

Covid-19 Update - People Related Risk & Contingency Planning

Information correct as at 12:00pm on 27.03.2020

- **Identify risk areas on the farm**
- **Proactively reduce people related risks**
- **Make plans for severe labour shortages on farm**

Who are the high-risk people and where are the transmission areas on your farm?

- Close-proximity working – milking parlours, staff rooms
- High frequency contact areas – tractor steering wheels, dairy door handles
- High risk team (& family) members – elderly parents still working on farm, vulnerable family members?
- Contact with external visitors – tanker, feed delivery drivers and contractors

What can you do to reduce risks for people on farm?

- Stop all non-essential external visitors
- Increase personal hygiene requirements of staff
- Provide additional personal protective equipment (PPE) e.g. milking gloves, hand sanitiser, soap
- Regularly wash or disinfect high contact areas or anything external visitors touch e.g. tractor steering wheel, bulk tank connection, dairy handle
- Aim to reduce contact of high-risk workers by re-arranging rotas to allocate them low contact roles e.g. calf feeding, tractor work, slurry tanking
- Reduce close proximity working where possible e.g. can one-person milk even if it takes slightly longer?
- Reduce unnecessary mixing of people e.g. the same staff doing the whole milking or
- If your team is large enough, can you plan the rota to run 2 separate teams which don't come into contact?
- Insist they follow Government guidelines on isolation if they or members of household develop symptoms

Make plans for severe or extended periods of labour shortage on farm

- Assess the farm to understand which roles are essential and which (if any) could be completed at a reduced interval e.g. is it possible to bed dry cows/calves etc twice a week instead of three times a week?
- See additional note on technical impact of amended ways of working in relation to milking and feeding.
- Make sure the person responsible for each area of the business has a protocol detailing their ways of working – written down, on WhatsApp, using video to demonstrate tasks that are hard to explain.

- If you are already short on labour, with staff regularly exceeding the statutory working hours of over an average of 48 hours per week then consider recruiting additional staff NOW!
 - Great time to recruit those without experience into agriculture with many of those working in comparable industries currently out of work e.g. Hospitality workers
 - Use Facebook/Twitter or advertise on Indeed
 - Consider using Zero hours or fixed term contracts

For further discussion or to help with any questions that you may have, please contact Consultant Support on consultantsupport@kiteconsulting.com or 01902 851007 / 07542 403225

