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Newsletter, October, 2008

Winter Training Programme

Your copy of the winter training programme is enclosed with any course places that you or your employees have been booked on. There will be additions to the programme over the winter, which I will keep you informed of via this Newsletter. If you feel you have a training need not covered by the programme, please let me know and I will see what I can do. If you would like to make a booking for this winter please note that **I am away from the 24th October until the 3rd November. In my absence you can contact Gill Hicks on 01284 810450.**

UPDATES

NVZ REGULATIONS

DEFRA has published regulations extending the areas of England designated as Nitrate Vulnerable Zones (NVZs) from 55% to around 70%. This reflects the Government's decision to continue designating the zones on a selective basis rather than adopt the whole territory approach of some Member States. Changes to the Action Programme come into force on 1st January 2009, although some of the Action Programme measures have a grace period for compliance of up to three years to allow farmers time to make necessary adjustments to their farming practices, or capital investment such as storage facilities. Field maps showing the revised areas will be available via the Defra website. Farmers will have until 31st January 2009 to lodge an appeal if they believe their land has been wrongly designated. The main changes in the revised Action Programme relate to:

- i. A whole farm limit of 170 kg per hectare for nitrogen from livestock manures, which applies to all land (currently grassland has a limit of 250 kg). The Government has previously confirmed that it will pursue a Commission on this limit;
- ii. Closed periods for spreading organic manures, which will be longer and will apply to all soil types;
- iii. Manure storage capacity requirements, which have been amended to reduce the risk of manures being spread when conditions are unsuitable; and
- iv. The introduction of forward planning rules to ensure nitrogen applications from manures and fertilisers are more accurately directed to crop needs.

Maps showing the revised areas will be available via the OPSI and Defra websites, and at <http://nvz.adasis.co.uk/maps>.

ILLEGAL MIGRANTS

There has been an unprecedented level of employers who have been found to be employing non EU migrants who do not have permission to work in the UK. The U.K. Border Agency is introducing local immigration teams across the UK who work alongside other agencies, including the police. An employer can be issued with a maximum penalty of £10,000.00 per illegal worker. The UKBA have stated that from 19 June 2008 businesses which have been fined will be named on the UKBA website. The UKBA needs to act in accordance with the Code of Practice and employers can put forward a number of objections to a Penalty Notice which can have the effect of reducing the Civil Penalty. They also have the option of appealing to the County Court

NEW MEMBER—We are pleased to welcome the following new member to the group - P.G. King & Son of Burwell.

TRAIN TO GAIN FUNDING

Are you a training leader or a manager in a business employing more than 10 people and haven't had funded management training in the last 12 months? If the answer is yes then you may be eligible for funding under the Train to Gain Leadership and Management Fund. This can be used for ANY type of training including non-accredited development you can claim up to £1000 retrospectively for training. To check eligibility and find out how to access this funding please give Train to Gain on 0845 600 5024.

WOMEN IN WORK FUNDING

Calling all women in the agricultural sector. There is funding out there for you. This funding is available for all types of training from First Aid to BASIS. Each applicant will need to make a £250 contribution towards the training but will receive a £650 training grant. To check eligibility and conditions please contact me on 01440 788888.

MANAGERS/SUPERVISORS COURSES

MINIMUM TILLAGE with Steve Townsend—This 1-day course is not to be missed. It is ideal for farms already using minimum tillage or those of you contemplating starting. This course is being delivered by the renowned and respected Steve Townsend, an expert in this field. This one day course will look at direct drilling when and how and the 4 keys to success. It will also include successful straw incorporation, weed control, slugs, sub-soiling and machinery selection. There will be a practical pm session looking at soil profile pits and putting theory into practice. 25th November at Stechworth Estate near Newmarket. BASIS & NRoSO points available. Members Course Rate £75.

MANAGER / SUPERVISORY SKILLS— This one day course introduces some of the vital skills that will aid managers and supervisors to get the best from their teams. It will consider the main role of a supervisor and will develop skills in motivation and confident leadership.

The course will also explore some common stress triggers, such as lack of time and how to successfully delegate to relieve some of those time pressures. It will also prepare you to deal with confrontation and disciplinary issues, just in case things go wrong! 3rd February, Marks Hall Estate, Nr Braintree. Members Course Rate £75 to £95, dependent on numbers. BASIS Points applied for.

GRAIN MARKETING—Improve Your Bottom Line Grain markets are in a constant state of flux. Strengthen your understanding of the grain markets and market volatility and the risk factors in the market with this workshop. The workshop will provide insight into this seasons main issues, exploring how the futures market relates to your business. There will be the opportunity to improve your knowledge of Risk Management tools as well as develop a practical understanding of grain options and market information. Delivers by HGCA, 27th January, Haverhill Golf Club, Cost £20 including Lunch.

HACCAP—FARM TO FORK— Food Hygiene regulation were brought in in January 2006 and apply to most livestock farms and arable farms that grow, use or sell crops for feed use. This legislation requires primary producers (e.g. farmers) to follow good practice & manage their operations as set out in the regulations and to keep accurate records. This half day course will keep you updated on your legal obligations and demonstrate you have food safety measures in place. 29th January, Haverhill Golf Club, 9.30 or 13.30. Members Course Rate £35.

ADR AWARENESS—Until the end of 2006 it was quite legal to collect pesticide from your supplier in a vehicle weighing less than 3.5 tonnes. New regulations came into effect on 1st Jan 2007. All these vehicles will now be subject to ADR regulations. The maximum amounts you can transport yourself before you require an ADR licence is determined by the packing group, and all pesticides are classified. If you are carrying pesticide in packing group 1 >20 litres or Kg or in packing group 2 >333 litres or Kg or packing group 3 >1000litres or Kg or indeed fertiliser more than a 1 tonne bag or more than 1000 litres of diesel, then you will require an ADR license. To put this into perspective some common chemicals we use, i.e. Glyphosate is in packing group 3, Avermectin is in packing group 1. To help you understand and comply with the complexity of the regulations we can offer a **one day ADR Awareness course** – this is for everyone who has anything to do with carriage of chemical, fuel or fertiliser. This will cover what you can and can't legally transport, how it should be transported safely, what to do in the case of a spill or an accident. Please note if you transporting these chemicals or towing a bowser on a Public Highway using an agricultural vehicle you are exempt from ADR, **however if you are transporting diesel or other chemicals with a four wheel drive on a public highway you need to have attended an ADR awareness course as a minimum.** 4th February, Symonds Farm, Risby, am & pm sessions, members course rate £45.

TRAILER BRAKING SYSTEMS CHECKS & MAINTENANCE

With the increased time tractors and trailers now spend on the road it is imperative that you ensure your trailer braking systems are maintained. A recent survey by BAGMA— The British Agricultural & Gardening Machinery Association found that over 50% of the trailers checked didn't have an effective braking system..

This course will give an overview of hydraulic & air braking systems and current UK & forthcoming EU tractor-trailer braking requirements. A practical guide to checking your brakes, what to look for when buying new; the scope for upgrading existing trailer brakes, and exactly how to keep it all properly maintained, roadworthy & legal. Friday 23rd January, Venue TBA, members course rate £50.



COURSES FOR SPRAY OPERATORS



SPRAYERS, STORES AND BUFFERS—This years annual NRoSO training event will be looking at Pesticide Stores their features and the management of them, sprayer checks, testing and cleaning. It will also be looking at the laws and labels that protect ‘buffer zones’, the type of buffer zones and their management. There will also be a topical update looking at pesticide legislation, product revocation and new CPMP. This will be held on 20th January at Withersfield Village Hall, nr Haverhill and there will be an AM & PM session. 10 NRoSO points available.

AGRONOMY FOR SPRAY OPERATORS—This series of Agronomy groups is held monthly from February to May and is run by experienced agronomists. It consists of 4 early morning meetings of 2 hr duration. This course is aimed at improving the spray operators knowledge and giving more job satisfaction. The meetings will look at identifying and analysing weeds and crop diseases, giving an understanding of crop protection decisions, the importance of timing and product choice. It will also give an insight into scientific development and legal requirements. Dates are 25th February, 13th March, 15th April & 20th March. NRoSO & BASIS points available. Members course rate £115.

SPRAY OPERATORS UPDATE -This one day course is designed for those operating sprayers or those responsible for the day to day management of these operations. The course will cover the financial & environmental impact of fertilizers, nozzle selection, buffer zones, cross compliance and environmental schemes, disposal of waste material and changing legislation. This one day course has 12 NRoSO points and 10 BASIS cpd points. The cost of the course is £55 per person including lunch. To be held on 15th December at Gosfield Golf Club and 3rd February at Symonds Farm, Risby, Bury St Edmunds.

TRADITIONAL BUILDING SKILLS COURSES & SEMINARS

Owners Lime Plaster Course—This one day course is aimed at owners or their employees who have historic buildings and who want to tackle small patch repairs to their homes or rented properties. The day will show you how to hand-mix small amounts of lime plaster, repair or replace patches. No experience is required. 7th November, Cressing Temple Barn Nr Braintree. Members Course Rate £95.

Building Regulations for Historic Buildings—Building regulations and listed buildings often seem to be in conflict, a situation more apparent than real. This talk will address the application of the Building Regulations to listed buildings, covering disabled access, insulation, fire and sound. Wednesday 19th November, Cressing Temple Barn nr Braintree. Members Course Rate £50.

Fertiliser Calibration Clinics

This winter we are again offering spreader calibration clinics. If your spreader is not doing its job properly—15% inaccuracy can result in both loss of yield in the crop and a vast overspend on fertilisers. Also you could be applying double to one side of the spread pattern and very little at the other end, the net result would appear that the rate is fine, but if your spread pattern is wrong there may be a different story on the ground. To keep the costs down we will aim to bring 3-4 local farms together in one place to have the machines tested. You can have up to 3 different fertilizers tested for the price and a test certificate will be issued. Clinic Cost £115 per spreader. Dates available in the new year, please check programme for dates & venue. 6 NRoSO points.



Lantra Working at Heights and Risk Assessment

This Course is designed for Managers and supervisors who control the work of others. It will look at the Work at Height Regulations 2005, the Managers responsibilities, risk assessment, accident avoidance and a practical session on the safe use of ladders. This issue is very high on HSE’s agenda due to the number of accidents that have occurred, so is certainly worth attending. 16th December, Symonds Farm, Risby, Bury St Edmunds or 13th January, Marks Hall Estate Nr Braintree. Members Course Rate £45.