INJURY REDUCTION DURING TRANSPORT AND UNLOADING

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With a report on pen stocking density findings for pigs
INJURY REDUCTION

It’s the goal of every single one of us in this room.

So how do we get there?
HOW DO WE GET MORE PIGS FROM FARM TO HARVEST?
DO WE NEED TO SLASH AND BURN OUR CURRENT GUIDELINES OR PROCEDURES?

• The answer is absolutely not.
• What we do need to do as an industry is what?
• FOLLOW THE GUIDELINES WE HAVE NOW!
That's all Folks!
OH! YOU WERE EXPECTING MORE?
SERIOUSLY WHAT MORE DO WE NEED?
IF WE WANT TO GET BETTER, FIRST WE MUST BE WILLING TO LOOK AT THE THINGS WE DON’T WANT TO LOOK AT. WE HAVE TO GET OUR HEADS OUT OF THE COMFORTABLE SAND AND LOOK AROUND.
“But I have lived and worked on a farm my whole life. I don’t want to hear about your ways. My way was good enough for Dad; it’s good enough for me.”

*Farmer Joe *Trucker Steve * Packer Paul*

I have literally heard this or some version of this from every section of our industry.
• We do what is comfortable, we don’t stray from the norm, and we wonder why we never improve?
• Even worse, we know that something doesn’t work, but we keep doing it because that’s just the way it is.
• We accept mediocrity and failure.
• You don’t? You’re different? Why?
“What's the magic answer Jason...you’re so smart then tell us what it is.”

I have already told you three times!

***** LOOK UP*****
The answer is simple, but it’s hard to do without motivation.

Let me help with that part
• **Learning:** Never stop learning! Our industry is a living, breathing thing that changes sometimes daily. Keep up with current events and developments.

• **Educating:** Share with others what you know. The more all of us know, the better we are as a whole. The days of animal welfare being proprietary are over.. gone... done.. Finished. We have to work together – bottom line.

• **Training:** Training our work force is key. We can know everything, but if we don’t train our employees, how do they know? Don’t expect an employee to seek out learning opportunities on their own.

• **Auditing:** A storekeeper that fails to take inventory will soon find themselves with only unsalable goods. Just because you have told your employees what you want, don’t expect they are following it.

• **Keeping Records:** If it wasn’t documented, it never happened. No one wants to take the time to document the mundane items, but that’s just the problem. Those things are also easily forgotten like cleaning out the basement for the wife.
I am not here to be another person in line to tell you how to run your business. I am going to tell you how we ran ours, and let decide for yourself what is best for your bottom line.

Without going into too much detail, I will tell you we have had a large reduction in transportation loses in the last 12 months.

Here is how we did it....
* Learning * Educating * Training
* Auditing * Keeping records *
Learning

- I spend several hours a week researching new topics or visiting with others in my profession about changes, about ideas, about successes, and failures.

- Learn everything you can about transporting your hard earned dollars. Reach out, seek out and communicate with others in your field.
*Educating*

- We spend 1 hour each week with our management staff talking about current events and learning opportunities. (AKA problems we had this week or things we have learned.)
- We set learning goals for each manager quarterly.
- Educating your leaders has a trickle down effect that pays dollars.
• Our hourly employees on the ground doing the work each receive 22 hours annually of classroom training.

• It does not matter where your classroom is or what it looks like, using it is the key.
*Auditing*

- We audit 18 times a day...that’s roughly 1/7 of the total. This is what works for us.
- We also audit any process that has a failure to evaluate if that process still works or needs to be changed. Looking at the failure doesn’t always feel good, but it’s necessary.
- Your audit frequency needs to fit your needs. Just don’t shy away from doing the audits. If you don’t know what is wrong, how will it ever get fixed?
*Recordkeeping*

• We started tracking and trending pigs that were lost in transit, and broke this down to every possible category.

• Rapidly, things we had believed as truths for years began to crumble as the FACTS emerged.

• Take the time to look at everything. Tracking and trending will show you things you have never seen. Recordkeeping finally serves a purpose, who would have guessed it?
*Resources*

- http://www.grandin.com/
- http://www.pork.org/tqa-certification/
- http://www.pork.org/pqa-plus-certification/
- https://www.livestockwelfare.com/
- http://dnlfarmstraining.com/
- THE HUMANE WAY is a group of animal welfare folks who work together to get real answers, and it is completely free to join. Shoot us an email to be added.

The Humane Way
Helping You Help Them

Jason McAlister
20 Plus years of hands on learning

Phone 816-646-4005
Animalwelfare1st@gmail.com

1501 Jules Street
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The question is do we need to decrease our stocking density because of the increase in the size of market hogs?
We updated the pen stocking density guidelines in 2013 and we were asked again this year if we needed to do it again in 2016 because of the increase in live weights coming in to the plants.

So we took a look here is what we found.
REPORT ON STOCKING DENSITY FOR PIGS

161 head in the pen

328 pound average live weight

Total pen space 1,164 sq ft

7.2 average per hog

*This is our normal everyday running average head count but this size is not typical and is an example of a live weight extreme.
REPORT ON STOCKING DENSITY FOR PIGS

204 head in the pen
314 pound average live weight
Total pen space 1,164 sq ft
Average per hog 5.58 sq ft
(under current recommendations)

This pen is intentionally over stocked with pigs that are over the average pig weight. This is both ends of the same pen and as you can see they bunch up but not because they have too.
REPORT ON STOCKING DENSITY FOR PIGS

201 head in the pen

324 pound average live weight

Total pen space 1,164 sq ft

Average per hog 5.79 sq ft
(under current recommendations)

This pen is intentionally over-stocked with pigs that are above the average pig weight.

Again open spaces with everyone laying down.
REPORT ON STOCKING DENSITY FOR PIGS

210 head in the pen

324 pound average live weight

Total pen space 1,164 sq ft

Average per hog 5.54 sq ft
(under current recommendations)

This pen is intentionally overstocked with pigs that are above the average pig weight. This is both ends of the same pen, and as you can see they bunch up without much room. These pigs are 40 pounds or more over the current average weight.
QUESTIONS ?
THANK YOU