

Name: _____ Date: _____

Homework to be completed before your PAACO training

- Read and review the PAACO Example Dairy Audit and Appendices
- Register for and watch the [Merck Dairy Care 365](#) videos, pass the quizzes for these courses. Screen shot or download your certificates digitally or print them out to share with PAACO as proof of completion. There will be questions on the exam from this material.
 - Bioawareism #1 – Biosecurity
 - Bioawareism #2 – Biocontainment
 - Handling – Dairy Calves and Heifers (**All 3 modules** – newborn care, young calves and heifers, and low-stress handling of dairy calves and heifers)
 - Handling – Dairy Cows (**All 3 modules** – Intro to dairy stockmanship, moving cows into the parlor, and handling non-ambulatory cows)
- Read the [AVMA guidelines](#) for the humane euthanasia of cattle
- Read the AABP guidelines for:
 - [VCPR](#)
 - [Non-ambulatory Cattle](#) (in [Español](#))
 - [Humane Euthanasia](#)
 - [Fitness For Transport](#)
- Complete the 8 PAACO repeatability tests and record your kappa scores below
 - Body Condition Score _____
 - Injured Tails _____
 - Hygiene _____
 - Locomotion _____
 - Carpus (knee) Injuries _____
 - Tarsus (hock) Injuries _____
 - Other Injuries _____
 - Lying Surface _____
- Complete Part 1 of the homework packet:** Example Scenarios for Sample Calculation Practice
- Complete Part 2 of the homework packet:** Documentation and Protocols for Farm 1 (Happy Willow) – We will review your answers during class. It is expected that you will have reviewed them in advance and be ready to discuss.

Please send this page with your kappa scores and certificates to PAACO prior to the day training starts (send to Dakota Thomas at dthomas@animalauditor.org)

PART 1
Example Scenarios for Sample Calculation Practice

This homework packet is designed to help you practice sample size calculations which you will need to do when auditing on-farm. Please bring your answers to the PAACO training session and be prepared to discuss.

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Instructions: Using the herd information breakdown for the following farms, describe the ideal and minimum sample sizes you would take for each age group following the PAACO Example Dairy Audit sample instructions.

Example farm and Solution in yellow highlight

Sweet Clover Farm has 65 lactating cows in tie stalls. There are 5 close-up dry cows kept in tie stalls and 10 far-off dry cows on pasture in a single group. They manage 60 heifers total and split them into 4 pens (8, 8, 12, 12 heifers, respectively) and one pasture (20 heifers). 18 calves are being raised in 2 group pens: 10 heifers are in one pen, and 8 bulls are in the other pen.

Notes: SOLUTIONS

TYPE	Number	Pen	Ideal Sample	Minimum Sample	Special Considerations?
Lactating	65	Individual tie stalls	65	57	57 comes from the sample size calculator
Dry	15	Far-off on pasture, close-up in tie stalls	NA	NA	METAL- Everywhere
Heifers	60	4 group pens and 20 heifers outside on pasture	60	60	As each pen is less than 30 individuals, according to the sample size calculator, all need to be scored.
Calves	18	2 group pens separated by sex	18	18	Milk fed calves are scored regardless of sex, each group would be <30 so all 18 should be scored

Notes:

Problem 1

Green Grass Dairy has 700 animals total. They milk 400 cows, and keep them in 4 equal pens, grouped by production. They currently have 40 far-off dry cows together on pasture, and 10 close-up dry cows due in the next week that are kept in a bedded pack close to the office. They manage 150 heifers that are grouped by age. The youngest group of 50 was recently weaned off milk, the middle group of 50 is their breeding group, and the oldest is a bred group, including their springers*, of 50 that they keep on pasture near their far-off dry cows. They are raising 100 calves in individual hutches that get fed at 6am and 6pm every day.

TYPE	Number	Pen	Ideal Sample	Minimum Sample	Special Considerations?
Lactating	400	4 equal pens, grouped by production			
Dry	50	1 far-off (40), 1 close-up (10)			
Heifers	150	3 equal pens, grouped by age			
Calves	100	Individual hutches			

Notes:

Problem 2

Corn Silk Dairy has 140 animals total. They are raising 22 calves in group pens and 38 heifers in 3 pens grouped by age (the 4-9 month pen has 18 heifers, the 10-15 month pen has 12 heifers and the 16-22 month bred heifer pen has 8). They currently milk 68 cows in a herringbone parlor. All lactating cows are kept in one bedded pack pen. Sick cows, when there are any, are separated by a portable gates in the bedded pack area. The 12 dry cows and pre-fresh heifers are kept in a separate barn split into a far-off and close-up pen. The day you visit, they expect to have 2 in the close-up half and 10 in the far-off half.

TYPE	Number	Pen	Ideal Sample	Minimum Sample	Special Considerations?
Lactating	68	1 bedded pack			
Dry	12	1 far off (10), 1 close up (2)			
Heifers	38	3 equal pens, grouped by age			
Calves	22	Group pens			

Notes:

Part 2: Documentation and Protocols for Farm 1 (Happy Willow)

This material is designed to help you practice evaluating documentation and protocols (SOPs), which you will need to do when auditing farms using dairy welfare audits. The training will cover material for 2 sample farms (Farm 1 & 2). **This homework packet covers Farm 1.** The materials needed for Farm 2 (Happy Willow Dairy) will be provided when we are together for the training.

Homework: Using the 11 provided Documentation and Protocols from Happy Willow Dairy (Farm 1), determine if they meet the requirements (are they present and adequate) of the PAACO Example Dairy Audit. Make notes to explain why or why not. We will discuss after the farm visit whether or not they are accurate.

Do this before your PAACO training session begins. Please bring your answers to the PAACO training session and be prepared to discuss them as part of the first farm we review. We have provided a blank SOP checklist for you to use in this exercise.

You have also been provided information about **Happy Willow's** (Farm 1's) milking schedule at the end of the document and an example audit summary (pages 20-27). You do not need this for your homework. These will be explained and used during training itself so be sure to bring them to class

Documents Provided to Review Before Class:

- 1) VCPR – page 7
- 2) Calving Protocol – pages 8-9
- 3) Colostrum Protocol – page 10
- 4) Disbudding Protocol – page 11
- 5) Down Cow Protocol – page 12
- 6) Employee Animal Welfare Form – page 13 -14
- 7) Euthanasia Protocol – page 15
- 8) Fitness for Transport – page 16
- 9) Management Animal Welfare Protocol - page 17
- 10) Newborn Calf / Fresh Cow Protocol – page 18
- 11) Sold & Dead Cow Protocol – page 19

Udder Doctor LLC
Veterinarian Client Patient Relationship
(VCPR) Agreement

"Veterinarian-client-patient relationship" means a relationship between a veterinarian and client that meets the following conditions:

- (1) The veterinarian has assumed the responsibility for making clinical judgments regarding the health of the animal(s) and the need for medical treatment, and the client has agreed to follow the veterinarian's instructions.
- (2) The veterinarian has sufficient knowledge of the animal(s) to initiate a diagnosis of the medical condition of the animal(s). The veterinarian has recently seen and is personally acquainted with the keeping and care of the animal(s) by either of the following:
 - (A) An examination of the animal(s).
 - (B) By recently seeing and being personally acquainted with the keeping and care of representative animal(s) and associated husbandry practices by making medically appropriate and timely visits to the premises where the animal(s) are kept.
- (3) The veterinarian is readily available or has arranged for emergency coverage for follow-up evaluation if there is an adverse reaction or failure of the treatment regimen.
- (4) When appropriate, the veterinarian has arranged for continuing care with another licensed veterinarian who has access to the animal's medical record.

Client Information:

Client: Blair Davis
 Mailing Address: 1 Udder Lane City: Somewhere State: California Zip: 95616
 Farm Name: Happy Willow Farm
 Farm Address (if different from above): Same as above
 Primary Phone: 123-234-3456 Fax: None Email: udderlane.2@cows.com


Veterinarian Information

Udder Doctor LLC
 Mailing Address: 16410 County Home Rd. City: Marysville State: Calif
 Primary Phone: 916-456-9876 Email: udderdr.llc@paaco.com

Before signing this agreement the following must be completed:

- Document an Approved Drug List, noting condition to be treated, proper dose, route and withdrawal times
- Develop and commit to maintaining a Treatment Record System (written or computer based)

I hereby certify that a valid VCPR is established for the above listed farm and veterinarian and will remain in force until canceled by either party, or 1 year from the signature date below.

Client Signature:  Date: 11-23-2025

Veterinarian Signature:  Date: 11-23-2025

Calving Protocol

There should always be a trained maternity staff member on duty. If you are not a trained maternity staff member or you have questions or concerns, contact Herdsman or manager immediately for assistance.

- Cows and heifers should be moved to maternity pen when they are close to calving.
- The calving process should progress smoothly. First calving's are usually a slower process.
- Monitor progress that is being made and ensure that the calf presentation is correct.
- If assistance to the dam is needed, see additional calving procedures on next page. Steps can also be found hanging in maternity barn. If you are unsure of your ability to adequately assist the dam, contact a Herdsman or Manager.

If cow requires assistance with calving:

- Fill bucket with water and a small amount of disinfectant. 2 - 3 ounces of disinfectant per gallon of water is sufficient for disinfecting. Place calving instruments in the bucket to sanitize.
- Use of proper placement of chains/straps on legs is necessary to ensure calf and human safety.

After delivery:

- When calf has been delivered, ensure that it is breathing. Rub the calf briskly and remove any remaining amniotic material from its facial area.
- Dip the newborn navel with 7% iodine immediately after birth.
- Allow the cow to rest before attempting to move her to fresh string. If all goes well the cow should be standing and cleaning her newborn calf within a few minutes after calving.
- If dam is recumbent and unable to rise, call for assistance from Herdsman.
- Record all birthing information in the calving notebook. This information is to include the following: date/time of birth, dam ID, Sex of calf, Calf ID (females).

Calving Procedures

Allow cows to naturally deliver calf in bedded maternity area

Assist cow when:

- Labor exceeds 2-3 hours (cows)
- Labor exceeds 3-4 hours (heifers)
- Abnormal fetal position
- Water bag has been showing for more than 1 hour
- Water bad has been broken for more than ½ hour before

If cow is determined to need assistance:

- Restrain cow in chute
- Tie tail with tail rope (if available)
- Clean vulva with iodine scrub disinfectant
- Wash hands, arms and all equipment (chains and calf puller)
- Put on plastic gloves
- Determine and correct fetal position
- Lubricate around fetus with J-Lube
- Attached chains to feet
- Attach calf puller to chain (if needed)
- Intermittently apply tension when animal pushes
- Always check for twins

Call herd manager or veterinarian for assistance when:

- Fetal position cannot be corrected
 - Delivery is not completed within 30 minutes of attaching calf puller
 - Large calf or small pelvis that will require fetotomy or C-section
-
- ✓ When delivery is complete wash all blood off of cow.
 - ✓ Process fresh cow and calf following Fresh Cow Management Procedure.
 - ✓ Clean all equipment and return to proper storage place.

Colostrum Management

Providing high quality colostrum is imperative to a calf's overall health and survival rate.

One way we can strive to provide our newborn calves with superior colostrum is to follow the below steps for colostrum management.

- Colostrum is harvested from healthy cows after birth
- Colostrum is tested for Brix value. Only colostrum testing 22+ is kept for use
- It is pasteurized as soon as possible after harvesting and then frozen
- When a calf is born, colostrum is removed from the freezer and thawed
- Calves are given 1 Gallon of thawed/pasteurized colostrum as soon as possible after birth

Disbudding Protocol

Removing horns from dairy cattle is an important farm safety practice, preventing injuries to employees and cattle. Disbudding/Dehorning should occur at, or prior to, six weeks of age. By utilizing a hot iron, risk of incomplete disbudding is reduced and the elements will not hinder the procedure.

1. Make sure iron is hot and ready to use before restraining animal.
2. Administer Flunixin to animal based on bottle dosage
3. Assure proper restraint while dehorning for cattle and worker safety.
4. Clip or shave hair around base of horn bud. This is done for better visualization of the horn bud.
5. With iron apply pressure around the horn base, rotate back and forth until copper- colored ring forms. (~5-20 seconds). a. There is little chance of regrowth when the cauterized skin is loose or movable following the procedure.
6. The horn bud or button will slough in 4-6 weeks.

Down Cow Protocol

Our goal is to prevent down cows by the use of appropriate management and medical efforts including following our treatment standard operating procedures. Despite our best efforts, we still experience an occasional cow that is unable to become ambulatory (move) on her own.

What to do if you have a down cow:

- Immediately notify the Herdsman or trained Hospital Personnel
- Trained staff must evaluate for the following:
 - Determine the cause and severity of the cow's condition
 - Allow trained staff to administer treatment based on observation of her issue
 - If the cause for her being down is obviously not metabolic i.e. due to injury then contact trained staff to evaluate her for euthanasia within **4 hours**.
- If deemed treatable, move the cow by approved method to the designated down cow location.
 - If the cow is non-ambulatory then maneuver her into the tractor bucket. Be sure no part of the cow is touching the floor before lifting bucket and moving.
 - **HIP CLAMPS ARE ONLY TO BE USED TO ELEVATE COW TO STANDING POSITION AND SHOULD NEVER BE USED TO ASSIST WITH WALKING**
 - If cow can move, but slowly, allow her ample time to walk to special needs pen. **DO NOT** rush or push her.
- Once moved to special needs pen:
 - Make sure the cow has continuous access to fresh feed and fresh water
 - If necessary, roll her every few hours to shift the burden on her hind legs
 - Trained staff will continue to monitor her improvement. If at any time the cow is deemed to be unlikely to recover, she should be euthanized by appropriate personnel. This decision should be made in the first 24-48 hours of recumbency.

Down cows must be euthanized before being transported for disposal.

Employee Animal Welfare & Handling Form

Purpose: To ensure that employees understand that the owners and management of place paramount importance on the moral and ethical treatment and well-being of all of our animals.

Employees:

- Animal abuse, neglect, harm and mishandling are unacceptable and **will not be tolerated**.
- Proper animal care is the responsibility of every individual who is around animals.
- Employees or Individuals working with or around our animals have an obligation to immediately report **ANY** signs of deliberate animal abuse, neglect, harm or mishandling to a supervisor or other individual responsible for enforcement of proper animal care.
- **Any** of these behaviors or failure to report these behaviors may result in discipline up to and including termination as well as legal prosecution.

Employees Responsibilities for Safe Animal Handling

Along with our dedication to animal welfare we also have an obligation to employee safety in regards to animal handling and husbandry. The following are guidelines that encourage a healthy animal/employee relationship.

- Be Patient, gently talk to the cattle to warn them of your presence. Cattle have nearly 360° vision, make sure you don't spook them. Loud noises and voices are dangerous to both you and the cattle.
- Move Slowly and Deliberately around the cattle. Gently touch the cattle as opposed to shoving or bumping them.
- **ALWAYS** have an escape route when working with cattle.
- Bulls can be dangerous! Practice **EXTREME CAUTION** when they are present. **NEVER** trust them.
- Cattle can be very protective of newborns, exercise caution when interacting with fresh cows/heifers.

Employee Name Date

Supervisor Date

Employee Animal Welfare & Handling Form (Español)

Objetivo: Garantizar que los empleados entienden que los dueños y la administración atribuyen una importancia primordial en el tratamiento ético y moral y el bienestar de todos nuestros animales.

Empleados:

- Maltrato de los animales, negligencia, el daño y el mal manejo son inaceptables y no será tolerado.
- Buen cuidado de animales es la responsabilidad de cada persona que está alrededor de los animales.
- Empleados o personas que trabajan con o alrededor de nuestros animales tienen la obligación de informar inmediatamente cualquier signo de abuso, deliberado de animales, negligencia, daño o el mal manejo debe reportar a un supervisor u otra persona responsable de la aplicación del cuidado adecuado de los animales.
- Cualquiera de estos comportamientos o no informar de estos comportamientos pueden resultar en acción disciplinaria hasta e incluyendo la terminación, así como el enjuiciamiento legal.

Responsabilidades De Los Empleados Para el Manejo Seguro de Animales:

Junto con nuestra dedicación al bienestar de los animales, también tenemos una obligación a la seguridad de los empleados manejando los animales y la cría. Las siguientes son pautas que fomenten una relación sana entre animales y empleados.

- Ser paciente, hablar suavemente al ganado para avisar de su presencia. El ganado tiene casi 360 grados de visión, asegúrate de que no le asustarán. Los ruidos fuertes y las voces son peligrosas tanto para usted y el ganado.
- Se mueven lentamente y deliberadamente alrededor del ganado. Toque suavemente el ganado, no a los empujones o golpes.
- Siempre tiene una ruta de escape cuando se trabaja con el ganado.
- Toros puede ser peligroso! Práctica extrema precaución cuando están presentes. Nunca confíe en ellos.
- El ganado puede ser muy protector de los recién nacidos, se debe tener precaución al interactuar con las vacas o vaquillas frescas o recién paridas.

Employee Name Date

Supervisor Date

Euthanasia Protocol

All animals, including calves, heifers and cows, that are in extreme distress and their condition is deemed to be irreversible must be euthanized in a timely manner that minimizes discomfort and suffering. Euthanasia will be performed in a way that minimizes fear and anxiety in the animal. Animals considered for euthanasia will be monitored no less than two times per day.

If you believe an animal needs to be euthanized, proceed with the following steps:

1. Contact the appropriately trained personnel AS SOON AS POSSIBLE.

Only the following individuals should conduct euthanizing animals onsite.

Name -

Name -

2. Animals can be euthanized by one of the following methods:

- o Use of captive bolt device
- o Gunshot with an appropriate firearm and solid point bullet

The individual performing this task must be trained and take precautions to prevent serious injury to themselves and others.

These methods are to be carried out by, or under the supervision of, somebody who has been fully trained in the use of the devices AND the proper anatomical placement of the captive bolt or bullet.

3. Confirmation of death will be confirmed by checking the following:

- o Lack of reflexes by touching eye
- o Lack of heartbeat
- o Lack of respiration

Fitness for Travel Statement

We use the following guidelines for transporting cattle to slaughter. The guidelines are as follows:

- That all cows being considered for transportation should walk easily on their own with a locomotion score of 3 or less (see ZinPro Locomotion Scoring Packet)
- Have been checked for drug residue potential or disease conditions
- They should also have a body condition score of 2.0 or more for dairy (on a 5-point scale)
- In general, we should screen out anything that would cause them to not pass pre-slaughter inspection ○ Included in this list of conditions that we would screen for are: severe lameness, actively calving or prolapsing, open wounds or recent surgical procedures.

*If animals do not meet the above requirements, they should be moved back to the hospital pen for reevaluation.

Management Animal Welfare & Handling Protocol

Purpose: The following should act as guidelines for management when handling a reported case of animal abuse or deviation from Standard Operating Procedures.

Reported Animal Abuse:

- Animal abuse, neglect, harm and mishandling are unacceptable and **will not be tolerated**.
- Ensure employees understand that they will not be penalized for raising concerns.
- Immediately contact our current HR representative to document reported abuse.
- Immediately remove reported employee from having contact with animals until you receive further instruction from HR representative.

Deviation from Standard Operating Procedures (including animal abuse):

- Ensure employees understand that they will not be penalized for raising concerns.
- Immediately contact our current HR representative to document reported incident.
- Conduct a mandatory training meeting for all employees to revisit the Standard Operating Procedures that were deviated from.

Supervisor Name _____ Date _____

HR Representative _____ Date _____

Newborn Calf/Fresh Cow Protocol

Calf care after birth:

- Ensure that it is breathing and appears stable
- Rub the calf briskly
- Remove any remaining amniotic material from its facial area
- Dip the navel with 7% iodine immediately after birth
- Ear Tag all calves that are to be retained with **PURPLE** tag
- Within 2 hrs of birth **ALL CALVES** are to be fed **1 GALLON of pasteurized colostrum**
 - o Check colostrum quality using the colostrometer or comparable device.
 - o If calf is onsite for more than 8 hours provide another ½ - 1 gallon of colostrum based on calf size
 - o Use esophageal feeding tube
- Calves have fresh water provided in calf pen
- Place calves with ease in the wheelbarrow to move to the group calf pen
- Note any calves that are sick, deformed, or injured should **NOT** be moved into group calf pen
 - o If you have a calf with any of the above issues, contact the Herdsman to conduct an evaluation of the calf.
 - o If calf is deemed terminally sick, severely injured and untreatable he/she is to be euthanized within 4 hours of birth

Cow care after birth:

- Ensure that the cow has access to appropriate feed and water
- Allow the cow to rest before attempting to move her
 - o The cow should be standing within a few minutes after calving
 - o Remove dam from calf within ½ hour of birth to prevent nursing and adult manure contamination of the calf
 - o If dam is recumbent and unable to rise, call for assistance from Herdsman or Manager

Record the following calving information on the Fresh Sheet:

- Dam ID & Date
- Sex of Calf
- Calf ID (Females)

Any Questions should be directed to the Herdsman

Sold & Dead Cow Protocol

Sold Cows:

- Animals will be identified by approved staff for culling and checked by trained staff for the following:
 - o Animal can walk with ease
 - o Animals will be checked for any withholding residues by Manager (in DC305)
 - o Not blinded in both eyes
 - o Not exhibiting signs of severe pain

Cows that are non-ambulatory are NOT to be sold

- Animals are to be moved to designated pick up area
 - o Ensure there is always fresh feed and water provided to animals being held for more than 2 hours

Dead Cows:

Dead animals are to be identified by ear tag number.

Manager will record ear tag number with date of death and cause of death in DC305.

Cow must be moved to designated tallow pick up location.

Audit Prep Sheet FARM #1 – Happy Willow

A. Farm Information: **Please also provide a map of the FARM**

Farm: Happy Willow Dairy		Farm Owner: Blair Davis	
		Farm Manager:	
Address:	1 Udder Lane		
City:	Somewhere	State:	CA Zip: 95616
Phone:	123-234-3456	Email:	udderlane.2@cows.com
Name of Milk Co-Op Member Group:		Dairy Farmers of Calif	
Veterinarian of Record (VOR) :	Winston Walker	VOR Phone:	916-456-9876
	16410 County Home Rd	VOR email:	udderdr.llc@paaco.com

# of Lactating Cows: 1911		Milking Parlor Type: Double 30 parallel	
Lactating Cow Housing Type:	Freestall with lots	# of Lact. Cow Pens:	10
Are there specific pens that are locked every day?		Hosp 9 – 10:30; Pen 10 - 9-10:30; Pen 1,2,3,6,8,9 after milking for 30 minutes	
If yes which ones at what time?			
Which Pen # represents the OLDEST, HIGH producing cows?			
What time is that pen milked? (If <100 Cows total, when does milking start?)			
What pen and what time is the pen before & after the old-high cow pen milked?			
How long does it take to milk the Old/High string OR all cows if <100 cows?			
Are there bulls in any pens? YES		If yes which pens? Pen 5 and heifer pens	

* Alternatively, the farm can provide a printout of: Pen count/DIM/Lact# (if grouped by parity) and a list of milking times

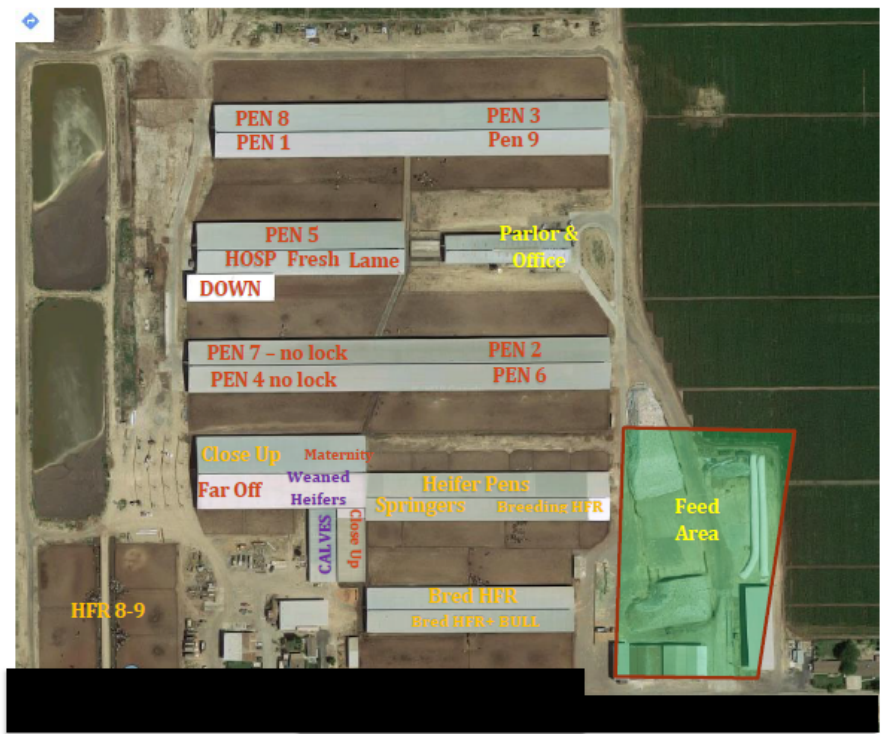
# of Heifers (on and off the farm): 1700		# of Dry Cows: 226	
		Close up Pen 15	
Heifer Housing Type:	Dry lot and free stalls	# of Heifer Pens:	23
		Dry Housing Type:	Bedded pack
# Recently Weaned Heifers on site	30	# of Springers on Site	223
		# of Dry Cow Pens:	2
Are any cattle raised off site? YES / NO Miles away?			

# of Calves on milk:	274	Age at weaning?	10-12 weeks	Calves Raised off site?	YES / NO
Milk Fed Calf Housing Type:	Raised pens	What time are calves fed?	6:30 and 3:30 PM		

Is it OK to Take Pictures?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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Farm Quality and Herd Health Summary Information needed for the audit		
Record Type	Written <input checked="" type="checkbox"/>	Computer <input checked="" type="checkbox"/> Herd Computer Program type: PCDART
List of employees/farm hands?	Please provide a copy	
# of Family Employees: 3	# Non-family employees: 8	
Written Protocols available? Yes	Please provide a copy of any written protocols	
Herd Health Records:		
	%	Please Circle if answer is based on records or an estimate
Lactating Cow Mortality rate:	4.2	Estimate / computer records
% Cows culled within 60 DIM	8	Estimate / computer records
% Cows culled annually	35%	Estimate / computer records
% of COW mortalities euthanized	25	Estimate / computer records
Calf Mortality rate (not including DOAs)	5	Estimate / computer records
% of CALF mortalities euthanized	0	Estimate / computer records

Happy Willow Milk Quality - Mean SCC for month					
Current Month	Month -1	Month -2	Month -3	Month -4	Month -5
180	215	175	210	215	186
Month -6	Month -7	Month -8	Month -9	Month -10	Month -11
260	210	160	150	165	140



Lactating Pens: 1-10	Pen 10 (115) = Fresh (+lame)	8:45	Pen 5 (144) = Low Pen	7:45
	Pen 1 (201) = 4 th + Lact	4:45	Pen 6 (239) = Heifers (1 st Lact)	11:40
	Pen 2 (240) = Heifers (1 st lact)	12:45	Pen 7 (188) = Preg + DNB	5:45
	Pen 3 (199) = 3 rd Lact	2:45	Pen 8 (192) = 2 nd Lact	3:45
	Pen 4 (201) = DNB	6:45 (6:15)	Pen 9 (192) = 2 nd Lact	1:45
			Hosp: Last 9-10:30 (locked 8:45-10:30)	

Helpful Hint: when trying to figure out your plan, it may be helpful to write out the milking schedule in the order that pens are milked.

Below is Happy Willow’s milking schedule by time rather than pen.

Pen 6 (239) = Heifers (1st Lact)	11:40	Pen 1 (201) = 4th + Lact	4:45
Pen 2 (240) = Heifers (1st lact)	12:45	Pen 7 (188) = Preg + DNB	5:45
Pen 9 (192) = 2nd Lact	1:45	Pen 4 (201) = DNB	6:45
Pen 3 (199) = 3rd Lact	2:45	Pen 5 (144) = Low Pen	7:45
Pen 8 (192) = 2nd Lact	3:45	Pen 10 (115) = Fresh (+lame)	8:45
		Hosp: Last 9-10:30 (locked 8:45-10:30)	

Happy Willow's Somatic Cell Count Calculation

Below is the SCC data that you were provided upon visiting Happy Willow's operation. Determine what the average SCC for the previous 12 months is and if it is acceptable (< 300,000) or not. Numbers provided in the table are in thousands.

Happy Willow Milk Quality - Mean SCC for month					
Current Month	Month -1	Month -2	Month -3	Month -4	Month -5
180	215	175	210	215	186
Month -6	Month -7	Month -8	Month -9	Month -10	Month -11
260	210	160	150	165	140

Answer:

Last 12-month average: _____

Acceptable or not?: _____

Example Documentation and SOP Requirement Checklist

All paperwork must be reviewed by the VOR *elements highlighted by an asterisk may be referenced within a separate SOP. † If a farm does not vaccinate, do painful procedures, flame udders or need parasite prevention mark the item N/A.

Forms/SOP	Required Element	Adeq.	Acc.	Comment
Cow Care Agreement	Defines and states that abuse and neglect are not tolerated	<input type="checkbox"/>	<input type="checkbox"/>	
	Employees must report problems	<input type="checkbox"/>	<input type="checkbox"/>	
Health Records	ID	<input type="checkbox"/>	<input type="checkbox"/>	
	Drug	<input type="checkbox"/>	<input type="checkbox"/>	
	Indication* (including euthanasia)	<input type="checkbox"/>	<input type="checkbox"/>	
	Route*	<input type="checkbox"/>	<input type="checkbox"/>	
	Dose*	<input type="checkbox"/>	<input type="checkbox"/>	
	With-hold*	<input type="checkbox"/>	<input type="checkbox"/>	
	Date	<input type="checkbox"/>	<input type="checkbox"/>	
	Person	<input type="checkbox"/>	<input type="checkbox"/>	
VCPR Form	Signed within last 12 months	<input type="checkbox"/>	<input type="checkbox"/>	
Caregiver Training†	Stockmanship – including Fitness for transport	<input type="checkbox"/>	<input type="checkbox"/>	
	Down Cows - Every caregiver trained to appropriate level	<input type="checkbox"/>	<input type="checkbox"/>	
	Euthanasia - Every caregiver trained to appropriate level	<input type="checkbox"/>	<input type="checkbox"/>	
	Newborn Care and Handling	<input type="checkbox"/>	<input type="checkbox"/>	
	Cow Care Agreement signed – all caregivers	<input type="checkbox"/>	<input type="checkbox"/>	
	Cow Care Agreement signed – service providers	<input type="checkbox"/>	<input type="checkbox"/>	
	Trained prior to working independently	<input type="checkbox"/>	<input type="checkbox"/>	
	Annual refresh and refresh as needed if not compliant	<input type="checkbox"/>	<input type="checkbox"/>	
Disbudding & Other Painful Procedures†	Age <8 weeks	<input type="checkbox"/>	<input type="checkbox"/>	
	Method Cautery – all other not OK	<input type="checkbox"/>	<input type="checkbox"/>	
	Pain Mitigation: Local	<input type="checkbox"/>	<input type="checkbox"/>	
	Pain Mitigation: NSAID	<input type="checkbox"/>	<input type="checkbox"/>	
Maternity Pen/Calf Care	*Emergency Contact – may refer to other SOP	<input type="checkbox"/>	<input type="checkbox"/>	
	Monitoring Schedule	<input type="checkbox"/>	<input type="checkbox"/>	
	Colostrum – by 6 hrs	<input type="checkbox"/>	<input type="checkbox"/>	
	Forage by day 1	<input type="checkbox"/>	<input type="checkbox"/>	
	Starter by day 3	<input type="checkbox"/>	<input type="checkbox"/>	
	Calves must be dry, fed and able to stand on all 4 prior to transport	<input type="checkbox"/>	<input type="checkbox"/>	
	Calves moved by lifting, walking or crate/wheeled, no dragging, tails or ears	<input type="checkbox"/>	<input type="checkbox"/>	
Fitness for Transport	Specify Conditions Not Fit: cancer eye, fever, down, severe lame, prolapse, calving, udder cond., wounds/bleeding, neuro, emaciated	<input type="checkbox"/>	<input type="checkbox"/>	
	Special Considerations – Newborn calves must be dry, fed & able to stand on all 4, transport vehicle must be bedded, jackets	<input type="checkbox"/>	<input type="checkbox"/>	
	Check records for residue	<input type="checkbox"/>	<input type="checkbox"/>	

Adeq. = Adequate

Acc. = Accurate

Forms/SOP	Required Element	Adeq.	Acc.	Comment
Non-Ambulatory Cows	Acceptable method – sled, stone boat, loader	<input type="checkbox"/>	<input type="checkbox"/>	
	No strike/hit/kick/beat	<input type="checkbox"/>	<input type="checkbox"/>	
	No dragging the cow (sled or mat ok)	<input type="checkbox"/>	<input type="checkbox"/>	
	Move ambulatory cows out/Down cows are isolated	<input type="checkbox"/>	<input type="checkbox"/>	
	Provide prompt care/Euthanize if catastrophic or moribund	<input type="checkbox"/>	<input type="checkbox"/>	
	Care – feed, water (hydrated), bedding, shade, treatment	<input type="checkbox"/>	<input type="checkbox"/>	
Humane Euthanasia	Method – gun, captive bolt or barbiturate OD by DVM (primary and secondary if different) including 2 nd shot	<input type="checkbox"/>	<input type="checkbox"/>	
	No poll shots	<input type="checkbox"/>	<input type="checkbox"/>	
	Confirmation of death – if not unconscious/signs of life repeat	<input type="checkbox"/>	<input type="checkbox"/>	
	Method of carcass disposal	<input type="checkbox"/>	<input type="checkbox"/>	

PAACO EXAMPLE AUDIT SUMMARY

Reason for visit: Dairy Welfare Audit
Customer Representative:
Date: 7/7/2024

Farm Owner/Name:
Address:
Producer #:



Achievements:

- 1.
- 2.
- 3.



Alarms: Critical Criteria including humane & timely euthanasia, down cow care, abuse or neglect, severe conditions >10%, injured tails >25%, tail docking, branding, extra teat removal, lack of water, animals in need of care not tended to, untreated severe injuries.

Next Steps: Your next full audit will be in 12 - 16 months



_____ will send you the final summary and will reach out a few months before your next audit is due.

Performance Benchmarks

Outcome	Score 2 (%)	Score 3 (%)
Calves		
Body Condition		
Hygiene		
Weaned Heifers		
Body Condition		
Hygiene		
Springers		
Body Condition		
Hygiene		

Outcome	Score 2 (%)	Score 3 (%)
Lactating Cows		
Body Condition		
Hygiene		
Injured Tails	---	
Locomotion		
Hocks		
Knees		
Milk Quality	12 mg Avg	
SCC		

SECTION SUMMARY –

Office and Records: See SOP Checklist for details

- ✓ Training – complete/incomplete
- ✓ VCPR agreement – date last signed
- ✓ Health Records - complete/incomplete
- ✓ SOPs - complete/incomplete

General Care & Environment: All Pens – EVERY pen is evaluated using the “Everywhere & METAL” criteria:

- | | |
|--------------------|------------------------------------|
| ✓ Movement | ✓ Abuse & Neglect |
| ✓ Enrichment | ✓ Prohibited Practices |
| ✓ Thermal | ✓ Slips & Falls |
| ✓ Access to water. | ✓ Immediate Care – severe injuries |
| ✓ Lying Surface | ✓ Emergency |
| | ✓ Handling |

**Animal Welfare:****Calves**

- General Care & Environment
- Quality of Life Considerations (Feed Access, Social Housing, Nipple Fed, Forage)

Weaned Heifers

- General Care & Environment
- Quality of Life Considerations (Low Stress transition, enrichment)

Springer Heifers

- General Care & Environment
- Quality of Life Considerations (Low Stress transition, enrichment)

Lactating Cows

- General Care & Environment
- Quality of Life Considerations (Enrichment, Exercise, Time Budget)

Dry Cows (Close-up cows next to maternity)

- General Care & Environment
- Quality of Life Considerations

Hospital/Sick Cows

- General Care & Environment Down cow pen:
- Quality of Life Considerations (Dedicated pen, 100 SQF, 30”Bunk, Treated)