

Employee Training

Objective: To ensure that all employees have the training and knowledge to handle all animals on this farm with CARE, PATIENCE and COMPASSION.

Principles: All employees (or family members who are regularly responsible for the daily care and treatment of cattle) will receive basic stockmanship training and refresher training in a language they understand.

Training to be completed by all employees includes:

1. Each employee will review and sign the Cattle Care Agreement (or equivalent) prior to working with any cattle.
 2. The Merck Dairy Care 365 training modules (or equivalent) will be completed by each employee prior to working independently with cattle – modules can be accessed on line at <http://training.dairycares365>
 - a. Dairy Stockmanship – Introduction to Dairy Stockmanship
 - b. Handling Down Cows
 - c. Low Stress Handling of Dairy Calves and Heifers
 - d. Newborn Care and Handling
- ✓ If a printer is available, each employee will have the certificate of completion printed and signed.
- ✓ The signed certificate will be kept with the employee training log.
- ✓ Regardless of the type of training, the event will be recorded in the Employee Training Log.

New Employees:

1. Must complete all training before working independently with animals on the farm.
2. Will work with experienced employees to learn job specific farm procedures that are not covered in the training modules (or equivalent training) before working independently.

All Employees:

1. Will be retrained immediately when evidence indicates that animals are not being handled properly or other farm procedures are not being followed.
2. Will complete Job/Duty specific and basic stockmanship refresher training during the year either by informal on the job sessions, by organized meetings, or as a part of regularly scheduled management meetings.

Veterinarian of Record Signature: _____ Date: _____