

## NZIPIIM Dairy Farm Systems Certification Scheme Assessment Criteria

Updated 7 October 2021

NZIPIIM Dairy Farm Systems Certification Scheme assesses the competency and knowledge base of new and experienced dairy farm systems consultants against an industry agreed benchmark.

Supported by training programme on offer such as DairyNZ's foundation training programme, junior consultants would be required to complete the following criteria to obtain a **Certificate in Dairy Farm Systems (Level 1)**:

- Be a member of NZIPIIM and successfully complete NZIPIIM's on-line Ethics module;
- Successfully complete an on-line assessment test to assess the applicant's technical competency in farm systems components as prescribed in the Assessment Criteria (described below); and
- Meet NZIPIIM's ongoing Continuing Professional Development (CPD) requirements of 20 hours/year

Once the junior consultants has completed Level 1 requirements and after completing 12 months as a dairy farm systems consultant, they can apply to become a **Certified Dairy Farm Systems Consultant (Level 2)**. To become a Certified Dairy Farm Systems Consultant, applicants are required to complete the following requirements in demonstrated the competency of a practicing (experienced/senior) dairy farm systems consultant.

- Be a member of NZIPIIM and confirm they undertake 600 hours/year of paid consultancy work in dairy farm systems
- Submit one Whole Farm Assessment report undertaken with a client for review;
- Provide two referee contact details - one from the client of the completed Whole Farm Assessment, and the other from a Member of the Institute that is not directly associated with the applicant (i.e. not a business associate).
- Maintenance of NZIPIIM's CPD requirements of 20 hours/year.

Applicants will also be asked whether they have Professional Indemnity Insurance cover

The following table contains competencies assessed as being applicable to both a junior consultant or senior consultant. In terms of the relevancy of each competency, these have been coded **green** - highly relevant, or **orange** - moderate relevance.

Topic area and overall expectation	Sub-topic area	Existing Assessment criteria	Certificate in DFS (Level 1) criteria	Certified DFS Consultant (Level 2) criteria
<b>1. Consultant Skills</b>	<b>1.1 Professionalism</b>	1.1.1 Ethics: Successfully completed NZIPIM's online Ethics Module	Ethics: Successfully completed NZIPIM's online Ethics Module	Ethics: Successfully completed NZIPIM's online Ethics Module
		1.1.2 Building positive client relationships: Clients have confidence in the etiquette of the candidate, including confidentiality, timeliness, preparation and adhering to agreed scope of work and charge-out rates.	Developing skills in building positive client relationships by time in the role and through training	Building positive client relationships: Clients have confidence in the etiquette of the consultant, including confidentiality, timeliness, preparation and adhering to agreed scope of work and charge-out rates
		1.1.3 Referral: Can identify when to refer clients to appropriate specialists for advice outside of their expertise	Referral: Can identify when to refer clients to appropriate specialists for advice outside of their expertise	Referral: Can identify when to refer clients to appropriate specialists for advice outside of their expertise
	<b>1.2 Process</b>	1.2.1 Outputs: Can apply appropriate outputs when required such as operational report, financial analysis & plan, strategic plan, action plan	Outputs: Developing an understanding of operational report, financial analysis & plan, strategic plan, action plan, etc	Outputs: Advanced knowledge in the production and application of operational reports, financial analysis & plans, strategic plans, action plans, etc
	<b>1.3 Communication</b>	1.3.1 Communicates verbal and written information effectively in a manner that the client can understand and act upon advice provided	Communicates verbal and written information effectively in a manner that the client can understand	Communicates verbal and written information effectively and at a high level of competency in that the client can clearly understand and act upon advice provided
		1.3.2 Questioning and listening: Clients are confident in the ability of the applicant to use questioning and listening skills to facilitate solutions	Questioning and listening: Developing questioning and listening skills: Clients are confident in the ability of the adviser to use questioning and listening skills	Questioning and listening: Advanced questioning and listening skills to define problems and facilitate solutions with clients

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	<b>1.4 Strategic management</b>	1.4.1 Strategic management: For a given scenario, can account for a dairy farmer's goals, values, cash flow, risk profile, lifestyle, skill set and management preferences to determine the feasibility of change options	Strategic management: Can engage with a farmer on their goals, values, cash flow, risk profile, lifestyle, skill set and management strategies	Strategic management: For a given scenario, can apply advance knowledge in analysing a dairy farmer's goals, values, objectives, financial management strategy (cash flow), risk profile, lifestyle aspirations, skill set and management preferences to determine the feasibility of change options
<b>2. Farm People Management, Health and Safety</b>	<b>2.1 Farm people management</b>	2.1.1 Staff management: Can determine from a given scenario whether staff turnover on a farm is likely to be negatively impacting performance	Basic understanding of employer obligations under employment law/regs (requirement for employment agreements, paying minimum wage, record keeping)	Can identify and engage with the farmer where there may be breaches with their obligations under employment law/regs.
		2.1.2 Recruitment: Can identify all steps that should be followed in a successful recruitment process		Recruitment: Can refer to appropriate practices and/or practitioners that should be followed in a successful recruitment process
		2.1.3 Orientation: Can identify best practices for orientation of new employees	Understands the purpose of applying best practices for orientation of new employees	Can identify and describe best practices for orientation of new employees and for sustaining a high performing farm teams
	<b>2.2 Health and Safety</b>	2.2.1 Hazards and unsafe practices: Can identify significant hazards and unsafe working practices (to farm staff and themselves), and know where to refer farmers for assistance	Hazards and unsafe practices: Can identify significant hazards and unsafe working practices (to farm staff and themselves), and know where to refer farmers for assistance	Hazards and unsafe practices: Can identify significant hazards and unsafe working practices (to farm staff and themselves), and know where to refer farmers for assistance

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		2.2.2 Health and wellness: identify key indicators where clients are stressed/disengaged that could lead to health and wellness issues on-farm and where to go for help	Health and wellness: Can identify key indicators where clients are stressed/disengaged that could lead to health and wellness issues on-farm and where to go for help	Health and wellness: Can identify key indicators where clients are stressed/disengaged that could lead to health and wellness issues on-farm and where to go for help
<b>3. Animal Management</b>	<b>3.1 Fertility and reproductive performance</b>	3.1.1 Decision cycle: Can apply the 'InCalf steps' to select a suitable process (from a range of options) for assisting a farmer with reproductive performance on their farm	Decision cycle: Is aware of InCalf steps in assisting farmers with reproductive performance on their farm	Decision cycle: Can apply the InCalf steps to select a suitable process (from a range of options) for assisting a farmer with reproductive performance on their farm.
		3.1.2 Fertility Focus Reports: Can determine the validity of a Fertility Focus Report and identify how a farmer can access the correct version of a report	Fertility Focus Reports: Can interpret Fertility Focus Reports and identify potential issues.	Fertility Focus Reports: Can accurately evaluate the validity of a Fertility Focus Report and define each of the parameters presented and how they are derived.
		3.1.3 Reproduction KPIs: Can define each of the parameters presented in a Fertility Focus Report and how they are derived		
		3.1.4 Identifying issues and scope for improvement: Can combine Fertility Focus Report data with context from a case study to determine potential for herd fertility improvement and priority issues to be addressed		

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		3.1.5 Value of improvement: Can use the InCalf tools to calculate the potential value of closing the fertility gap for a given farm scenario	Value of improvement: Can use the InCalf tools to identify the potential value of closing fertility gaps on-farm	Value of improvement: Is highly proficient in the use of InCalf tools to calculate the potential value of closing fertility gaps for a given farm scenario
	<b>3.2 Growing young stock</b>	3.2.1 Calf rearing: Can identify best practices for heifer rearing from birth to weaning	Calf rearing: Can identify best practices for heifer rearing from birth to weaning	Calf rearing: Can identify and describe best practices and management strategies for heifer rearing from birth to weaning
		3.2.2 Growth path: Can determine heifer weight targets and corresponding required daily gain (use tools like MINDA weights)	Growth path: Can determine heifer weight targets and corresponding required daily gain (use tools like MINDA weights)	Growth path: Can determine heifer weight targets and corresponding required daily gain (use tools like MINDA weights)
		3.2.3 Feeding to achieve targets: Can determine heifer feeding requirements based on current weights compared to growth targets for a given scenario	Feeding to achieve targets: Based on good practice, can identify heifer feeding requirements based on current weights compared to growth targets	Feeding to achieve targets: Can accurately determine heifer feeding requirements based on current weights compared to growth targets for a given scenario
		3.2.4 Value of improvement: Can use the InCalf Heifer Rearing tool to determine the cost of not meeting heifer weight targets	Value of improvement: Can use the InCalf Heifer Rearing tool to assess the cost of not meeting heifer weight targets	Value of improvement: Is highly proficient in the use of the InCalf Heifer Rearing tool to accurately determine the cost of not meeting heifer weight targets for a given scenario
	<b>3.3 Animal evaluation</b>	3.3.1 Animal evaluation KPIs: Can identify the correct definitions for BW, PW, LW and Reliability and which farm management decisions they should be used for	Animal evaluation KPIs: Understands the correct definitions for BW, PW, LW and Reliability and how these are used to guide management decisions	Animal evaluation KPIs: Can describe the correct definitions for BW, PW, LW and Reliability and apply this knowledge in assisting farmers with their farm management decisions

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	<b>3.4 Management strategies</b>	3.4.1 Can identify good management practices (based on InCalf research) for each of the eight key areas of farm management contributing to fertility results: calf and heifer management; body condition and nutrition; heat detection; dealing with non-cyclers; sire selection and AB; bull management; cow health; and calving pattern	Is aware of good management practices (based on InCalf research) for each of the following eight key areas of farm management contributing to fertility results: calf and heifer management; body condition and nutrition; heat detection; dealing with non-cyclers; sire selection and AB; bull management; cow health; and calving pattern	Advanced knowledge and can work with farmers in applying good management practices (based on InCalf research) for each of the eight key areas of farm management contributing to fertility results: calf and heifer management; body condition and nutrition; heat detection; dealing with non-cyclers; sire selection and AB; bull management; cow health; and calving pattern
		3.4.2 Management strategies: Can identify and prioritise farm management options to address herd fertility issues for a given farm scenario	Management strategies: Is aware of farm management options to address herd fertility issues	Management strategies: Can evaluate and prioritise farm management options to address herd fertility issues for a given farm scenario
	<b>3.2 Animal husbandry, health and welfare</b>	3.2.1 Cow condition targets: Can identify best management practices for managing body condition, and describe the implications on production and animal welfare in not meeting condition targets	Cow condition targets: Can identify best management practices for managing body condition, and describe potential implications on production and animal welfare in not meeting condition targets	Cow condition targets: Can describe best management practices for managing body condition, and accurately describe the implications on production and animal welfare in not meeting condition targets
		3.2.2 Common diseases and ailments: Be able to generally identify symptoms, cause and prevention for common diseases and ailments of dairy cows (lameness, milk fever,	Has an awareness of symptoms, cause and prevention for common diseases and ailments of dairy cows (lameness, milk fever, grass staggers, ketosis, mastitis, worm burdens, facial eczema)	Common diseases and ailments: Able to clearly describe the symptoms, cause and prevention for common diseases and ailments of dairy cows (lameness, milk fever, grass staggers, ketosis,

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		grass staggers, ketosis, mastitis, worm burdens, facial eczema)		mastitis, worm burdens, facial eczema)
		3.2.3 Referral: Can identify when it is appropriate to refer to a veterinarian	Referral: Can identify when it is appropriate to refer to a veterinarian	Referral: Can identify when it is appropriate to refer to a veterinarian
		3.2.4 Compliance: Can identify correct rules and procedures for meeting regulatory requirements (dairy), including animal welfare, animal identification and traceability	Compliance: Understanding of regulatory requirements applicable to animal husbandry (animal welfare, animal identification and traceability)	Compliance: Can describe the procedures for meeting regulatory requirements as it relates to animal husbandry (animal welfare, animal identification and traceability)
		3.2.5 Cow condition strategies: Can report on the pros and cons of milking once-a-day or other variable milking scenarios in terms of cow condition, feed requirements and productivity	Cow condition strategies: Is aware of the pros and cons of milking once-a-day or other variable milking scenarios in terms of cow condition, feed requirements , productivity and work/life balance	Cow condition strategies: Can critically evaluate the costs and benefits, and apply on-farm strategies for milking once-a-day, or other variable milking scenarios, for a given farm in terms of cow condition, feed requirements, productivity and work/life balance
<b>4. Dairy Production Systems</b>	<b>4.1 Grazing management</b>	4.1.1 Understanding grazing principles: Can identify the key principles of grazing management (leaf stage, the ideal grazing window for achieving maximum production and yields); the science-based evidence behind the principles; and how the principles can be applied to developing management policies throughout the year.	Understanding grazing principles: Can identify the key principles of grazing management (leaf stage, the ideal grazing window for achieving maximum production and yields); and understands how the principles can be applied to developing management policies throughout the year.	Advanced knowledge of grazing management principles and science-based evidence behind the principles.

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		4.1.2 Application of grazing principles: For a given scenario, can develop a spring management plan including: target average pasture covers at drying off, calving and balance date; rotation length; weekly target average pasture covers; and area grazed per day for each mob on the farm.	Application of grazing principles: Can describe grazing principles, including develop a spring management plan (target average pasture covers at drying off, calving and balance date; rotation length; weekly target average pasture covers; and area grazed per day for each mob on the farm).	Application of grazing principles: Advanced knowledge in the application of different grazing principles for any given on-farm scenario.
		4.1.3 Feed calculations: Can use feed wedges and other tools (eg Farmax) to make feed management decisions. Can derive the target line for a feed wedge.	Feed calculations: Can use feed wedges and other tools (eg Farmax) to make feed management recommendations. Can derive the target line for a feed wedge.	Feed calculations: Highly proficient in executing feed calculations in making feed management recommendations.
		4.1.4 Tactical management: Can identify management tactics for feed surpluses and deficits	Tactical management: Can identify management tactics for feed surpluses and deficits	Tactical management: Advance knowledge of management for feed surpluses and deficits
	<b>4.2 Feeding</b>	4.2.1 Feeding principles: Can determine which components (ME, protein, fibre, dry matter) are most important in meeting nutritional requirements of young stock and cows through supplements	Feeding principles: Can identify feed components (ME, protein, fibre, dry matter) that are important in meeting nutritional requirements of young stock and cows	Feeding principles: Can evaluate and analyse which feed components (ME, protein, fibre, dry matter) are most important in meeting nutritional requirements of young stock and cows when supplements might be applied, and make recommendations.
		4.2.2 Feed allocation: Can calculate required feed allocations (pasture and supplement) based on feed value and energy	Feed allocation: Can calculate required feed allocations (pasture and supplement) based on feed	Feed allocation: Can critically evaluate and analyse required feed allocations (pasture and supplement) based on feed value



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		requirements for maintenance and condition gain	value and energy requirements for maintenance and condition gain	and energy requirements for maintenance and condition gain
		4.2.3 Forage crops: Can estimate the yield of a forage crop, the number of days the crop will last for a given number of cows, and the area/day required for break feeding.	Forage crops: Can estimate the yield of a forage crop, the number of days the crop will last for a given number of cows, and the area/day required for break feeding.	Forage crops: Highly proficient in determining the yield of a forage crop, the number of days the crop will last for a given number of cows, and the area/day required for break feeding.
		4.2.4 Can compare the value of different feed sources in relation to their cost by correctly calculating c/MJME and c/kg DM, including accounting for utilisation	Can compare the value of different feed sources in relation to their cost by correctly calculating c/MJME and c/kg DM.	Can rigorously evaluate the value of different feed sources in relation to their cost by correctly calculating c/MJME and c/kg DM, including accounting for utilisation
		4.2.5 Supplementary feed store: Can correctly estimate the volume (kg DM) of a silage stack and bunker	Supplementary feed: Can estimate the volume (kg DM) of supplementary feed stores (eg. silage stack and bunker)	Supplementary feed: Can analyse and accurately estimate the volume (kg DM) of supplementary feed stores (eg. silage stack and bunker)
	<b>4.3 Dairy production systems</b>	4.3.1 Production systems: Can correctly identify the characteristics of production systems (proportion of brought in feed, relative production and profitability KPIs) and how these influence the context of strategic (system choice, risk management) and tactical (e.g. pasture management) decision-making	Production systems: Can assess the characteristics of production systems (proportion of brought in feed, relative production and profitability KPIs) and understands how these influence tactical decision-making (e.g. pasture management)	Production systems: Advanced knowledge in production systems and can evaluate and advise on the strategic decision-making options (system choice, risk management).

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		4.3.2 Pasture eaten: Can correctly calculate a pasture eaten estimate (see DNZ 'assessing and allocating pasture')	Pasture eaten: Can accurately calculate a pasture eaten estimate (see DNZ 'assessing and allocating pasture')	Pasture eaten: Can correctly calculate a pasture eaten estimate (see DNZ 'assessing and allocating pasture')
		4.3.3 Stocking rate: can accurately calculate stocking rate using the different methods (cows/ha, kg lwt/ha, comparative stocking rate)	Stocking rate: Can accurately calculate stocking rate using different methods (cows/ha, kg lwt/ha, comparative stocking rate)	Stocking rate: Can accurately calculate, evaluate and model different stocking rate scenarios using different methods and tools
		4.3.4 Strategies for managing annual feed supply/demand: For a given annual feed supply/demand profile, can determine strategic management options (e.g. stocking rate, calving date, wintering, feed input levels, surplus feed conservation) to maximise feed conversion efficiency and meet production targets	Strategies for managing annual feed supply/demand: Can assess annual feed supply/demand profile, to determine tactical management options (e.g. stocking rate, calving date, wintering, feed input levels, surplus feed conservation).	Strategies for managing annual feed supply/demand: Can critically evaluate annual feed supply/demand profile for a given scenario and determine strategic management options (e.g. stocking rate, calving date, wintering, feed input levels, surplus feed conservation) to maximise feed conversion efficiency and meet production targets
		4.3.5 Autumn management: For a given scenario, can develop an autumn management plan to meet average pasture cover, cow condition targets and drying off date (see DNZ Simple Feed Budget with Cow Condition provided)	Autumn management: Can develop an autumn management plan to meet average pasture cover, cow condition targets and drying off date (eg. DNZ Simple Feed Budget with Cow Condition provided)	Autumn management: Can critically evaluate and advise on an autumn management plan for a given scenario in meeting average pasture cover, cow condition targets and drying off date.
	<b>4.4 Pasture renewal</b>	4.4.1 Why renew pastures: Can use paddock production data	Why renew pastures: Understands the ideas of renewing pastures at	Why renew pastures: Can apply paddock production data together

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		together with a cost:benefit analysis to determine the value of renewing pastures at paddock level (see DNZ pasture renewal)	paddock level (see DNZ pasture renewal)	with a cost:benefit analysis to determine the value of renewing pastures at paddock level (see DNZ pasture renewal)
		4.4.2 How much and which paddocks to renew: Can identify from a given scenario which paddocks are the most appropriate to renew, and the system level pros and cons of renewing different proportions of the farm.	How much and which paddocks to renew: Can understand at systems level pros and cons of renewing different proportions of the farm.	How much and which paddocks to renew: Can evaluate from a given scenario which paddocks are the most appropriate to renew at a system level across different proportions of the farm.
		4.4.3 Selecting pasture cultivars: Can identify the role of key attributes of ryegrass cultivars (endophytes, tetraploid vs. diploid, relative production and persistence), and can use the Forage Value Index to select the highest performing ryegrass cultivars for a case study farm.	Selecting pasture cultivars: Can identify the role of key attributes of ryegrass cultivars (endophytes, tetraploid vs. diploid, relative production and persistence).	Selecting pasture cultivars: Can describe the role of key attributes of ryegrass cultivars (endophytes, tetraploid vs. diploid, relative production and persistence), and can use the Forage Value Index to select the highest performing ryegrass cultivars for a case study farm.
		4.4.4 Reasons for pasture decline: Can determine the contributing factors to pasture decline and management strategies to increase pasture persistence and performance for a range of scenarios.	Reasons for pasture decline: Can broadly identify factors contributing to pasture decline and recommend management strategies to increase pasture persistence and performance.	Reasons for pasture decline: Can evaluate the contributing factors to pasture decline and recommend management strategies to increase pasture persistence and performance for a range of scenarios.
	<b>4.5 Milking cows</b>	4.5.1 Design efficiency: Can identify common design faults affecting		Design efficiency: Can identify common design faults affecting

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		cow flow to, from and within the dairy		cow flow to, from and within the dairy
		4.5.2 Milking routines: Can identify milking routine strategies to improve milking efficiency and when they are applicable		Milking routines: Can identify milking routine strategies to improve milking efficiency and when they are applicable
		4.5.3 Referral: Can identify when it is appropriate to refer to a specialist to improve milking efficiency	Can identify when it is appropriate to refer to a specialist to improve milking efficiency	Can identify when it is appropriate to refer to a specialist to improve milking efficiency
5 Environmental Management and Regulations	5.1 Understanding Environmental Risks	5.1.1 Regulatory requirements under the RMA Section 9A - certifying Freshwater Farm Plans (FWFPs)	Aware of regulatory requirements for farmers to have FWFPs, and can identify where to seek environmental planning advice	Higher understanding of regulatory requirements for farmers to have FWFPs under the RMA S9A, and can identify where to seek environmental planning advice
		5.1.2 Aware of adverse environmental effects, risks and good management practices on-farm by asking the right questions and observing the right things	Aware of farm management practices that cause adverse effects on water quality and understands good management practices to mitigate such risks	Aware of farm management practices that cause adverse effects on water quality and understands good management practices to mitigate such risks
		5.1.3 Understand keys reasons and methods for farm environmental record keeping	Understand the reasons and methods for farm environmental record keeping	Understand the reasons and methods for farm environmental record keeping and assist/refer farmers in setting this up
	5.2 Environmental regulatory frameworks	5.2.1 Can identify, interpret and apply key aspects of regional environmental regulations to identify potential compliance requirements on farm	Aware of regional environmental regulations and potential areas of non-compliance on farm	Can identify, interpret and apply key aspects of regional environmental regulations to identify potential areas of non-compliance on farm and assist/refer farmers in mitigating such risks

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		5.2.2 Can identify evidence of effluent system failure during a farm environment walk	Can identify signs of effluent system failure during a farm walk	Can identify signs and collect information to assess if there is an effluent system failure during a farm walk
		5.2.3 Land Applications: Can identify good management practices for liquid effluent/effluent solids/odour management		Land Applications: Can describe good management practices for liquid effluent/effluent solids/odour management
		5.2.4 Water meters: Understands the purpose and identifies appropriate placement of water meters in dairy sheds (relates to council consent requirements)		Water meters: Understands the purpose and placement of water meters in dairy sheds (relates to council consent requirements)
	<b>5.3 Nutrient Management [Applicants that have a Certificate in Intermediate Sustainable Management will receive a cross credit]</b>	5.3.1 Nutrient cycles: Can explain the nutrient cycle and behaviour of N, P, K, S, Mg and OM	Nutrient cycles: Can explain the nutrient cycle	Nutrient cycles: Can explain the nutrient cycle and chemical behaviour of N, P, K, S, Mg and OM
		5.3.2 Nutrient management blocks: Can identify nutrient management blocks within a farm that may be used in preparation of a nutrient budget or nutrient management plan	Understands the purpose of a nutrient budget or nutrient management plan	Can interpret a nutrient budget or nutrient management plan for nutrient management blocks within a farm
		5.3.3 Fertiliser Plan: Can identify required changes to maintenance and capital fertiliser use based on interpretation of a nutrient budget, soil test and management history		Fertiliser Plan: Can identify required changes to maintenance and capital fertiliser use based on interpretation of a nutrient budget, soil test and management history

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		5.3.4 Fertiliser application: Can identify good practice fertiliser application methods i.e. fertiliser industry code of good practice, Fertmark, SpreadMark	Can identify industry good practice guidelines in the application and storage of fertiliser.	Can identify industry good practice guidelines in the application and storage of fertiliser.
		5.3.5 Interpret Overseer: Can identify the assumptions made in Overseer and how to interpret an Overseer report	Can interpret an Overseer report	Can interpret an Overseer report and identify the assumptions and source information for a given scenario
		5.3.6 Use Overseer: Can identify relevant best practice Overseer input standards for a given scenario & source information on Overseer changes		
	<b>5.4 On-farm Greenhouse Gases</b>	5.4.1 Regulations: Obligations under the Zero Carbon Act, and He Waka Eke Noa	Regulations: Understands farmer obligations under the Zero Carbon Act, He Waka Eke Noa (including key milestone dates).	Regulations: Understands and can explain farmer obligations under the Zero Carbon Act, and He Waka Eke Noa (including key milestone dates).
	5.4.2 On-farm GHG emissions: Explain what sources of GHG emissions	Understands the main sources of on-farm GHG emissions (Methane, N2O, CO2)	Can identify main sources of on-farm GHG emissions and how these can be calculated (Overseer, Farmax and other online tools)	
	5.4.3 Describe mitigation options currently available that can be applied at the farm level	Is aware of general mitigation options that can reduce on-farm GHG emissions and associated impacts	Can describe GHG mitigation strategies and evaluate implications to the productivity and profitability of adapting the farm system in meeting GHG targets.	
	5.5.1 Erosion risks and management: Can identify areas where	Erosion risks and management: Aware of areas where erosion is a	Erosion risks and management: Can identify areas where erosion is	

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	<b>5.5 Biodiversity, Land and soil management</b>	erosion is a high risk and methods to minimise the risk through erosion management practices (e.g. hillsides, rolling to steep country)	high risk and can identify general methods to minimise the risk	a high risk and can describe methods to minimise the risk through erosion management practices (e.g. hillsides, rolling to steep country)
		5.5.2 Cropping: Can identify management practices to minimise soil loss associated with cropping (cultivation/no-till, min-till, full cultivation, grazing and harvest)	Cropping: Aware of management practices to minimise soil loss associated with cropping (cultivation/no-till, min-till, full cultivation, grazing and harvest)	Cropping: Can describe management practices to minimise soil loss associated with cropping (cultivation/no-till, min-till, full cultivation, grazing and harvest)
		5.5.3 Wet areas: Can identify methods to manage laneways, gateways, low-lying areas, flood water-courses, and techniques for mitigating pugging, compaction and environmental effect (e.g. fencing)		Wet areas: Can describe methods to manage laneways, gateways, low-lying areas, flood water-courses, and techniques for mitigating pugging, compaction and environmental effect (e.g. fencing)
		5.5.4 Biodiversity and waterway management: Can identify issues, set objectives and identify methods and options to protect and/or enhance biodiversity and the condition of waterways		Biodiversity and waterway management: Can identify issues/adoptions to protect and/or enhance biodiversity and the condition of waterways
	<b>5.6 Storage, infrastructure and waste management</b>	5.6.1 Risks: Can identify risks associated with storage of bulk resources and disposal of waste on farm; including feed, fertiliser, chemical, fuel, dead animals, plastic waste and		Risks: Can identify risks associated with storage of bulk resources and disposal of waste on farm; including feed, chemical, fuel, dead animals, plastic and general waste, including options for recycling

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		<p>general waste, including options for recycling plastics, metals, chemicals and dead animals</p>		<p>plastics, metals, chemicals and dead animals</p>
		<p>5.6.2 Leachate: Can identify methods for minimising and managing silage leachate and contamination from other feed storage facilities and in-paddock feeding</p>		<p>Leachates: Can describe and recommend (or refer on) methods for minimising and managing leachates entering waterways (eg. silage leachates, offal pits)</p>
	<p><b>5.7 Irrigation (regionally specific)</b></p>	<p>5.7.1 Irrigation Application: Can identify correct processes for soil moisture monitoring and scheduling and how these relate to soil parameters. Identify correct procedures for measuring irrigation application and uniformity, including options and procedures for optimisation.</p>		<p>Irrigation Application (regionally specific): Can identify correct processes for soil moisture monitoring and scheduling and how these relate to soil parameters. Identify correct procedures for measuring irrigation application and uniformity, including options and procedures for optimisation.</p>
<p><b>6 Financial Management</b></p>	<p><b>6.1 Scope and purpose of financial management</b></p>	<p>6.1.1 Can define and explain the following key terms: annual budget; cashflow budget; operating profit; operating profit margin; change in equity; return on assets; liabilities; debt:asset ratio; and interest cover.</p>	<p>Has a technical understanding of: Annual budget; cashflow budget; operating profit; operating profit margin; change in equity; return on assets; liabilities; debt:asset ratio; and interest cover. Not including tax.</p>	<p>Demonstrate advanced knowledge and can engage in rigorous analysis of: annual budget; cashflow budget; operating profit; operating profit margin; change in equity; return on assets; liabilities; debt:asset ratio; interest cover; and understanding of tax implications.</p>
	<p><b>6.2 Annual cash forecast budgets</b></p>	<p>6.2.1 Can accurately develop and list the key elements of a cash forecast budget for a dairy farm</p>	<p>Can accurately develop and list the key elements of an annual budget for a dairy farm using industry</p>	<p>Critically evaluates and analyses annual forecast budgets for a dairy farm using industry accepted tools</p>



Topic area and overall expectation	Sub-topic area	Existing Assessment criteria	Certificate in DFS (Level 1) criteria	Certified DFS Consultant (Level 2) criteria
		[Mark and measure - use DairyBase/ figured/economic survey – recognise when variations occur]	accepted tools (DairyBase, Figured, etc).	and external economic and market data.
		6.2.2 Can develop a cash budget for a farm to calculate and report on cash operating surplus; accounting for income, farm working expenses and other expenses less tax, interest, principal, repayments, drawings and capital expenditure	Can develop a cash budget for a farm to calculate and report on cash operating surplus; accounting for income, farm working expenses and other expenses less tax, interest, principal, repayments, personal drawings and capital expenditure	Applies advanced knowledge in developing a cash budget for a farm and undertake rigorous analysis on cash operating surplus; accounting for income, taxation, farm working expenses and other expenses, interest, principal, repayments, personal drawings (and associated budget) and capital expenditure
	<b>6.3 Cashflow budgets</b>	6.3.1 Can develop a cashflow budget, accounting for the calendar of activities for an example farm, highlighting the peaks and troughs of current account balance; can provide a practical interpretation of the results.	Can develop a cashflow budget, accounting for the calendar of activities for an example farm, highlighting the peaks and troughs of current account balance; can provide a practical interpretation of the results.	Can critically evaluate and analyse a cashflow budget, and apply problem solving skills and strategies in advising on cashflow budgets for a client.
	<b>6.4 Partial budget and return on investment</b>	6.4.1 Can use a partial budget to calculate the impact of a proposed change on the profitability of the business and take over to annual budgets	Can complete partial budgets for a farm and calculate the impacts of a proposed change on the profitability of the business and take through to annual budgets	Applies advanced knowledge and understanding of likely impacts of a proposed change on the profitability of the business and demonstrate problem solving skills to address these
	<b>6.5 Sensitivity Analysis</b>	6.5.1 Can use a cash budget to develop a sensitivity analysis for key variables	Understands and can communicate the purpose of using a cash budget to develop a sensitivity analysis for a farm	Can apply advanced knowledge in using a cash budget to develop a sensitivity analysis for key variables

Topic area and overall expectation	Sub-topic area	Existing Assessment criteria	Certificate in DFS (Level 1) criteria	Certified DFS Consultant (Level 2) criteria
	<b>6.6 Accounts analysis -profit &amp; loss and balance sheet</b>	6.6.1 Can use a set of accounts to calculate cash operating surplus and make non-cash adjustments (livestock, feed inventory, unpaid family labour, support block and depreciation) to enable calculation of operating profit	Understands the use a set of accounts to calculate cash operating surplus and make non-cash adjustments (livestock, feed inventory, unpaid family labour, support block and depreciation) to enable calculation of operating profit	Can use a set of accounts to calculate cash operating surplus and make non-cash adjustments (livestock, feed inventory, unpaid family labour, support block and depreciation) to enable calculation of operating profit
	<b>6.7 Business economic analysis using accepted financial tools (eg DairyBase)</b>	6.7.1 Can identify the relevance of the key performance indicators for the farm business using industry accepted financial tools	Can identify the relevance of the key performance indicators for the farm business using industry accepted financial tools	Using relevant key performance indicators can critically analyse a farm business using industry accepted financial tools
		6.7.2 Can identify and apply accepted industry benchmarks in assessing business performance	Is aware of industry benchmarks in assessing business performance	Can identify and apply accepted industry benchmarks in assessing business performance
		6.7.3 Can use financial and physical data obtained from financial report to identify strengths and weaknesses in the business relative to benchmarks (eg. via Whole Farm Assessment)		Can use financial and physical data obtained from financial report to evaluate and identify strengths and weaknesses in the business relative to benchmarks (eg. via Whole Farm Assessment)
		6.7.4 Can use a benchmarking report to describe financial position and performance in terms of, cash flow, profit and physical performance (assessed via Whole Farm Assessment)		Can use a benchmarking report to analyse and describe the financial position and performance in terms of; cash flow, profit and physical performance (assessed via Whole Farm Assessment)
		6.7.5 Can calculate the growth in equity required to reach a wealth target such as paying off debt or purchasing a farm		Can evaluate and calculate the growth in equity required to reach a wealth targets (such as paying off debt or purchasing a farm)

Completion of Whole Farm Assessment for Level 2	
<p><b>7 Whole farm assessment and planning</b></p> <p><i>Download Whole Farm Assessment Guide and Questionnaire <a href="#">HERE</a>.</i></p>	<p>7.1.1 Can <u>describe the farm system</u> in terms of goals; values; farm and business principles; financial position; on-farm capabilities; business structure; identified risks and opportunities; management preferences; identified issues; and capacity to change.</p> <p>7.1.2 Can <u>triangulate analysis</u> of farm physical and financial benchmarking reports and other farm data (e.g. Fertility Focus Report); farmer responses to questions covering all farm system components; and observation of farm management practices to identify key on-farm issues and opportunities and their route cause.</p> <p>7.1.3 Can assist a farmer to <u>prioritise</u> which areas are most important to address and within what timeframe based on the farm and farmer context, the complexity and cost of the changes required and the impacts on the farm business and environment.</p> <p>7.1.4 Can facilitate an agreed, context specific and <u>SMART action plan</u> with a farmer to address the issues identified</p> <p>7.1.5 Can write a report which is clearly understood by a farmer, and includes the following elements:</p> <ul style="list-style-type: none"> <li>• Very short background to the purpose of the report and the process undertaken</li> <li>• Summary of key strengths</li> <li>• Summary of focus areas identified and recommended actions (approx. 1 page)</li> <li>• Brief farm business description (suitable for an outside reader such as a bank to understand context)</li> <li>• Brief description of business strategy including vision, principles, goals, risks and opportunities as identified by the farmer and interpreted by the consultant during the interview and pre-assessment.</li> <li>• Business performance summary including key benchmarks and commentary on wealth creation, cashflow, profit, and physical performance. Should include 2-3 years of benchmarking data and an annual budget looking forward (provide the full annual budget as an appendix).</li> <li>• Summary assessment against each farm system component (traffic light system in a table is appropriate) including <ul style="list-style-type: none"> <li>○ Strategic management and governance</li> <li>○ Advice and support</li> <li>○ Financial performance and management</li> <li>○ People recruitment and management (including employment compliance)</li> <li>○ Pasture management</li> <li>○ Supplements</li> </ul> </li> </ul>

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|  | <ul style="list-style-type: none"><li>○ Stock management, reproduction and compliance</li><li>○ Environment, soils and fertiliser (including compliance)</li><li>○ Infrastructure</li><li>● Detailed analysis and recommendations/options to address priority focus areas</li><li>● Action plan to address the issues (developed with the farmer after they have reviewed the report)</li></ul> |
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Appendix including benchmarking report, other farm data reports (e.g. Fertility Focus Report), pre-visit questionnaire and any analysis conducted to assist in decision-making.