



# Appendix 3

## One-to-one questions

- Appendix 3.1 Soil Management
- Appendix 3.2 Habitat Management
- Appendix 3.3 Farm Development Opportunities
- Appendix 3.4 Animal Health & Welfare and Livestock Management



## Appendix 3.1

### Soil Management

#### One to One Questions Reflection

1. How important is soil management to your farming system? Have you undertaken any of the following on land that you manage in the last 5 years? (Please select all relevant)
  - a. Standard soil testing (pH, P, K)
  - b. Detailed soil analysis (trace elements or similar)
  - c. Applied lime
  - d. Rectified soil compaction (e.g. aerating / pan busting/ sward lifting, mole drainage etc)
  - e. Installed or repaired field drains
  - f. Blocked drains
  - g. Applied a soil conditioner (e.g biosolids)
  - h. Changed cropping or grazing practices
  - i. Undertaken any other soil management methods- please detail
2. Thinking about your own farming system, could you please share what would inform your decisions when:
  - Applying fertiliser
  - Ploughing or reseeded land
  - Growing crops
3. What external support do you use to help manage the soils on your farm? (Please select all relevant)
  - Agronomist
  - Nutrient Management Plan
  - Soil Testing
  - Other, please specify
4. As part of the Sustainable Farming Schemes, Welsh Government want to look at ways of improving soil husbandry on Welsh farms. What actions would you suggest that could be introduced to improve soil husbandry on Welsh farms?

5. Where would you ask or look for information that helps to inform soil management practices on your farm? (This could be knowledge to support your own skills , or more specialist advice/ support, please select all relevant)
  - Friends /Family
  - Mentor
  - Consultant
  - Agronomist
  - Suppliers / Sales rep's
  - Books
  - Farming publications
  - Online videos and articles
  - Podcasts
  - Attendance at on farm events
  - Discussion groups
  - Other (please detail)

#### LESSONS LEARNT

Welsh Government are interested in your feedback on the soil components of existing and previous schemes. Even if you have not been part of such schemes, we would welcome your thoughts and perception of those schemes.

6. Have you been, or are you currently part of the following schemes (please select all relevant):
  - Glastir Entry
  - Glastir Advanced
  - Organic Certification
  - Other, please detail
7. What has or is working well in these schemes
8. What have been the challenges faced in these schemes
9. Did you seek out or purchase additional support or learn new skills to implement the management requirements of these schemes?  
Yes/ No (please elaborate if required)
10. If you were to consider such schemes again, what changes to the scheme requirements would have further improved soil management on your farm? (please limit you answer to one sentence)

11. Thinking about why certain actions or management requirements were within these schemes;
  - a) Did you understand why specific management practices were within these schemes?
  - b) How was the reason for the management practice communicated?
  - c) What would have been more helpful?
12. Did you work with neighbours to achieve common goals in existing schemes.?
  - a) Yes
  - b) No

If yes, was it on a formal or informal basis (please detail):  
 Formal (e.g. co operatives, grazing partnership, management plan etc)  
 Informal (e.g. shared facilities/ equipment, joint gathering etc)
13. Describe up to 3 characteristics of what makes a useful nutrient management plan (A nutrient management plan is based on soil testing and ensuring that nutrients are targeted to the crops needs. Examples may include soil testing, targeted fertiliser application, opportunity to reduce input costs etc):
14. Describe up to 3 characteristics of what makes a useful manure management plan (A manure management plan will identify all ground on the farm suitable for applying manure and will consider timing of application, risk of leaching and soil nutrients. Example answers may include reduced pollution risk, soil P & K awareness etc):
15. Describe up to 3 example of practical actions that could be done to improve soil structure on your farm (prompt mechanical methods- ploughing, sub soiling etc, chemical, fertiliser, lime, organic matter application, pest control- moles:
16. Based on the information shared with you as part of this questionnaire, how can Welsh Government effectively communicate the scheme's approach to soil management practices?
17. Finally, is there anything else you would like to add that would assist the Welsh Government in the development of the SFS scheme?

## Appendix 3.2 Habitat Management

### One to One Questions Overview

1. Would you support the scheme which includes the management of existing habitats on farm as a mandatory element?
  - a. Yes
  - b. No
  - c. Not sure (Please elaborate)
2. It is proposed for the scheme to operate on a regional basis to align with Natural Resource Wales Area Statements. Are you familiar with the NRW statement for your area?
  - a. Yes
  - b. No
  - c. Not sure

#### Section 1 – Management of your productive land

3. How well do you think you are managing your productive land?

Minimal management								Well managed	
1	2	3	4	5	6	7	8	9	10

4. How much consideration do you give wildlife when managing your productive land?

No consideration							Main consideration		
1	2	3	4	5	6	7	8	9	10

5. How much consideration do Q5 - How much does your productive land impact to the wider environment?
6. What measures do you take to encourage wildlife on your productive land?
7. What do you think society would like you to achieve from your productive land beyond food?
  - 7a. Do you think it is achievable to farm productively and look after the environment?
    - a. Yes
    - b. No
    - c. Not sure

7b. To what extent do you think this is achievable?

Cannot be achieved					Fully achievable				
1	2	3	4	5	6	7	8	9	10

8. Do you think that you have the right number and the right combination of livestock to manage your land sustainably?
- Yes
  - No
  - Not sure
9. What type of interventions would be needed for you to amend your farming practices to deliver more environmental outcomes while continuing to produce food? (please select all relevant)
- Financial reward
  - Cost benefit / income foregone calculation
  - Better understanding of environmental impact and opportunities
  - Development of new skills to manage habitats
  - Demonstration farm activity
  - Better communication of regional environmental opportunities
  - Other (please specify)

### Section 1 – Habitat

10. How well do you think you are managing your habitat?

Minimal management					Well managed				
1	2	3	4	5	6	7	8	9	10

11. How well do you understand your habitats? Can you:
- |   |          |
|---|----------|
| Distinguish between improved land and unimproved land | Yes / No |
| Identify different habitat types                      | Yes / No |
| Identify key species/features                         | Yes / No |
| Able to assess condition based on species abundancies | Yes / No |

Of little value					Valuable asset				
1	2	3	4	5	6	7	8	9	10

12. How valuable is your habitat? To you, your area and to Wales

13. How well do you think you could manage your habitat to meet the scheme’s aims’?

14. The Welsh Government proposes to base the scheme on paying for delivering specific outcomes. Advisory service and guidance would be made available.  
How do you feel about this approach?  
What do thing are the benefits?  
What do you think are the difficulties?

15. Do you have, or would you be able to have the right skills set to deliver ecological outcomes on land that you manage?

16. Do you have, or would you be able to have cattle available to manage habitat?

17. Ecosystem resilience within the sustainable farming scheme would pay farmers for specific pre agreed actions. How should the delivery of these actions be managed/ controlled?

18. Finally, is there anything else you would like to add that would assist the Welsh Government in the development of the SFS scheme?

## Appendix 3.3

### Farm Development Opportunities

#### One to One Questions

##### Ambitions and Goals

1	Do you set goals /targets for your own business?	Yes / No
2	How valuable do you think goal/ target setting is to a farming business?	(a) Very valuable
		(b) Valuable
		(c) Somewhat valuable
		(d) Not very valuable
		(e) Not valuable at all
3	Can you give an example of some of the targets or goals you have for your business? You do not have to share any personal or financial information, just an example.	
4	Would you find it useful to share business goals or targets with an external person to the farm business as a way of sharing your vision ahead of any planned investment?	
5	What type of goals or targets should be considered as part of the SFS scheme? (Bearing in mind that these would need to be relevant to all farm types and personal / financial situations)	
6	Should goals /targets set as part of the SFS scheme include an element of economic ambition? (Please elaborate as to what is reasonable or not)	
7	How can the scheme take into account personal ambitions (i.e. the things you want to achieve for yourself in life) that may impact the economic potential of the farm business? (e.g succession, retirement, other interests etc)	
8	Do all goals need/ targets to be measured or can they be aspirations?	
9	Should goals/ targets identified within the SFS be for a time specific period? (eg 1 year, 5 year 10 year)	
10	How often should the SFS scheme review your goals?	
11	What is your definition of a successful farm business?	

#### SWOT Analysis

12	Have you undertaken a SWOT analysis of your farming business?	Yes / No
13	What would you consider to be the main strength, weakness, opportunity and threat to your farming business?	
Strength and Weaknesses		
14	The SFS wants to support farmers by focusing on strengths and weaknesses that are internal factors (within the farmers control) that can affect a farm's performance. What are the main strength and weaknesses that can be addressed by individual farm businesses?	
15	Based on the previous question, what information do farm businesses hold which can provide evidence and facts to base your assessment of strengths and weaknesses? E.g existing borrowing/ cash reserves, costs of production, labour availability etc.	
16	To have a standardised approach to evaluating the strength and weaknesses of all farms, what specific categories should be used (e.g performance (crop/ livestock), finance, facilities, land etc)	
Opportunities and Threats		
17	Opportunities and threats are external factors that affect a farmer's goals and objectives and are usually intangible. These may include fluctuations in market conditions, input costs and government interventions. What would you think are the questions that should be considered in assessing opportunities and threats to support farm development? Would it be useful for all farms to look at added value opportunities? (agricultural and processed products)	
18	Where would you go to seek information or intelligence on emerging opportunities and/or threats to your farm business?	
19	How often should the SFS scheme review your goals?	
20	Are there any other sources of information you might access to follow trends and changes?	

### Farm Development Strategy

21	How do you feel about developing a farm development strategy for your business based on the SWOT analysis approach?	
22	Assuming you were to adapt and/ or make changes to your farming business, to what extent would you follow a farm business strategy?	
23	If you have adapted or changed your farm business in the last 5 years, what did you put in place to support that change?	
24	Could Key Performance Indicators (KPIs) (targets) be an effective part of a development strategy?	
25	What type of support would you expect through the SFS having developed a farm business strategy? (Proposals include finance towards infrastructure, equipment, skills, information and guidance)	
26	How regular would the strategy need to be reviewed?	(a) Annually
		(b) Every two years
		(c) Every three years
		(d) Every five years, or
		(e) Longer
27	Should a farm development strategy be in place for any business which receives farm development support through the SFS scheme? Are there other considerations to providing farm business support?	

### Ongoing Assessment

28	Should the Farm Development plan be compulsory for all SFS scheme members or limited to those who are planning change?	
29	To what extent should a commitment for ongoing assessment and benchmarking of your farming business be an integral part of the new SFS scheme?	
30	How comfortable would you be in supplying your farm data to a central hub?	
31	Are there any other ways of monitoring progress relative to farm development?	

### Final Question

32	Finally, is there anything else you would like to add that would assist the Welsh Government in the development of the SFS scheme?	
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## Appendix 3.4 Animal Health & Welfare and livestock management

### One to One Questions Questionnaire

Herd/ flock health plan.

1. What sub-sector of livestock do you keep on your holding?
  - a. Dairy
    - i. Milking
      1. Dairy replacements
      2. All youngstock
      3. No youngstock
  - b. Sheep
    - i. Commercial
    - ii. Pedigree
  - c. Pigs
    - i. Commercial
    - ii. Pedigree
  - d. Poultry
    - i. Broiler
    - ii. Layers
    - iii. Rearing
  - e. Other
2. When was the last time you updated your flock/herd health plan?
  - a. Within the last year
  - b. Longer than a year
  - c. Don't have a health plan
3. Who is it filled up by?
  - a. Vet
  - b. Farmer
  - c. Both
  - d. Other
4. Why do you have a health plan?
  - a. Legislation/ Farm assurance requirements
  - b. Economic benefit
  - c. Welfare benefit
  - d. Best practice

5. What do you consider are the main barriers to having a health plan?
  - a. Cost
    - i. Vet
    - ii. Schemes e.g FAWL /Red tractor
  - b. Time
  - c. Knowledge
  - d. No perceived benefit
6. What are the most useful parts of the health plan?
  - a. Protocol formation e.g. worming, fluke management etc
  - b. Data collection
    - i. Voluntary
    - ii. Required
  - c. Legislative guidelines
  - d. Farmer/Vet discussion while forming the plan
  - e. Antimicrobial use analysis
  - f. Other
7. What are the least useful parts of the plan?
  - a. Protocol formation
  - b. Data collection
    - i. Voluntary
    - ii. Required
  - c. Legislative guidelines
  - d. Farmer/Vet discussion while forming the plan
  - e. Antimicrobial use analysis
  - f. Other
8. Do you refer to the plan at any other time of the year?
  - a. Yes- once or twice
  - b. Yes -frequently
  - c. No -never
9. Does the review of the health plan change any farming habits/protocols on a yearly basis?
  - a. Yes- always
  - b. Yes – sometimes
  - c. Rarely
  - d. Never

10. What do you consider the main barriers to forming and reviewing the plan to be?
  - a. Cost
  - b. Vet accessibility
  - c. Time
  - d. Rigidity of health plan format
  - e. Collation of data
  - f. Reliability of data
  - g. All of the above
11. What is the role of the person that fills the health plan?
  - a. 'Active farmer' and main decision maker
  - b. Owner of business but less active on farm
  - c. Farm manager
  - d. Farm worker
  - e. Non-active shareholder
  - f. Other
12. Would any stockmen/farm workers be given information from the plan?
  - a. Partake in plan forming/revising
  - b. See copy of completed plan
  - c. Discussion regarding content of plan
  - d. No knowledge regarding content of plan
13. How often would you have a vet on farm for regular non-emergency work?
  - a. Every week
  - b. Twice a month
  - c. Once a month
  - d. 4 times a year
  - e. Twice a year
  - f. Once a year
  - g. Never
14. Which changes would you like to see in order to make the health plan more useful to your farm enterprise?
  - a. Nothing
  - b. Template
    - i. Paper
    - ii. Online
    - iii. Phone app
  - c. Content
  - d. Frequency of review
  - e. Paper plan to be supplemented by on-farm regular vet visits
  - f. Action on targets
  - g. Action on results

15. Normally, between 2 and 5 individual farm 'targets' or priorities are set when forming a health plan. What are the main barriers to these targets being met?
  - a. Impractical and unachievable
  - b. Financial constraints
  - c. Infrastructure constraints
  - d. Handling facilities
  - e. Time/ labour restrictions
  - f. Unpredictable climate
  - g. Other uncontrollable factors
16. What individuals within the industry are best placed to form the farm health plans?
  - a. Vets
  - b. External farm assurance auditors
  - c. Specific government employed 'field-person'
17. How frequent should farm health targets be reviewed by an external individual to allow for realistic adjustments and amendments?
  - a. Yearly
  - b. Twice a year
  - c. Every quarter
  - d. Never
18. What individuals within the industry are best placed to review the farm health plans?
  - a. Vets
  - b. External farm assurance auditors
  - c. Specific government employed 'field-person'
19. What could the government do to make health planning easier and more useful?
  - a. Funding
  - b. Template formation
  - c. Phone apps for recording/ reviewing data
  - d. Knowledge transfer groups
  - e. Training courses
  - f. Benchmarking farmer groups
  - g. Financial rewards for hitting pre-formed targets.

## ANTIBIOTIC USAGE

There is growing concern about antimicrobial resistance, which is when bacteria become resistant to the antibiotics used to combat infection. Our Five Year Implementation Plan for Wales sets out how we are going to deal with the risks of the development and spread of AMR. The responsible use of medicines, by protecting animals against diseases so they need less antibiotic treatments, will help stop antibiotic resistance. At a UK level the Responsible Use of Medicines in Agriculture (RUMA) has identified sector-specific targets for the reduction, refinement or replacement of antibiotics in farming.

20. Do you currently monitor antimicrobial usage(AMU)?
  - a. Yes- collated and documented yearly
  - b. Yes, but not documented
  - c. No
21. Are you aware of the industry set targets for each sector?
  - a. Yes
  - b. No
22. If yes, what is your current AMU?
  - a. Below industry targets
  - b. At industry targets
  - c. Above industry targets
23. Do you think that vaccination has an effect on antibiotic usage?
  - a. Yes, large effect
  - b. Yes, some effect
  - c. No
24. How many diseases do you currently vaccinate against on your farm?
  - a. 0
  - b. 1
  - c. 2
  - d. 3
  - e. More
25. What diseases do you currently vaccinate against?
26. What are the main reasons for not using / using more vaccinations against livestock disease?
  - a. Cost
  - b. Time/labour requirement
  - c. Handling facilities
  - d. Lack of information
  - e. Lack of knowledge on possible saving

27. What impact do you think livestock housing has on animal health?
  - a. Major impact
  - b. Some effect
  - c. No effect
28. How limiting do you feel your current livestock housing is on achieving a healthier herd/flock?
  - a. Not a limiting factor
  - b. Some limitations
  - c. The main limiting factor
29. What are the barriers preventing you from improving livestock accommodation on farm?
  - a. Cost
  - b. Time
  - c. Knowledge
  - d. Desire
30. Do you think all animal keepers should be licenced in basic husbandry skills before being allowed to become livestock keepers?
  - a. Yes
  - b. No

### BIOSECURITY

Biosecurity measures aim to prevent the introduction of any new diseases or infections onto the farm. This should form the foundation blocks for any Farm Health Plan. The benefits of good biosecurity protocols not only result in healthier and more profitable animals, but also in the reduced usage of antimicrobials, and inadvertent environmental pollution.

31. On a scale of 1-5 how good would you rate biosecurity on your farm?
32. Would all persons working with stock on the farm, have clothes used on your holding only, or be fully disinfected on arrival and leaving?
  - a. Yes always
  - b. Yes mostly
  - c. No, not always
  - d. Never
33. How stockproof/secure would you say the farm's boundary is?
  - a. Very
  - b. Average
  - c. Poor

34. What percentage of the farm's boundary is fenced to stop any nose-nose contact between animals (for example, more than 3 meters between animals)?
  - a. 100%
  - b. 50-90%
  - c. 30-50%
  - d. Under 30%
35. What would be the main barriers stopping you from forming a 3m wide boundary fence across the land?
  - a. Cost
  - b. Time
  - c. Physical landscape
  - d. Shared grazing
  - e. No perceived benefit
36. Do your farm buildings currently stop wildlife, like badgers, from coming into contact with stock and feeding areas?
  - a. Yes, all buildings and food storage areas
  - b. Some buildings and food storage areas
  - c. No
37. Would it be possible to restrict wildlife e.g. badgers or foxes from coming into contact with your stock while housed?
  - a. Yes
  - b. No
38. What are the main barriers stopping you from preventing this?
  - a. Cost
  - b. Set-up of farm
  - c. Time
  - d. Perceived usefulness of exercise
39. Would you regularly carry out tests or ask for the disease history of stock before you buy it (if not from a herd/flock of certified health status)?
  - a. Yes
  - b. No
  - c. Sometimes
40. Is your farm part of a recognised national health scheme?
  - a. Yes
  - b. No
41. If yes, what health schemes ? (e.g. Maedi visna/ Johnes/ Premium cattle health scheme)

42. What are your main reasons for being part of these schemes?
- Healthier animals
  - Access to society sales and shows
  - Greater economic value to sell
  - Cost effective disease control
  - All of the above
43. If not a part of a health scheme, what are the main barriers stopping you?
- No perceived economic advantage
  - No perceived health benefits
  - Difficulty in sourcing animals from high health status holdings
  - Cost
  - Time
  - Information
  - Handling facilities

#### RECORD KEEPING

Record keeping is an essential tool that gives us an indication of current on farm levels of production, mortality rate and resource usage. Accurate record keeping allows for continuous farm business analysis, leading to revision and improvement of current practice. Data collection allows the formation of key performance indicators (KPIs), that can be used to compare seasonal and yearly variations on farm as well as comparing with other similar businesses. Importantly, it can also be used to show how the industry is achieving high standards health and welfare.

44. Dairy:- do you milk record?
- Yes
  - No
45. If No- why not?
- Expense
  - Time
  - No real added benefit
46. Have you got any easily accessible KPIs for fertility/ calving age/ lameness and production for the main herd?
- Yes
  - No
47. Have you got any easily accessible KPIs for calf mortality/ growth rates/ disease rates?
- Yes, all
  - Yes, some
  - No

48. Have you got easily accessible KPIs for scanning/lambing/lamb growth rates/ mortality and sales?
- Yes, all
  - Yes, some
  - No
49. Are you involved with a bench marking/ discussion group?
- Yes
  - No
50. Would you like to do more bench-marking/ KPI measuring and recording?
- Yes
  - No
51. What are the main aspects preventing further data recording on your farm?
- Cost
  - Time/ labour
  - Skill/ computer literacy
  - Interest
  - No perceived benefit
52. Do you currently use any computer programs to record and generate KPIs?
- Yes
  - No
53. If yes, what program to you use?
54. If No, what barriers are there to stop you using one?
- Cost
  - Time/labour
  - Skill/computer literacy
  - Cannot see the benefit.
55. What value do you place on selective breeding in order to drive efficiency on farm?
- Very important
  - Important
  - Less important than other factors
  - Of no importance

56. Which of the following forms of selective breeding/ breed improvement do you currently use?
- Embryo transfer
  - AI
  - Genomic testing
    - Sires
    - females
  - EBV recording
    - sires
    - replacement females
  - Pedigree registered sires
  - Own on farm data
  - Own knowledge of breeding stock
  - None of the above
57. What role do you think genetics play in the efficiency and production of farm stock?
- Big role
  - Some effect
  - Small role
58. What role do you think genetics play in the herd/flock health?
- Big role
  - Some effect
  - No effect

On a scale of 1-5, with one strongly disagreeing and 5 being strongly in favour of, please answer the following statements: -

- Government funding could be linked to the presence and up-keep of an on-farm health plan?
- Government funding could be linked to reporting and achieving individual on farm, health KPIs.
- Government funding could be linked to achieving industry recognised AMU (anti-microbial usage) targets.
- Government funding could be linked to forming and maintaining a 3 meter boundary fence around the farm.
- Government funding should be linked with working towards disease eradication and maintaining an official disease free status.

59. Which three areas covered by the questionnaire, would you like to see Government assistance?
- 1
  - 2
  - 3
60. Are there any areas, in relation to Animal Health and Welfare, that is not covered by this questionnaire that you think could be linked with further Government assistance?
61. Finally, is there anything else you would like to add that would assist the Welsh Government in the development of the SFS scheme?