt from the Vet Group.
- Reporting and Governance (one day) presented by Andrew Beattie from ProAdvice.

Participants were presented with a 'Certificate of Excellence' by the Hon. Guy Barnett, Minister of Primary Industries, Water and Environment, a ceremony held at the conclusion of the final day, in front of the participants employers and distinguished guests of the Tasmanian Dairy Industry.

I would like to acknowledge the professionalism of all the documents presented to participants and assistance behind the scenes of Joss Hall. Also, acknowledgement to Andrew Beattie and Chris Hibburt who put their time in ensuring the information presented was of the absolute highest standard. A fantastic team to have with such a huge project.

With the quality of the participants last year and this year, there is no doubt the future of the Tasmanian Dairy Industry is in good hands!

Below is a written response by a participant after completing the Program:

'I came home last night and was up until 11:00pm writing a full page of what I/the farm needs to do better at and where we can make improvements. I am definitely setting some personal goals and going to make some big changes. Thanks for helping!'

Planning Your Next Step – Into Share Farming, Stock Ownership and Land Ownership

At the end of April 2021, in conjunction with Sian Savage and the Young Dairy Network a the DairyTas initiative Planning Your Next Step – Into Share Farming, Stock Ownership and Land Ownership was delivered, with the intent of assisting dairy people wanting to step up in our dairy industry.

The discussion/workshop days, with 85 participants, were held at Scottsdale, Meander and Smithton.

The program included presentations from an accountant, who spoke about different Trading Entities, Pros and Cons a bank manager that spoke about what they look for in an applicant (it's not just the finances, character is a big one) and then two dairy farmers who have progressed to share farming and/or farm ownership through sheer 'hard yakka' and alternate ways of finance. The days were so thought provoking with all venues in silence when the Dairy Farmers spoke.

Heading into the Future with the Tasmanian Regional Workforce Program

- As our dairy farms grow, we are employing more people and we must ensure that our Farm Workplace Policies are in aligned with the farming policy. This one area the program will focus on coming into the 2021/22 season.
- Farm Safety is always a priority. And focus on this with the ESKi will continue.
- Ensuring Tasmanian Dairy Farmers are kept up to date with Pastoral Award 2020 requirements and the National Employment Standards.
- Working styles. Continuation of Dairy Farm Employers/Managers understanding working styles of people. By having this knowledge they are able to assist with retaining farm employees and getting 'the best out of them'.
- The 2020/21 season has been a phenomenal year for the regional workforce program in Tasmania with the majority of dairy farmers around the state having some contact with the Program. The culture of employing on Tasmanian dairy farms is about reducing the turnover of people on farm. Our dairy industry is empowering people in their workplace, the dairy farm.
- DairyTas continues to appreciate the relationship that has been developed with Andrew Cameron at Primary Employment Tasmania. Along with appreciation of Safe Farming Tasmania who actively assist with any workforce/human resource assistance on our dairy farms.

SUSTAINABLE DAIRYING

The impact of climate change and the need to better understand and manage the carbon footprint of Tasmanian Dairy and the environment farmed in, continues to be a major priority of DairyTas and Dairy Australia.

With a similar focus to previous years, DairyTas continued to manage practical, on-ground projects and extension programs that physically make a difference in the landscape or to farm management and profitability.

Strong partnerships remain fundamental to delivery of DairyTas Sustainable Dairying projects. The extremely valuable partnership with NRM North through the River Health Action Plan supports has enabled momentum in sustainable dairying delivery to September 2022, particularly focused on water quality and effluent management in the Tamar catchment.

The 10 Steps – Reducing the carbon footprint of Tasmanian dairying

Funding from the Tasmanian Climate Change Office assisted DairyTas in identifying ways to reduce the carbon footprint of dairying in Tasmania. This project involves research, case studies and extension activities. DairyTas is partnering with LIC and Private Forests Tasmania's Tree Alliance in delivery of this project. Other project partners are assisting with specific topics.

The 10 Steps. A series of 10 fast facts and farm actions:

- Know where emissions come from
- Make every cow count
- Efficient cows
- Enduring cows.
- Home grown goodness
- Smarter energy use
- Be Fert\$mart
- Keep cows comfortable and plant trees
- Farming carbon – rivers, soil and trees
- Keep learning – new technologies and ideas are coming.

Cows out of Creeks

Round 8 of the Tasmanian Government funded program will see another 20 Tasmanian farms receive up to \$5000 in funding to undertake work to ensure that cattle are restricted from access to waterways. A benefit to both the environment, but also improved animal health.

Once finalised, this round will see almost 25 kilometres in fencing erected, with 105 water troughs installed and over 7500 cattle restricted from entering waterways.

With funding for a further round committed by Government DairyTas will continue to work with farmers on this important programme.

Cows out of Creeks projects to protect Giant Freshwater Lobsters

Initially funded in February 2020, the project to see three dairy farms, who farm in areas that are also habitat for the Giant Fresh Water Lobster receive funding to fence cattle out of waterways and install water troughs, with the particular benefit of improving habitat for the Giant Fresh Water Lobster.



FINANCIAL POSITION

INCOME STATEMENT

For the year ended 30 June 2021

	Note	2021	2020
		\$	\$
Income			
Dairy Australia funding	3	640,500	590,943
Project funding	4	386,659	435,164
Interest received		1,069	1,776
Other income		–	7,898
Total income		1,028,228	1,035,781
Expenditure			
Project management		223,890	195,888
Motor vehicle expenses		14,333	18,618
Board meeting and other costs		4,506	2,381
Administration costs		30,332	30,281
Directors travel and sitting fees		34,047	27,461
Insurance		5,780	5,279
Accountancy and audit		3,300	3,200
Project expenditure	5	711,790	735,329
Depreciation		468	842
Sundry expenses		–	3,600
Travel and Entertainment		1,720	6,495
Total expenses		1,030,166	1,029,374
Net surplus/(deficit)		(1,938)	6,407

The above statement should be read in conjunction with the accompanying notes.

STATEMENT OF FINANCIAL POSITION

For the year ended 30 June 2021

	Note	2021	2020
		\$	\$
Assets			
Current assets			
Cash	6	561,352	456,883
Trade and other receivables	7	99,477	41,344
Total current assets		660,829	498,227
Non-current assets			
Property, plant and equipment	8	1,722	2,190
Total non-current assets		1,722	2,190
Total Assets		662,551	500,417
Liabilities			
Current liabilities			
Trade and other payables	9	31,621	33,353
Project funding commitments	10	275,734	109,930
Total liabilities		307,355	143,283
Net assets		355,196	357,134
Members funds			
Accumulated funds	11	355,196	357,134
Total members funds		355,196	357,134

The above statement should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2021

1 Summary of significant accounting policies

The financial report covers the DairyTas Board Inc as an individual entity. DairyTas Board Inc is incorporated under the Constitution.

(a) Basis of preparation

This financial report is a special purpose financial report prepared in order to satisfy the requirements of the Constitution.

The board have determined that the DairyTas Board Inc is not a reporting entity and therefore there is no need to apply Australian Accounting Standards or other mandatory professional reporting requirements in the preparation and presentation of the financial report.

The financial report has been prepared on an accrual basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report. The amounts represented have been rounded to the nearest dollar.

(b) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

(c) Trade and other receivables

The Association provides an allowance for losses on trade receivables based on a review of the current status of existing receivables and management's evaluation of periodic ageing of accounts.

(d) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation.

The depreciation amount of all fixed assets including plant and equipment, is depreciated on either a prime cost or a diminishing value basis over their useful lives commencing from the time the asset is held ready for use.

(e) Trade and other payables

Trade and other payables are stated at cost, which approximates fair value due to the short term nature of these liabilities.

(f) Income tax

No provision for income tax has been raised as the association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(g) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

(h) Revenue

Revenue is measured at fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Revenue from the sale of goods is recognised upon delivery of goods to customers.

Revenue from the rendering of services is recognised upon the delivery of service to the customers.

(i) Project funding

Historically, project funding has been recognised as revenue when received.

The Board has elected to change its accounting policy in relation to project funding in two stages. From 1/7/2017, projects with an outstanding commitment as at 30/6/2018, funding will be recognised as revenue upon the delivery of a service. From 1/7/2018, funding from all projects will be recognised as revenue upon the delivery of a service.

(j) Comparative figures

Where appropriate, comparative figures have been adjusted to conform to changes in presentation of the current financial year.

2 Ownership

Effective 24 November 1997, the Board became an incorporated body under the *Associations Incorporation Act 1964*. In the event of the Board being wound up, the liability of members is determined by its rules.

3 Dairy Australia funding

Funding available from Dairy Australia for the year was applied as under.

	2021	2020
	\$	\$
Program conduct	530,000	486,932
Project funding	110,500	104,011
	640,500	590,943

4 Project funding

	2021	2020
	\$	\$
Externally funded projects		
Agfest field days	76,260	–
Artificial insemination technician training	16,500	–
Clean rivers – beef/dairy	12,214	9,442
Climate research	22,917	–
Communities environment	18,000	–
Cows out of creeks	–	139,811
Dairy careers	–	10,000
DPIPWE Dairy extension	81,744	89,745
DPIPWE Financial Management	–	50,371
Fert\$mart	17,155	5,000
RHAP Engagement and Delivery	82,965	109,895
Tasmanian dairy conference	52,444	15,900
VDL water metering	6,460	5,000
	386,659	435,164

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 30 June 2021

5 Project expenditure

	2021	2020
	\$	\$
Externally funded projects		
Agfest field days	118,382	1,365
Artificial insemination technician training	16,500	–
Clean rivers	10,000	10,000
Clean rivers – beef/dairy	–	9,442
Climate research	22,917	–
Communities environment	18,000	–
Cows out of creeks	63	139,885
Dairy careers	28,293	13,266
DPIPWE Dairy extension	81,744	89,745
DPIPWE Financial Management	–	53,294
Fert\$mart	–	5,000
RHAP Engagement and Delivery	82,965	109,895
Tasmanian dairy conference	87,991	17,710
VDL water metering	–	5,000
	466,855	454,602

5 Project expenditure

	2021	2020
	\$	\$
Projects funded from Dairy Australia Levy		
Discussion groups	22,108	2,039
Discussion groups – Legendairy	2,838	–
Farm Business Management	153	254
Feed shortage	–	14,488
Focus farms	48,460	2,701
Land water and carbon/NRM	48,194	35,523
Legendairy	502	2,890
Workforce action and planning	51,709	46,838
Young dairy network	30,776	2,941
	204,740	107,674
<i>Projects funded partly or fully by Dairy Australia or funds acquired by Dairy Australia from the Australian Government.</i>		
Projects funded from Dairy Australia Program Conduct		
AGM and strategic planning	–	2,765
Animal health information days	23,183	3,153
AOP Ext	181	–
Extension delivery	–	159,808
Farmer advisory groups	756	327
Small projects	15,000	7,000
Taking steps	1,075	–
	40,195	173,053
Total project expenditure	711,790	735,329

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 30 June 2021

6 Cash

	2021	2020
	\$	\$
Cash at bank – Main account	224,918	218,680
Cash at bank – Into dairy main account	35,290	35,439
Cash at bank – Online saver	101,144	101,111
Term deposits	200,000	101,653
	561,352	456,883

7 Trade and other receivables

	2021	2020
	\$	\$
Trade debtors	78,336	15,950
Prepayments	7,395	9,989
Goods and services tax	13,746	15,405
	99,477	41,344

8 Property, plant and equipment

	2021	2020
	\$	\$
Plant and equipment		
Plant and equipment at cost	8,140	8,138
Less: accumulated depreciation	(6,418)	(5,948)
	1,722	2,190

9 Trade and other payables

	2021	2020
	\$	\$
Trade creditors	–	31,412
Intercompany Loan	31,567	–
FBT Liability	–	107
Credit card	54	1,834
	31,621	33,353

10 Project funding commitments

At the 30 June 2021 DairyTas Board Incorporated has the following project funding commitments.

	2021	2020
	\$	\$
Artificial Insemination Technician Training	33,500	–
Clean rivers – beef/dairy	–	12,214
Climate research	22,083	–
Communities environment	2,000	20,000
Cows out of creeks	100,000	–
DPIPWE Dairy extension	78,511	35,255
Fert\$mart	–	12,280
RHAP Engagement and Delivery	39,640	23,721
VDL water metering	–	6,460
	275,734	109,930

At the 30 June 2021 it is expected that the following project funding will be received by DairyTas Board Incorporated over the remaining life of each project.

	2021	2020
	\$	\$
Future project funds		
Artificial Insemination Technician Training	30,000	–
Climate research	5,000	–
Dairy extension	50,000	175,000
RHAP Engagement and Delivery	87,940	251,062
	172,940	426,062

11 Accumulated funds

	2021	2020
	\$	\$
Accumulated funds brought forward	357,134	350,727
Net surplus/(deficit)	(1,938)	6,407
	355,196	357,134

DEPRECIATION SCHEDULE

For the year ended 30 June 2021

Description	Acquisition date	Cost	Open adj. value	Disposals		Decline in value			Close adj. value	
				Disposal date	Term value	Assessable (deductible)	Method	%		YTD
1 Office equipment										
105 Legendairy Trailers (2)	13/08/14	8,138	2,190				P	20%	551	1,639
	Total	8,138	2,190		0	0			551	1,639

LIST OF BOARD MEMBERS

Chairperson	Angelique Korpershoek 77 Fords Road Forest, Tas 733
Deputy Chairperson	David Risbey-Pearn 25 High Street Sheffield, Tas 7306
	Richard Duniam 60 Duniams Road Sisters Creek, Tas 7325
	Simon Elphinstone 9 Robin Hill Road Flowerdale, Tas 7325
	Josh Taylor 22 Moore Street Wynyard, Tas 7325
	Kristy Evans Weegen Road Weegen, Tas 7304
	Katrina Goftonⁱ 34585 Tasman Highway Tonganah, Tas 7260
	Andrew Lester 171 Old Port Road Herrick, Tas 7320
	James Hills 16 Mooreville Road Burnie, Tas 7320

	Tony Clarkⁱⁱ 129 King Street Westbury, Tas 7303
Public Officer	Jonathan Priceⁱⁱⁱ 7 Cattley Street Burnie, Tas 7320
Executive Officer	Laura Richardson^{iv} 17 Marine Terrace Burnie, Tas 7320
	<i>i Appointed September 2020</i> <i>ii Resigned August 2020</i> <i>iii Resigned June 2021</i> <i>iv Appointed June 2021</i>



Stephen Morrison
Lovell and Morrison
Accountants and Advisors

Dated this 26th day of October 2021



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is a CPA practice



BOARD DECLARATION

For the year ended 30 June 2021

In the opinion of the board the financial report as set out on pages 18–26:

- a presents fairly the financial position of the DairyTas Board Incorporated as at 30 June 2021 and its performance for the year ended on that date in accordance with the accounting policies outlined in Note 1 to the financial statements;
- b satisfies the requirements of the *Associations Incorporations Act (Tas) 1964* to prepare accounts; and
- c at the date of this statement there are reasonable grounds to believe that the DairyTas Board Incorporated will be able to pay its debts as and when they fall due.
- d No Officer of the DairyTas Board; no firm of which an officer is a member; and no body corporate in which an officer has a substantial financial interest has received, or become entitled to receive, a benefit as a result of a contract between the officer, firm or body corporate and the Board.
- e No officer of the DairyTas Board has received directly or indirectly from the Board any payment or other benefit of a pecuniary value, other than self-employed and farmer Board members who were paid attendance fees and expenses incurred at Board and project committee or action group meetings in accordance with the guidelines approved by Dairy Australia.
- f The Tasmanian Institute of Agriculture is represented on the DairyTas Board. This role does not allow any additional benefit to accrue to that organisation in terms of funding allocation and all contractual activities are dealt with on a commercial basis and potential conflicts managed in the Board's decision making process.

This statement is made in accordance with a resolution of the board and is signed for and on behalf of the board by:



Angelique Korpershoek
Chairperson



Laura Richardson
Executive Officer

Dated this 19th day of October 2021

INDEPENDENT AUDITOR'S REPORT

DAIRYTAS BOARD INCORPORATED

Independent auditors report For the year ended 30 June 2021

Independent auditors report of Lovell & Morrison to the members of DairyTas Board Incorporated

Opinion

We have audited the financial report, being special purpose financial report, of the DairyTas Board Incorporated (the Entity), which comprises of the income statement and statement of financial position for the year ended 30 June 2021, a summary of significant accounting policies, other explanatory notes and the board's declaration.

In our opinion, the accompanying financial report presents fairly, in all material respects the financial position of the Entity as at 30 June 2021, and its financial performance for the year then ended in accordance with the financial accounting policies described in Note 1 to the financial statements.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibility under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter – basis of accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the DairyTas Board Incorporated to meet the requirements of the Constitution. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the board for the financial report

The board is responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the needs of the members in accordance with the financial requirements of the applicable legislation and for such internal control as the Committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Board either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Association's financial reporting process.

INDEPENDENT AUDITOR'S REPORT CONTINUED

DAIRYTAS BOARD INCORPORATED

Independent auditors report For the year ended 30 June 2021

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

LOVELL & MORRISON



Stephen Morrison
Partner

Dated this **26** day of **October** 2021.



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