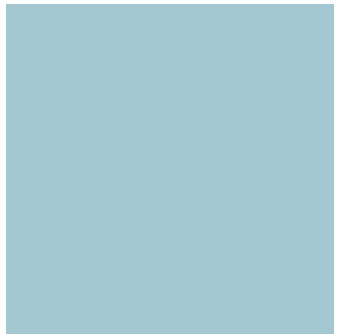
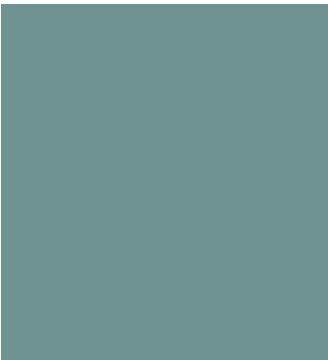
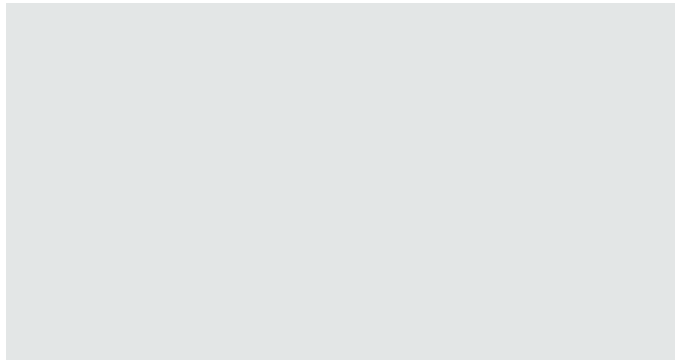


ZQ Grower Engagement



SHEARING BEST PRACTICE GUIDELINES



Shearing Best Practice

ZQ continues to strive to create further competitive advantage for your fibre by providing an assurance of ethical and sustainable farming practices. The practice of shearing sheep continues to receive negative attention with animal rights groups and media therefore we must continue to reflect the high standard you, as ZQ growers already set, and represent this within the ZQ standard.

This document represents both current and additional best practice guidelines that are intended to be incorporated into the next version of ZQ (no release date set).

We encourage all ZQ growers to review these best practice guidelines to provide feedback in preparation for future audit requirements and recommendations.

INTRODUCTION AND PRINCIPLES

Quality shearing is an essential part of the ZQ animal welfare and fibre harvesting process. ZQ growers are responsible for the safety of people, preparation of sheep prior to shearing, (including crutching), maintenance of the shearing shed and facilities, and the animal welfare of their flock before, during and after wool harvesting. This involves a combination of grower supervision, planning and coordination with the shearing contractor and/or team leader.

1.0

REQUIREMENTS

ZQ certification requires growers to provide optimum shearing facilities and ensure human and animal welfare hazards are minimised, during and after wool harvesting. The following requirements apply:

- 1.1 Shearing Sheds and Facilities
 - If shearing is conducted at a location that is not on the grower's own ZQ property, the grower must ensure the ZQ requirements are met.
 - The shearing shed and yard facilities must be well-maintained, clean and tidy, minimising hazards to humans and livestock.
 - Ensure protection is in place to prevent falls from steps and platforms.

- Facilities provided to workers should be sufficient offering a clean environment including that,
 - i. Toilets are clean with an internal lock/ fastener available for privacy.
 - ii. Facilities are made available for meal breaks including clean drinking water, water to wash hands, a table and chairs to eat from where practicable.
 - iii. Water tanks should be checked regularly to ensure water is safe to drink.
- There is adequate lighting and ventilation for humans and livestock.
- All efforts are made to ensure a safe and healthy shearing shed environment.

○ 1.2. Shed Electricity

- All shed electrical points, mechanical plant and equipment (including hand held) must be checked, in good working order and safely secured.
- Previous shed electrical reports should be checked to ensure re-check / re-test dates have been actioned e.g. next check due date, re-test within x number of years.
- ZQ growers must show awareness of when shed wiring was last inspected by a qualified electrician and that the resulting requirements and/or recommendations have been implemented or form part of future farm improvements as appropriate to the level of risk identified. (See Recommendations 2.4)
- Electrical machinery/mechanical items should be tagged as tested and/or identified with record kept of testing information e.g. when tested, next test due date.
- Regardless of available electrical testing information, equipment should be checked before each use for visible sign of damage or faults.

○ 1.3. Shearing Staff

- ZQ growers must ensure the Shearing Contractor's employees and/or person/s directly engaged by the ZQ grower are competent.

Shearers / shed staff must be skilled and trained reflecting industry standards, minimising risk of injury and/or distress to sheep and indicate appropriate handling, skill throughout the wool harvesting process.

- Shearing staff must be fit for work, skilled and trained reflecting industry standards, minimising risk of injury to themselves and others.
- Trainees must be appropriately supervised by an experienced person.

1.4. Shearing Preparation

- Weather must be monitored before, during and after shearing. Shearing must not take place during extreme cold or wet weather events. Consideration must be given if such weather will place shorn sheep welfare at risk.
- The time off water and feed prior to shearing is appropriate for stock class..
- Minimum and maximum time for time off feed and water before shearing is between 12 and 30 hours, dependent on stock type. This fasting period includes the time required to complete shearing. Fasting times before and during shearing are actively monitored. (Most ewes will fast for a min of 18 hours to a max of 30 hours which is adequate)..
- For ewes in late pregnancy (more than 20 weeks gestation), time off feed must be reduced to minimum of 12 hours and maximum of 24 hours.
- For ewes in late pregnancy, (more than 20 weeks gestation), time off water must also be reduced to a minimum of 8 hours and maximum of 20 hours).
- A method for matching shearers to individual sheep post-shearing (e.g. counting out pens, EID tag recording, raddle) is used during shearing.
- Growers must specify blade, cover or lifter comb options for shearing in cold conditions

1.5. Shearing Practice

- Sheep handling must be carried out in such a way as to prevent / minimise the risk of stock pain, injury and distress.

- Shearing (and crutching) of sheep must be performed with care and skill to prevent shearing cuts, and increased care given to areas of teats, vulva and prepuce.
- Evidence of re-occurring issues must be dealt with effectively by informing the nominated person in charge.
- Dust must be minimised in the stockyards post shearing.
- Appropriate and sufficient water, feed and shelter provisions made for the 14 days following shearing.

1.5. Shearing Injury - People

- The process for treating human injuries is communicated, reported and understood by everyone in the shed.
- A first aid kit must be available with a record of sufficient contents appropriate to potential hazards in the workplace (Recommended content lists are available from various sources e.g. Worksafe, St John, or similar).
- To mitigate injury, bales are not overweight, and pins are secure.

1.6. Shearing Injury - Sheep

- The process for treating animal injuries (including significant injuries) is communicated, reported and understood by everyone in the shed.
- Topical antiseptic is available for treatment to a minor cut that will likely heal itself e.g. Iodine or similar.

Note: refer to section 2.5 Topical Pain Relief (recommendation)

- Severe shearing injuries must be recorded daily, and when appropriate treated with pain relief. NZM is working with growers to establish a pathway for the application of pain relief over a period of time. Growers will be expected to engage in this process as part of the ZQ programme.

Notes

- Severe shearing injuries must, whenever possible, be treated by a veterinarian to ensure the best outcome for the injured sheep.
- Treatment of severe injuries by a non-veterinary person must only be conducted if the un-availability of the vet puts the sheep in a life-threatening situation. In such instances,
 - i. treatment must be carried out by the most competent / skilled / experienced person available.
 - ii. consultation with a vet has taken place over a phone call whenever practicable
 - iii. sterile equipment must be used to treat the injury
 - iv. qualified veterinarian must inspect the sheep at the earliest opportunity and within 48hrs of the injury incident.
 - v. Under extreme circumstances and/or due to lack of skill required to attend to an injury the person in charge must consider if euthanasia is the more humane option for the injured sheep.
- There is a quarantine pen for injured stock to monitor improved health before returning to the flock.

Severe shearing injuries are difficult to define however should the injury threaten the life of the sheep or require intervention to stop the flow of blood after 2-3 minutes have passed – this should be considered severe.

○ 1.7. Shearing Self-Assessment

ZQ growers must have a written record of shearing preparation and planning.

There are various templates from a variety of sources to assist in pre-shearing planning. We recommend ZQ growers identify and use those that provide you the most benefit whilst also ensuring a record is kept of the planning and actions you already take.

(See Recommendations 2.2)

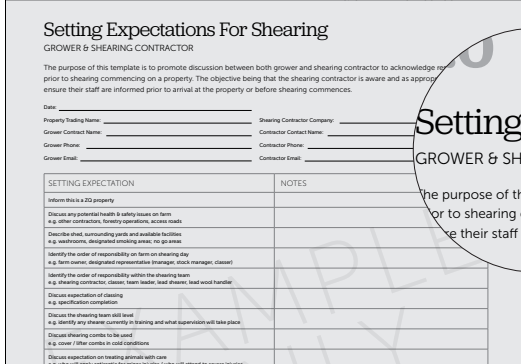
2.0

RECOMMENDATIONS

2.1. ZQ - Setting Expectation for Shearing

It is recommended growers complete the template ZQ -Setting Expectation for Shearing (available via Grower Gateway or upon request), or similar, as a checklist to acknowledge responsibilities prior to shearing commencing on a property.

Advise this is a ZQ property and discuss the ZQ Shearing best practice requirements and recommendations in conjunction with the shearing contractor or team leader as part of pre-shearing planning. Ensure each party (grower & contractor) has up-to-date copy of each other's H&S policies.



Setting Expectations For Shearing
GROWER & SHEARING CONTRACTOR

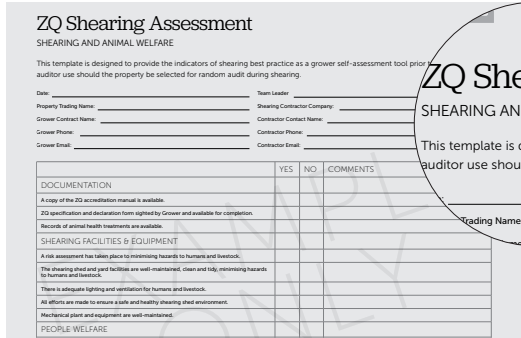
The purpose of this template is to promote discussion between both grower and shearing contractor to acknowledge responsibilities prior to shearing commencing on a property. The objective being that the shearing contractor is aware and as appropriate ensures their staff are informed prior to arrival at the property or before shearing commences.

Date: _____
Property Trading Name: _____ Shearing Contractor Company: _____
Grower Contact Name: _____ Contractor Contact Name: _____
Grower Phone: _____ Contractor Phone: _____
Grower Email: _____ Contractor Email: _____

SETTING EXPECTATION	NOTES
Inform this is a ZQ property	
Discuss any potential health & safety issues on farm e.g. animal contractors, family operations, access roads	
Describe shed, surrounding yards and available facilities e.g. washrooms, designated smoking areas, no go areas	
Identify the order of responsibility on farm on shearing day e.g. farm owner, designated representative (manager, stock manager, classer)	
Identify the order of responsibility within the shearing team e.g. shearing contractor, classer, team leader, head shearer, head wool handler	
Discuss expectation of classing e.g. classification completion	
Discuss the shearing team skill base	
Discuss any shearer currently in training and when supervision will take place	
Discuss shearing conditions to be met e.g. cover / other controls in cold conditions	
Discuss expectation on treating animals with care e.g. who will apply antiseptic for minor injuries, who will attend to severe injuries	

2.2. Shearing Self-assessment

It is recommended growers complete the ZQ Shearing Assessment template (available via the Grower Gateway or upon request), or similar which has been designed to provide the required written record indicators of shearing best practice.



ZQ Shearing Assessment
SHEARING AND ANIMAL WELFARE

This template is designed to provide the indicators of shearing best practice as a grower self-assessment tool prior to auditor use should the property be selected for random audit during shearing.

Date: _____ Team Leader: _____
Property Trading Name: _____ Shearing Contractor Company: _____
Grower Contact Name: _____ Contractor Contact Name: _____
Grower Phone: _____ Contractor Phone: _____
Grower Email: _____ Contractor Email: _____

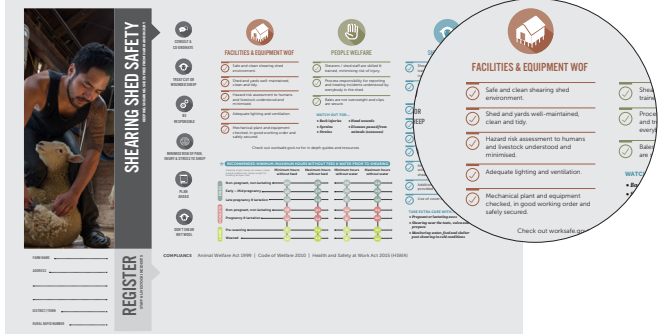
	YES	NO	COMMENTS
DOCUMENTATION			
A copy of the ZQ accreditation manual is available.			
ZQ accreditation and declaration form signed by Grower and available for completion.			
Records of animal health treatments are available.			
SHEARING FACILITIES & EQUIPMENT			
A risk assessment has taken place to determine hazards to humans and livestock.			
The shearing shed and pad facilities are well-maintained, clean and tidy, minimising hazards to humans and livestock.			
There is adequate lighting and ventilation for humans and livestock.			
All efforts are made to ensure a safe and healthy shearing shed environment.			
Mechanical plant and equipment are well-maintained.			
PEOPLE WELFARE			

2.3. Shearing Shed Safety Poster

It is recommended that ZQ growers display the Shearing Shed Safety Poster available upon request to NZM. This A1 size laminated poster provides both key information and a space for you to easily record shearing injuries.

2.4. Shed Electrical WOF

Whilst ZQ growers already engage a qualified electrician to ensure all electrical points in shearing shed/s are in working order and safe to use, there is no requirement as to the frequency of checking the shed wiring. Shearing sheds are generally isolated buildings, subject to extreme weather elements and animals such as mice chewing wiring. It is a ZQ requirement to show awareness of the outcome of your last shed wiring inspection, however we also recommend that inspection is carried out every 3 years as a minimum.



SHEARING SHED SAFETY
SHEARING AND ANIMAL WELFARE

FACILITIES & EQUIPMENT WOF

- Safe and clean shearing shed environment.
- Shed and yards well-maintained, clean and tidy.
- Hazard risk assessment to humans and livestock understood and minimised.
- Adequate lighting and ventilation.
- Mechanical plant and equipment checked, in good working order and safely secured.

PEOPLE WELFARE

- Shearers and staff are trained and competent.
- Shearers and staff are provided with appropriate personal protective equipment (PPE).
- Shearers and staff are provided with adequate rest breaks.
- Shearers and staff are provided with adequate hydration.
- Shearers and staff are provided with adequate food.
- Shearers and staff are provided with adequate shelter.
- Shearers and staff are provided with adequate first aid.
- Shearers and staff are provided with adequate communication.
- Shearers and staff are provided with adequate supervision.
- Shearers and staff are provided with adequate training.
- Shearers and staff are provided with adequate information.
- Shearers and staff are provided with adequate resources.
- Shearers and staff are provided with adequate support.
- Shearers and staff are provided with adequate encouragement.
- Shearers and staff are provided with adequate recognition.
- Shearers and staff are provided with adequate appreciation.
- Shearers and staff are provided with adequate respect.
- Shearers and staff are provided with adequate dignity.
- Shearers and staff are provided with adequate privacy.
- Shearers and staff are provided with adequate security.
- Shearers and staff are provided with adequate health and safety.
- Shearers and staff are provided with adequate welfare.
- Shearers and staff are provided with adequate well-being.
- Shearers and staff are provided with adequate happiness.
- Shearers and staff are provided with adequate satisfaction.
- Shearers and staff are provided with adequate fulfillment.
- Shearers and staff are provided with adequate meaning.
- Shearers and staff are provided with adequate purpose.
- Shearers and staff are provided with adequate passion.
- Shearers and staff are provided with adequate commitment.
- Shearers and staff are provided with adequate dedication.
- Shearers and staff are provided with adequate loyalty.
- Shearers and staff are provided with adequate integrity.
- Shearers and staff are provided with adequate honesty.
- Shearers and staff are provided with adequate transparency.
- Shearers and staff are provided with adequate accountability.
- Shearers and staff are provided with adequate responsibility.
- Shearers and staff are provided with adequate ownership.
- Shearers and staff are provided with adequate pride.
- Shearers and staff are provided with adequate respect.
- Shearers and staff are provided with adequate care.
- Shearers and staff are provided with adequate concern.
- Shearers and staff are provided with adequate compassion.
- Shearers and staff are provided with adequate empathy.
- Shearers and staff are provided with adequate understanding.
- Shearers and staff are provided with adequate tolerance.
- Shearers and staff are provided with adequate patience.
- Shearers and staff are provided with adequate kindness.
- Shearers and staff are provided with adequate generosity.
- Shearers and staff are provided with adequate compassion.
- Shearers and staff are provided with adequate empathy.
- Shearers and staff are provided with adequate understanding.
- Shearers and staff are provided with adequate tolerance.
- Shearers and staff are provided with adequate patience.
- Shearers and staff are provided with adequate kindness.
- Shearers and staff are provided with adequate generosity.

Check out [worksafe.nz](#)

2.5. Topical Pain Relief During Shearing

At such a time when topical pain relief becomes readily accessible, it is recommended treatment be available and applied to shearing injuries, in accordance with veterinary advice.



2.6. NZSCA Safety Charter

It is recommended that ZQ growers select shearing contractors who have made commitment to the NZSCA Safety Charter. The vision of the Charter is to support shearing professionals by building and driving capability and driving excellence at all levels of the workforce by committing to,

- Values
- Commitments
- Supporting Actions



2.7. SHEARNZ Assurance

It is recommended that ZQ growers select SHEARNZ accredited shearing contractors. This assurance programme ensures staff safety and animal welfare protection during wool harvesting.



2.8. TAHI NGĀTAHI - ONE, TOGETHER

The ZQ accreditation programme recommends using the Tahi Ngātahi training and education programme designed for farmers and shearing teams to make woolsheds a safer and better place to work.

Being part of ZQ will provide you with access to the Tahi Ngātahi programme free of charge.

WATCH THIS SPACE! we hope to have this set up for you very soon - we will provide you with login and instructions.



Take the Test

Guidance is provided through informative and instructional videos followed by a multiple-choice test toward certification for you, your employees and families.

This programme will compliment your existing health & safety plans by increasing awareness of:

- Why health & safety is important
- Who is responsible
- Farm prep before the shear
- Handling sheep
- Improving performance and strength
- Looking after your whole self
- Tips on using equipment

Woolshed WOF

The programme also includes a Woolshed WOF promoting a safe working environment.

3.0

USEFUL LINKS

GROWER GATEWAY templates:

ZQ Grower Standard

ZQ Shearing Best Practice Guidelines

ZQ Setting Expectation for Shearing template

ZQ Shearing Self-Assessment template

Worksafe

www.worksafe.govt.nz

Safe Sheep Good Practice Guidelines

Fasting of Sheep Prior to Shearing

First Aid for Workplaces – A Good Practice Guide

ShearNZ

<https://www.nzshearing.co.nz/>

Tahi Ngātahi

<https://tahingatahi.co.nz>



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