



Self-Assessment

About the FARM Animal Care Program

The Farmers Assuring Responsible Management (FARM) Program was created by the National Milk Producers Federation (NMPF), with support from Dairy Management, Inc. (DMI), to demonstrate and provide verification that U.S. dairy farmers are committed to providing a high level of animal care.

The FARM Program establishes an on-farm animal care program and a system for Second-Party Evaluation and Third-Party Verification that demonstrates the dairy community's commitment to the highest standards of animal care.

This document will help prepare you for an upcoming FARM Program Second-Party Evaluation by providing you with an easy checklist to complete and background information on what to expect.

For a comprehensive understanding of the FARM Program, thoroughly review the FARM Animal Care Reference Manual and watch the FARM Program training videos, available on the FARM Program website: www.nationaldairyfarm.com.

FAQ

What are the objectives of the FARM Program Second-Party Evaluation?

The Second-Party Evaluation provides an external review of animal care practices based on FARM Program guidelines. The evaluation will:

1. Provide farmers with a status report for their current animal care practices and protocols;
2. Enable the development of an action plan, in consultation with trained professionals, for continuous improvement, if necessary; and
3. Occur once every three years in order to track and report on continuous improvement.

Who will be evaluating my farm?

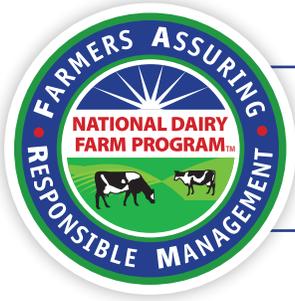
Evaluators who will conduct the FARM Second-Party Evaluation are qualified personnel (veterinarian, extension educator, co-op field staff, academic, etc.) who have significant dairy industry experience and have successfully completed all the FARM Program training requirements.

What does the evaluation entail?

Evaluators will use the Animal Care Evaluation Questionnaire (Appendix 1) to conduct the evaluation. They will evaluate the following primary areas on the farm and record answers to the questions found in the FARM Evaluation questionnaire:

1. Management, SOPs, Training and Recordkeeping
2. Newborn and Milk-Fed Calves
3. Animal Nutrition
4. Animal Health
5. Environment and Facilities
6. Handling, Movement and Transportation

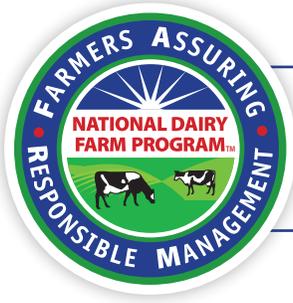
Upon completion, the evaluator will review each area of the evaluation with the farm owner/manager. A copy of the completed evaluation will be provided to the farm and the cooperative/ processor. Only you, your evaluator and your cooperative/processor can view completed evaluations.



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How to Prepare for your Second-Party Evaluation

- Make employees aware that a FARM Program Second-Party evaluation will be conducted and that they may be asked for information related to their area of responsibility on the farm.
- Complete the FARM Program Self-Evaluation Questionnaire to familiarize yourself with the areas that will be evaluated. (Appendix 1)
- Prepare all relevant documents at least 48 hours prior to the evaluation. Work with your herd veterinarian and reference the FARM website, www.nationaldairyfarm.com, for templates to develop protocols and complete animal care forms that are specific to your operation. Documents should include:
 1. Completed and signed Veterinarian-Client-Patient Relationship form (dated within past 12 months)
 2. Dairy Cattle Care and Ethics Agreement (All employees with animal care responsibilities; dated within past 12 months)
 3. Training documentation of:
 - A. Stockmanship (All employees with animal care responsibilities)
 - B. Calf Care: nutritional requirements, feeding techniques and proper handling and movement (Employees with calf care responsibilities)
 - C. Non-ambulatory animal management (Employees with non-ambulatory animal responsibilities)
 - D. Euthanasia (Employees designated to euthanize animals)
 4. Posted Emergency Contact Information
 5. Drug Treatment Records
 6. Written Herd Health Plan that includes WRITTEN PROTOCOLS for:
 - A. Milking routine and procedures
 - B. Common disease treatment and monitoring
 - C. Vaccinations specifying age, class, product and route of administration
 - D. Daily observation of all cattle for injury/disease
 - E. Newborn and milk-fed dairy calf management including:
 - i. Disbudding before 8 weeks of age or earlier with pain mitigation per herd veterinarian recommendation.
 - ii. Other planned medical procedures performed at earliest age possible with pain mitigation per herd veterinarian recommendation.
 - F. Diseased or injured cattle management specifying management of pain.
 - G. Treatments specifying age, class, product and route of administration with:
 - i. Proper milk/meat withhold times
 - ii. Cattle eligible for marketing
 - H. Non-ambulatory animal management including:
 - i. Proper movement with special equipment
 - ii. Feed and water access at all times and protection from elements and predators
 - iii. Prompt medical care
 - iv. Euthanasia in a timely manner if warranted



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6. Written Herd Health Plan that includes WRITTEN PROTOCOLS for (continued):
 - I. Euthanasia
 - i. Designated employees training to recognize and perform using proper techniques
 - ii. Carcass disposal in compliance with local regulations
 - iii. Mortality record and causes
 - J. Parasite, pest and fly control
 - K. Air quality
 - L. Lameness prevention and treatment
 - M. Dystocia management
 - N. Culling and transportation to slaughter

All documents related to farm management should be WRITTEN and readily available for all employees and provided in their UNDERSTOOD language.

What if I don't already have documents developed?

FARM recommends working with your herd veterinarian or other trusted advisors to develop these documents. The FARM Program has developed a number of resources that can be used to meet the Program's guidelines. These resources include pre-formatted documents, training videos, sample herd health plans and protocols. These and other materials can be found on the FARM Program website at www.nationaldairyfarm.com.

What if something is identified as needing improvement following the evaluation?

FARM is based on the philosophy of continuous improvement. Therefore, if the evaluator identifies areas for improving animal care, a Continuous Improvement Plan (CIP) will be developed with you, your evaluator and any other trusted advisors (veterinarian, nutritionist, etc.).

The CIP will include specific actions to implement the improvement(s) and a schedule for completion. CIPs must be addressed within a three-year timeframe or prior to your farm's next Second-Party Evaluation.

CIPs will automatically be triggered for any FARM Priority Two areas needing attention. These include:

1. Written Herd Health Plan with WRITTEN protocols for:
 - a. Newborn and milk-fed dairy calves with pain mitigation;
 - b. Diseased and injured cattle management with pain management;
 - c. Non-ambulatory animal management; and
 - d. Euthanasia.
2. Animal Observation benchmarks for Locomotion, Hock and Knee Lesions, and Body Condition Scores.
3. Access and availability of proper feed and clean water.

CIPs may also be voluntarily developed by the evaluator for other areas noted during an evaluation, if appropriate.



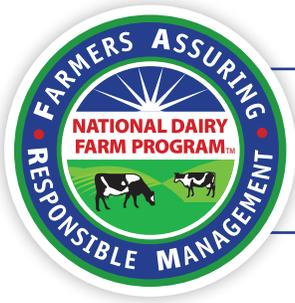
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If any of the areas for improvement fall under a Priority One area, a Mandatory Corrective Action Plan (MCAP) will be developed with you, your evaluator and/or any other trusted advisors (veterinarian, nutritionist, etc.).

The MCAP will include specific actions to implement the improvement(s) and a schedule for completion. MCAPs must be addressed and resolved within a year or less. If MCAPs are not resolved within a year or less, the farm risks probation and suspension from the FARM Program.

MCAPs will automatically be triggered for any FARM Priority One areas. These include:

1. Farm owner/manager and Veterinarian of Record must complete and sign a Veterinarian-Client-Patient Relationship form, annually
2. All employees have completed cattle care and stockmanship training and have signed a Dairy Cattle Care Ethics and Training Agreement
3. No routine tail docking of dairy cattle



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Preparing for a FARM Animal Care evaluation is an essential part of the success of the FARM Program. The following checklist of items is needed during your evaluation. Documents may be hard copy or electronic but, must be accessible.

Herd Health Plan

Including Written Protocols for:

- *Milking routine and procedures*
- *Common disease treatment*
- *Vaccination protocols*
- *Daily observation*

• Newborn management/calf care

- Disbudding age with specified pain management
- Other medical procedure age with specified pain management

• Diseased/injured cattle management

- Specify pain management

• Treatment protocols specifying age, class, product and route of administration

• Non-ambulatory animal management

- Proper movement with special equipment
- Feed/water access; protection from elements and predators
- Prompt medical care
- Euthanasia, if warranted

• Euthanasia

- Designated trained employees to recognize and perform with proper technique
- Carcass disposal
- Mortality record and causes

• Parasite, pest and fly control

- *Air quality*
- *Lameness prevention and treatment*
- *Dystocia management*
- *Culling and transport to slaughter*

Records

- *Signed VCPR*
- *Dairy Cattle Care Ethics Agreement*

• Training documents for those with animal care responsibilities including:

- *Stockmanship*
- *Calf care*
- *Non-ambulatory animals*
- *Euthanasia*

• Emergency Contact Sheet (posted)

- *Drug Treatment Records*
- *Mortality Records*
- *Third-Party Verification Signature Page*

Materials

Dairy Beef Drug Residue Prevention Manual

**Triggers Mandatory Corrective Action Plan*

**Triggers Continuous Improvement Plan*

Observations

The FARM Animal Care Evaluation will include observations of the following:

Animal ID Facilities

- Protection from heat and cold
- Proper and adequate amounts of bedding
- Area to stand up/lie down
- Flooring that reduces risk of slips/falls
- Calving area dry and well-ventilated

Feed

- Colostrum/milk/milk replacer
- Starter feed for calves
- Sanitation of equipment
- Sufficient quantities of feed

Water

- Access
- Clean and fresh

Animal Benchmarks

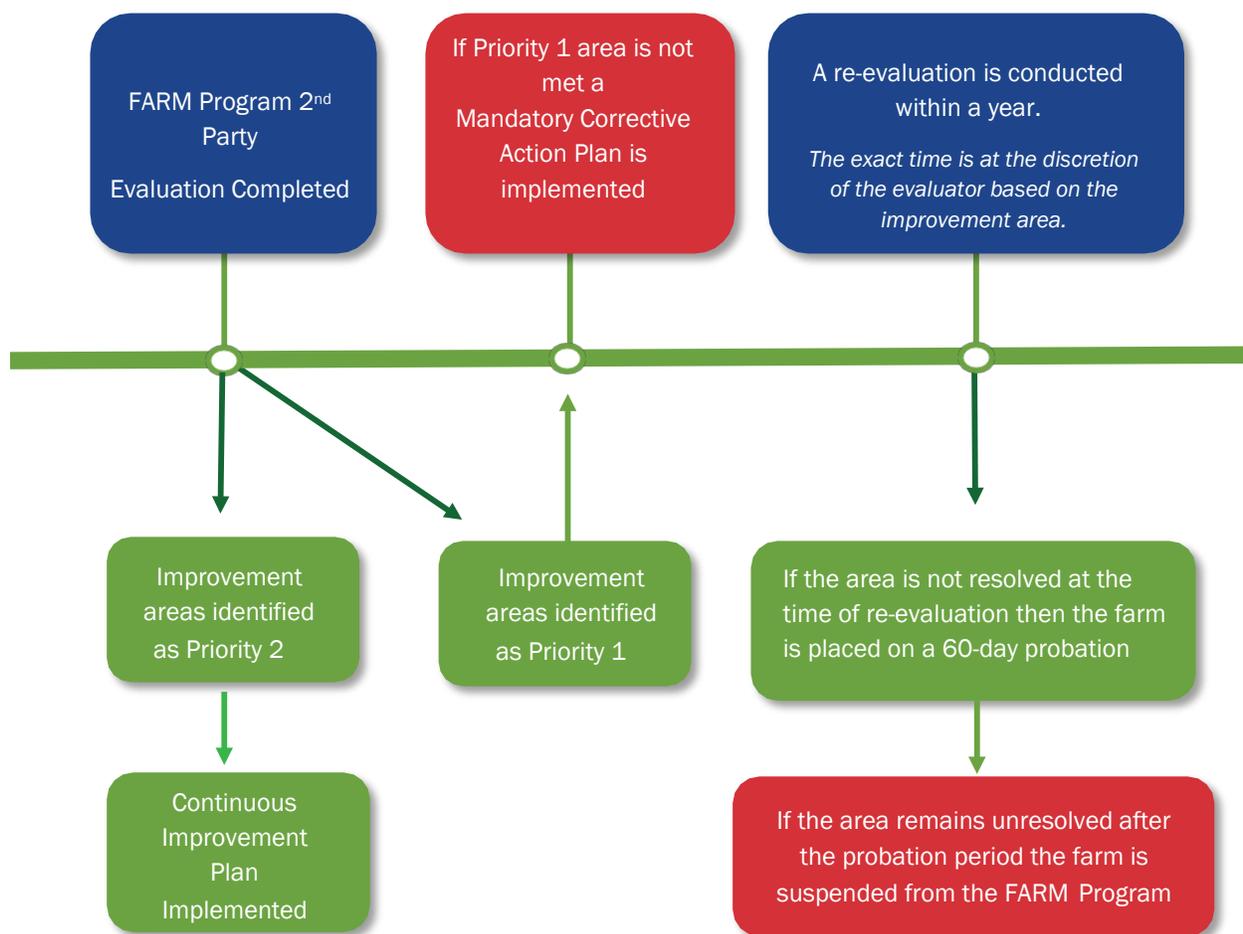
- *Body Condition*
- *Hock and Knee Lesions*
- *Locomotion*
- *Hygiene*



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FARM Program Accountability

Continuous Improvement and Mandatory Corrective Action Plan Timeline





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Stay Connected

FARM Program Database

All participating facilities are able to access their FARM Program evaluations through the FARM Program Database. Producers can gain access to the database by giving their email address to the FARM Program evaluator. Individuals who do not have access to email can receive a paper copy from their FARM Program evaluator.

Social Media

You can stay up to date with all FARM Program activity by visiting, following or liking the following social media channels. Share your own animal care story using #FARMProud:



@farmprogram



@farmprogram



National Dairy FARM Program

Thank you for your participation in the FARM Program! U.S. dairy farmers have a longstanding commitment to doing what is right. Your decision to be a part of the Program illustrates that dedication and is an important step in assuring consumers that you care for the well-being, comfort and safety of your animals, and that the dairy products you produce are safe, wholesome and nutritious. The FARM Program is committed to telling your story. For more information about our communication efforts, visit the FARM website.