FARM Program Version 3.0 Overview
FARM Program Version 3.0 Timeline

- Completed:
  - Animal Health & Well-being Committee (AHWC) Draft
  - Public Comment Period
    - Nearly 400 comments
    - Internal FARM Program staff review
  - Animal Health & Well-being Committee Final Approval
  - NMPF BOD approval of AHWC recommendations
Innovation Center Input into FARM Program

<table>
<thead>
<tr>
<th>IC Animal Care Committee Recommendations</th>
<th>FARM Program Version 3.0</th>
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</table>
| "Additional points of accountability for program enrollment, a stronger emphasis on action plans toward deficient areas, and a clear process to document that action plans are developed and implemented" | 1. Phase I & II Priority Areas  
2. Mandatory Corrective Action Plans  
3. New database tracking action plans |
| "5 potential enrollment requirements" | Priority I areas: VCPR, Cow Care Agreement & No Tail-Docking |
| Continuous improvement = mandatory action plans & risk-based reassessment | Priority I areas trigger MCAP & Priority II areas trigger Continuous Improvement Plans (CIP) |
| Employee training: identify if farms have some base level of training for new employees | Cow Care Agreement includes annual documentation of training for all employees on basic stockmanship. |
| Priority areas emphasized including training, cow comfort, herd health plan & lameness | Herd Health Plan, lameness & hock/knee identified as Priority II trigger Continuous Improvement Plan |
| Ask TWG to provide input on how a risk-based reassessment schedule could be developed. | TWG reviewed issue & determined not practical. Recommended a consistent plan applicable to all farms, regardless of risk. |
| Evaluate benchmarks | TWG reviewed all data and determined benchmarks required no significant alterations. |
Animal Care Outreach Completed 2015

Logos of various companies including Sysco, Domino’s Pizza, Harris Teeter, Great Lakes Cheese, Target, Nestlé, Lepino Foods, Costco Wholesale, Wawa, Kroger, Starbucks, Hershey’s, Taco Bell, Yum!, Safeway, H-E-B, McDonald’s, Walmart, Chobani, Ingles, Kraft, and Oscar Mayer.
Version 3.0 Summary of Changes

- **Chapters 1 & 2:** Addition of several acronyms and definitions relating to animal care. Also included the proposed Action Plan information as contained in the FARM Program recommendations document.

- **Chapter 3:** Updated information about the VCPR and training protocols; additional information about milking procedures/routine based on new research; addition of additional resources/references at end of chapter.

- **Chapter 4:** Movement of paragraphs to improve flow of document; additional information about esophageal feeding and weaning; updated charts and diagrams; additional references/resources at end of chapter.
Version 3.0 Summary of Changes

- **Chapter 5:** Additional information on availability of water and added information about FSMA and Mycotoxins in feed section. Additional references/resources at end of chapter.

- **Chapter 6:** Additional information about herd health plan components; pain management best management practices; disbudding information based on the latest research; additional information on BCS scoring, lameness scoring, hock/knee and hygiene. Additional references added to end of chapter.

- **Chapter 7:** Additional information about heat/cold stress; minor additions to section on air quality; restructuring of section on “lying area” to improve flow of document; additional information/updated diagrams on housing space allowances; additional information on group housing based on latest research.
Version 3.0 Summary of Changes

- **Chapter 8**: Minor wording edits throughout chapter; addition of sidebar content around hot shots; additional references/resources at end of chapter.

- **Chapter 9**: Minor wording edits throughout chapter; greater focus on “non-ambulatory” vs. “special needs” animals; additional references/resources at end of chapter.

- **Chapter 10**: Incorporation of resources from Dairy Beef Quality Assurance (DBQA) on culling decisions, record-keeping; cattle transportation and movement; additional references/resources at end of chapter.

- **Chapter 11**: Minor language changes; additional question on whether farm has been selected for 3rd Party Verification.
Version 3.0 Priority Areas

Phase One Priority Areas

- Veterinarian Client Patient Relationship (VCPR)
  - Official form signed by Veterinarian of Record
- Dairy Cattle Care Ethics and Training Agreement
  - Signed annually by all employees with animal care responsibilities
    - Received training in stockmanship AND areas of responsibility
    - Will not abuse animals
    - Will report any abuse witnessed
- No Tail Docking

Phase Two Priority Areas

- Herd Health Plan
  - Protocols for newborn and milk-fed dairy calves.
  - Protocols for pain management.
  - Protocols and training for non-ambulatory animal management.
  - Protocols for euthanasia.
- Animal Observations
  - Lameness
  - Body Condition
  - Hock/Knee
Version 3.0 Priority Area Definitions

- **Phase One Priority Areas = Mandatory Corrective Action Plan**
  - Mandatory Corrective Action Plan (MCAP): Written plan agreed upon between the dairy producer and FARM 2nd Party Evaluator and/or Veterinarian of Record (VOR) that outlines necessary steps to comply with Priority I Animal Care Standards. Such MCAP requires re-evaluation not to exceed one years’ time. Failure to complete the MCAP may result in a Notice of Removal.

- **Phase Two Priority Areas = Continuous Improvement Plan**
  - Continuous Improvement Plan (CIP): A written proposal that identifies any area(s) for improvement in animal care. It specifies actions to make the improvement and a suggested timeline for completion.
FARM Version 3.0 Accountability Measures

- 14 Months -

FARM 2nd-Party Evaluation
Mandatory Corrective Action Plan
Follow-up Evaluation to review MCAP
MCAP failure triggers 60-day Probation
Suspension from FARM Program

“No” answered to any Priority Two areas
“No” answered to any Priority One area

Continuous Improvement Plan

FARM PROGRAM CHANGES | March 2016
Veterinarian Client Patient Relationship

- **(VCPR)**
  - Form, signed annually by farm owner or manager and Veterinarian of Record
    - Sample forms will be available on FARM Website

- Having a established VCPR and a signed form helps us bolster our arguments against additional regulation of drug use on dairy farms

- Customers want to be ensured that there is veterinarian oversight/involvement on dairies

- There is an expectation by consumers that veterinarians are playing a part in health-care decisions on farms

- Veterinarians are trusted 3rd party experts who can come to the industry's defense if relationships are established in advance
Dairy Cattle Care Ethics and Training Agreement

- Signed annually by all employees with animal care responsibilities
  - Will not abuse animals
  - Will report any abuse if witnessed
  - Have received training in stockmanship AND their assigned area of responsibility
    - Sample forms available

- Provides insurance for your dairy should there ever be an animal care allegation by demonstrating that employees understood your expectations and received training.
  - No employees implicated in undercover videos have signed this document (or similar document).

- Customers expect that employees are trained in how to handle and care for animals.
No Tail Docking

- No tail docking after January 1, 2017.
  - Farms should not be sending calves off dairies after this date to be docked.
  - Focused on routine tail docking NOT emergent issues.
  - Switch trimming recommended alternative.
    - Tail Docking Transition Document

- No science to support practice, thus no experts to come to our defense.

- Customers do not support practice and had begun to impose their own deadlines.

- Not a change in FARM Program policy; change in phase-out deadline.
Tail Docking Analysis
(Do Farms dock animal tails?)

<table>
<thead>
<tr>
<th>Year</th>
<th>NO</th>
<th>YES</th>
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<tbody>
<tr>
<td>2013</td>
<td>299</td>
<td>81</td>
</tr>
<tr>
<td>2014</td>
<td>3549</td>
<td>1364</td>
</tr>
<tr>
<td>2015</td>
<td>4485</td>
<td>1596</td>
</tr>
</tbody>
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- 76% NO in 2013, 72% NO in 2014, 74% NO in 2015
- 24% YES in 2013, 28% YES in 2014, 26% YES in 2015
Be it resolved that the NMPF Board of Directors hereby:

“Approves and endorses the recommendations of the NMPF Animal Health and Wellbeing Committee for changes to the National Dairy FARM (Farmers Assuring Responsible Management) Version 3.0. Such changes include revisions—both nominal and significant—to all chapters of the FARM Animal Care Reference Manual and FARM Evaluation Form. Such recommended changes also includes new accountability metrics, denoted as “Phase One Priority Areas” and “Phase Two Priority Areas” which will correspond to required actions if deficiencies are noted in such areas during a FARM 2nd-Party Evaluation.

These changes were based upon the latest animal care research, recommendations from technical and veterinary experts, as well as insight and feedback received from the Innovation Center for U.S. Dairy members and key dairy customers and brands. Such changes represent significant progress for the dairy community and the FARM Program.”
Version 3.0 Rollout Plan

- **Materials**
  - Animal Care Manual
  - Quick Reference User Guide

- **Trainings/Webinars**
  - Version 3.0 Changes
  - Producer training & Education

- **Communication**
  - Press Releases
  - Blogs
  - Social Media
New Materials to be Made Available

- Letter to Members & Sample Newsletter Article
- Sample VCPR
- Sample Dairy Cattle Care Ethics & Training Agreement
- Training Log Template
- Comprehensive Herd Health Plan Protocols
- FARM Self Assessment Tool (“How to Prepare for a FARM Evaluation”)
- Emergency Contacts Poster
- Animal Care Reference Manual
- Quick Reference User Guide
- Updated Culling Poster
- Why FARM Matters Brochure
New FARM Producer Training Opportunities

- Stockmanship (April)
- Calf Care (May)
- Euthanasia (June)
- Non-Ambulatory Animals (July)
- Pain Management (August)
- Crisis Preparedness (September)
- Emerging Issues (October)
- Culling Decisions (November)
- Antibiotic Stewardship Webinars (dates TBD)
Tools for Evaluators

- New FARM Database and Mobile app will be outfitted to accommodate these changes
  - Calendar reminders
  - Tracking mechanisms

- Action plans
  - Feature now in the database and app, so start practicing filling out
  - Sample action plans will be available in manual and forms library
  - Beginning 2017, you will able to complete your evaluation unless you enter a MCAP on any missing Priority One areas.

- FARM Program Reporting
  - FARM Program staff will provide to all participating organizations on a monthly basis a summary of facilities that are in each of the categories.

  - Participating organizations who continue to have farms on the “suspended” list will risk their good standing in the FARM Program.
FARM Proud Blog Content

- Will correspond to monthly training “theme”
- Seeking content and to spotlight farmers and cooperatives who are #FARMProud
- Contact Maddy Berner, mberner@nmpf.org if interested in contributing.
Save the Dates!

- **FARM Program Version 3.0 Train-the-Trainer Sessions**
  - August 2-4, 2016; Ithaca, NY
  - August 30- September 2; Minneapolis, MN
  - November 7-10, 2016; Phoenix, AZ

- **FARM Program Evaluator Conference**
  - November 2-3, 2016
  - Nashville, TN
Version 3.0 Evaluator Recertification

- If you are a Certified FARM Trainer, you **MUST** attend one of the 3 in-person training offerings.

- If you are a Certified FARM Evaluator, you may **EITHER** recertify online or in-person (either at one of the NMPF sponsored trainings or with a certified FARM trainer).
Things You Can be Doing Now

- Begin communicating changes to membership
  - We are here to help!
  - If you need talking points or tools, please let us know.

- Continue on normal evaluation schedule
  - If farms are due to be evaluated in 2016, please complete those as scheduled.
  - During evaluation, however, be sure to mention possible deficiencies in Priority areas

- Ensure consistent messaging

- Take advantage of resources & training opportunities
  - Be sure to alert your members and staff that these tools/trainings are available