



### To complete and submit the survey online:

1. Save the document to your desktop.
2. Open the document from your desktop in Adobe Reader (to download Adobe, go to Adobe Reader Download).
3. Complete the document.
4. Press "Submit", found in the purple bar at the top of the document.

Alternatively, complete, save the document and email back to [contact.us@kingshay.co.uk](mailto:contact.us@kingshay.co.uk) or post using the Freepost address on the reverse of the form.

\*Terms and conditions available on [www.kingshay.com](http://www.kingshay.com)

**Confidentiality:** No individual data will be reported or disclosed to third parties.

## YOUR DETAILS (the survey can be completed anonymously, if preferred)

Name: ..... Farm Name: .....

Address: ..... Postcode: .....

Email: ..... Phone: .....

Kingshay Costings Herd ID: .....

## YOUR HERD & SYSTEM

<b>1 Herd Details</b> (annual average)		<b>2 Breed: Please ✓ the predominant breed in your herd</b>		<b>3 Other Stock</b> (annual average head)		
Herd size		Holstein/Friesian		Dairy Youngstock		
Yield	(litres/cow)	Jersey		Beef		
Yield from forage	(litres/cow)	Guernsey		Sheep		
Culling Rate	%	Ayrshire		Other.....		
Fertility - Calving Interval	days	Crossbred		<b>4 Cropping (either) acres ha</b>		
Age at first calving	months	Other (please specify) .....		Total Farm Area		
Mastitis	Cases per 100 cows			Forage Area		
Lameness	Cases per 100 cows					

**5 Dairy System: Please ✓ one system that is most applicable**

<b>Spring block calving</b> 70%+ herd calving in Feb, Mar or Apr	
<b>Autumn or split block calving - Grazing Focus</b> 70%+ herd calving in Feb, Mar or Apr & in Aug, Sep or Oct; Cows grazing for 200+days/year	
<b>Autumn or split block calving - Housing Focus</b> 70%+ herd calving in Feb, Mar or Apr & in Aug, Sep or Oct; Cows grazing for <200 days/year	
<b>All year calving - Grazing Focus</b> Cows grazing for 160+ days in the year	
<b>All year calving - Housing Focus</b> Cows grazing for <160 days in the year	
<b>ORGANIC - Low to Moderate Yield</b> Yield below 6,250 litres per cow per year	
<b>ORGANIC - High Yield</b> Yield above 6,250 litres per cow per year	

**7 Existing labour saving equipment & Technology on farm: Please ✓ all that apply**

Auto ID	
Activity sensors for heat detection	
Rumination monitors	
Calving sensors	
Auto Feed Pusher	
Auto Calf Feeder	
Tipping Water Troughs	
Cluster Flush	
Auto Cluster Removal	
Backing Gate	
Auto Scrapers	
Effective Handling System	
Segregation Gates	
AI Stalls	
Other (specify) .....	

**6 Please ✓ the options that apply to your dairy system**

Milking parlour type	<input type="checkbox"/> Abreast	Milking frequency	<input type="checkbox"/> Once-a-day
	<input type="checkbox"/> Herringbone		<input type="checkbox"/> Twice-a-day
Milking parlour size	<input type="checkbox"/> Rotary	Labour requirement	<input type="checkbox"/> 3 times-a-day
	<input type="checkbox"/> Robot		<input type="checkbox"/> Other (specify) .....
Forage feeding system	<input type="checkbox"/> Other .....	Concentrate feeding system	<input type="checkbox"/> In-parlour
	<input type="checkbox"/> Mixer Wagon		<input type="checkbox"/> Out of parlour feeders
	<input type="checkbox"/> Forage Box		<input type="checkbox"/> Mixer Wagon
	<input type="checkbox"/> Easy feed with loader or block cutter		<input type="checkbox"/> On top of silage / in troughs
	<input type="checkbox"/> Self feed		

# FARM LABOUR

**8 Please complete the matrix - include all FAMILY labour and all hired WORKERS - full time, part time and relief staff.**  
Simply enter the total hours, dairy hours and a few other details for each person involved in the dairy enterprise.

JOB ROLE	Use one column for each person working on the farm										
	Herd manager (example)	Calf rearer (example)									
* Hours worked DAIRY ONLY = Time directly involved in milking, feeding, scraping out & herd management but not silage making or field work.											
** Employment type: Family - F Employed - E Employed via Agency (such as LKL) - A Self-employed - S, Other - O Please specify in FURTHER NOTES (below)											
<b>Total hours worked per week</b>	55	20									
<b>Hours worked per week DAIRY ONLY *</b>	50	20									
<b>Nationality - UK, EU or other</b>	UK	UK									
<b>Age in years</b>	35	55									
<b>Gender - Male (M) or Female (F)</b>	M	F									
<b>Accommodation supplied with job - Yes (Y) or No (N)</b>	Y	Y									
<b>Number of years worked on this farm</b>	7	35									
<b>Employment Type ** See notes</b>	E	F/O									

What is the predominant working pattern on your farm?      5 day week      12 days on, 2 off      Other.....

**9 Contracted labour:**  
Please ✓ if these jobs (in the main) are contracted out on your farm

AI	
AI & heat detection (i.e. RMS)	
Foot trimming	
Calf dehorning	
Youngstock performance monitoring	
Transition cow checks	
Stock weighing services	
Vaccinations / worming	
Fly control	
Mobility scoring	
Body condition scoring	
Teat scoring	
Breeding advice	
Fertiliser spreading	
Manure / slurry spreading	
Hedge trimming	
Silage making	
Reseeding	
Maize cultivations	
Maize harvest	
Other (specify) .....	

## STAFF PRACTICES & CONDITIONS

**10 Current Staff:** Please select the most relevant answer

Do you and/or your management team have staff management training?	Limited	Some	Extensive
Do your staff have written job descriptions?	No	Some	Yes, all
Do you carry out annual staff appraisals?	No	Sometimes	Always
Do you invest in staff training?	Limited	Some	Extensive
What is the level of skills on your farm?	Insufficient	Sufficient	More than I need
Do you have a farm Website or Facebook page?	No	Website	Farm Facebook
Do you have a business strategy that you share with the whole team?	No	Sometimes	Yes

**11 Current Staff - Facilities & Benefits:** Please ✓ the statements that apply to your business

I provide staff toilet facilities		I provide healthcare		I encourage my staff to attend discussion groups, meetings and conferences during working hours	
I provide a staff room		I provide a bonus scheme			
I provide a basic kitchen area		I provide .....			

## RECRUITING STAFF

**12 These questions relate to the last staff member you recruited:**  
Please select the most relevant answer

Did you pay to have help with the recruitment process?	No	Agency	Consultant
Where did you advertise the job? (circle all that apply)	Word of mouth	Local Newspaper	General Recruitment Job Site
	Social Media	Farming Job Website	Other .....
How many people applied?	1 to 10	11 to 50	More than 50
Number of applicants interviewed?	1	2 to 4	More than 4
How long did it take to fill the role?	Less than 2 months	2 to 3 months	Over 3 months
Where did the successful applicant find the job advertised?	Word of mouth	Local Newspaper	General Recruitment Job Site
	Social Media	Farming Job Website	Other .....
How easy was it to recruit?	Easy	OK	Difficult

**FURTHER NOTES & COMMENTS:**  
Example: Calf Rearer - family drawings

**Thank you for completing this survey**  
If you have any other comments or queries please call Sarah Bolt on 01458 851555 or email sarah.bolt@kingshay.co.uk

**Please return the completed form to:**  
Kingshay  
FREEPOST (BS9062)  
GLASTONBURY  
Somerset  
BA6 8ZZ  
Email: contact.us@kingshay.co.uk

