**Drought Resilience Plan**

**Horticulture Industry**

**Template & Guidance Notes**

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| **Date** |  |
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| **Details** |  |
|  |  |
| **Title** |  |
| **Given Names** |  |
| **Surname** |  |
|  |  |
| **Business Name** |  |
| **Business Address** |  |
| **ABN** |  |
| **Email Address** |  |
| **Phone** |  |
|  |  |
| **Primary Contact - Name** |  |
| **Phone** |  |
| **Email** |  |
| **Responsibility** |  |
| **Primary Production Industry** |  |
|  |  |
| **Property Name** |  |
| **Address** |  |
| **Total Area (Ha)** |  |
|  |  |
| **Property Name** |  |
| **Address** |  |
| **Total Area (Ha)** |  |

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| --- | --- |
| **Property Name** |  |
| **Address** |  |
| **Total Area (Ha)** |  |

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| --- | --- |
| **Employee numbers** |  |
| Full Time (approx. # of annually) |  |
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| Casual (approx. # of annually) |  |
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| Seasonal worker (approx. # of annually) |  |

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| Motivation  1. Why we are farming? Describe. E.g.: What & how you farm. Include the way/type of farming. 2. Outline your farming situation and goals within the next 5 years. 3. Note farming changes you have seen on farm and changes you wish to implement. 4. Describe your future vision and long-term goals. I.e. succession of the family farm. How will your farm to be the best it can be under your leadership? |  |
| Drought management current situation |  |
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| How we currently plan to prepare for drought |  |
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| Methods you use to prepare for a drought. E.g.   1. Ensure you have the maximum available water on hand to best complete your seasons cropping needs. 2. Maintain your soil health to best possible producing condition coming into a drought. 3. Have the best efficient cropping cycle coming into a drought. 4. Mulch crops. 5. Develop efficient irrigation system across whole cropping area. 6. Use soil moisture probes to guide irrigation decisions. |  |
| How we currently plan to manage during a drought |  |
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| Methods and strategies you utilise in a drought. E.g.   1. Reduced cropping area. 2. Maintain ground cover. Mulch crops. 3. Conduct soil and leaf sampling to guide better informed decisions. 4. Water efficient crops farmed. 5. Water efficient irrigation system applied. 6. Use soil moisture probes to guide irrigation decisions. |  |
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| How we currently plan to recover from a drought. |  |
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Methods and strategies you use to recover from a drought. For Example;

1. Improve soil health.
2. Mulch/green mulch to activate soil biome.
3. Cropping methods to best rejuvenate soils /crops.
4. Use soil moisture probes to guide irrigation decisions.

Use lessons learned to be prepared for next drought.

# Management Area

In each area include your trigger points and how you plan to monitor and evaluate your action plan.

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| Our Business |  |
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| **Current situation**   1. Describe your business structure. Explain what you do, how you do it, who is involved. | |
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| **Our goal**   1. What are your current goals? 2. What are your future goals / targets? |  |
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| **Identified Risk**   1. Identified risks on farm (Refer to HORT360 risk report) 2. Current risks 3. Future risks | |
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| **Action Plan**   1. A plan to manage risks. 2. Strategies to reduce impacts and avoid risks. 3. Your steps to achieve goals & farm plan. | |
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| **Outcome Mo**   1. What outcomes do you want? 2. Where do you want the farm to be? | |
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| **Monitoring & Evaluation**  What monitoring and evaluation strategies do you use to measure risk reduction, trigger points and validate planned farm progress? | |
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| **Responsibility** |  |
| Position: |  |
| Name: |  |

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| Our Infrastructure |  |
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| **Current situation** | |
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| Review farm infrastructure:   1. Water capacity. 2. Irrigation. 3. farm plant and machinery. | |
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| **Our Goal**   1. How to use your infrastructure most efficiently. 2. New methods and techniques to improve farm management and use of infrastructure. 3. Identify weaknesses and suggest ways to remedy these. |  |
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| **Identified Risk**  Identify risks to your infrastructure. E.g.   1. Age 2. Weather event s 3. Water quality 4. Environmental risk | |
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| **Action Plan**   1. What action do you take to prevent and minimise identified risks? 2. What actions are you taking to achieve your short and long-term goals? | |
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| **Outcome**   1. Outline your expected outcomes resulting from your action plan to achieve your goals. 2. What difference will implementing your plan make? | |
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| **Monitoring & Evaluation**  What monitoring and evaluation strategies do you use to measure risk reduction, trigger points, and validate planned farm progress? | |
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| **Responsibility** |  |
| Position: |  |
| Name: |  |

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| Horticultural Operation | | |  |
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| **Current situation**  Review your current farm operations.   1. Outline your operation (what do you grow and how do you do it). 2. Identify strengths & weaknesses. 3. What opportunities can you foresee? | | | |
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| **Goal**   1. What do you want to keep on doing? (applying your strengths) 2. How to improve your operations & be more efficient? 3. List new methods and techniques to apply. 4. Identify weaknesses and suggest ways to remedy these.   Be specific, know how you will be able to measure the difference. Is your goal practical and achievable? When are you going to do it? | | |  |
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| **Identified Risk**   1. What are some possible threats to your farming future? 2. Identify risks to your operations. 3. Consider overall efficiencies. 4. Cropping risks and mitigation of risks. | | | |
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| **Action Plan**  What actions do you take to prevent and minimise identified risks, as well as maximising on strengths?   1. What are your management strategies? 2. Describe how you maximise on your strengths and how you plan to remedy weaknesses. 3. Be specific, know how you will be able to measure the difference. 4. Is your plan practical and achievable? 5. When are you going to do it? | | | |
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| **Outcome &**  What outcomes do you expect from applying your action plan? | | | |
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| **Monitoring & Evaluation**  What monitoring and evaluation strategies do you use to measure risk reduction, trigger points and validate planned farm progress? | | | |
| **Responsibility** | | | |
| Position: | | |  |
| Name: |  |

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| Caring for Our Land |  |
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| **Current situation**  Outline the land and environmental description of your farm. E.g.   1. Land type mapping. 2. Soils type mapping. 3. Tree and vegetation maps. 4. Bushfire and flood mapping.   Outline methods and strategies you use to look after the land. E.g.   1. Weed management strategies. 2. Riparian zone management strategies. 3. Erosion control measures undertaken. 4. Soil health maintenance. | |
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| **Goal**  Be specific. How will you measure the difference & is your goal practical & achievable? When are you going to do it?   1. Describe how to improve caring for your land more efficiently. 2. New methods and techniques for improvements. |  |
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| **Identified Risk**   1. Identify weaknesses & threats and suggest ways to remedy these. 2. Identify risks to your land. 3. Consider overall efficiencies.   Cropping risks to land management. | |
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| **Action Plan**  What actions do you take to prevent and minimise identified risks & maximising on strengths?   1. What are your management strategies? 2. Describe how you maximise on your strengths and how you plan to remedy weaknesses. 3. Be specific, know how you will be able to measure the difference. 4. Is your plan practical and achievable?   When are you going to do it? | |
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| **Outcome**  What outcomes do you expect from applying your action plan? Provide details. | |
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| **Monitoring & Evaluation**  What monitoring and evaluation strategies do you use to measure risk reduction? Describe trigger points and validate planned farm progress. | |
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| **Responsibility** |  |
| Position: | |
| Name: |  |

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| Our People | |
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| **Current situation**  People on farm, outline:   1. Management structure. 2. Employees (roles, responsibilities, types of employment). 3. Contractors used & purpose. 4. Outline your workforce plan and current compliance systems applied. E.g. Fair Farms. | | |
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| **Goal**  What are your goals to ensure work effectiveness, efficiencies & opportunities for improvements? |  |
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| **Identified Risk**   1. Risks regarding managing people on farm. 2. What are your current and future risks? 3. What risks does a changing climate have to you achieving your workforce plan? | | | |  |
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| **Action Plan**  Planning (Specifics, how you measure the effectiveness of the plan, is it achievable & realistic)   1. Methods and strategies to maintain harmony & efficiencies in the workplace. 2. How you will maintain worker availability & quality. 3. How balance of work tasks is achieved on farm. 4. Describe your workforce plan. | |
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| **Outcome**   1. What are the outcomes to you achieving your workforce plan? 2. What is the outcome of your farms climate management plans on your workforce plan? | |
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| **Monitoring & Evaluation**  What monitoring and evaluation strategies do you use to measure risk reduction? Outline the trigger points and validate planned farm progress. Include any current compliance systems applied, such as Fair Farms. | |
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| **Responsibility** | | |
| Position: |  |
| Name: |  |

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| About Us | | | |  | | | | |
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| **Current situation**   1. Outline your management structure and your position in the business. 2. Do you feel you and your management are performing well? 3. What is working well and what could be improved? E.g. Do you look after you overall health? Do you have a communicated and documented succession plan? | | | | | | | | |
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| **Goal**  Be specific, know how you will be able to measure the difference. Is your goal practical and achievable?   1. What do you think are the best ways to achieve these goals? 2. How do you see yourself and how does your management team see themselves in 5 and 10 years’ time in the business? 3. When are you going to do it? | | | |  | | | | |
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| **Identified Risk**  Refer to your HORT360 Action Plan document:   1. What do you see as risks to the farm and business, now and in the future? | | | | | | | | |
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| **Action Plan**  Be specific, know how you will be able to measure the difference. Is your plan practical and achievable? When are you going to do it?   1. What actions do you take to prevent and minimise identified risks, as well as maximising on strengths? 2. How do you think you can mitigate these risks? 3. How would you best plan to improve identified risks on farm? 4. Do your personal goals and plans, and your management teams goals and plans achieve the best outcome for your farm business? 5. Are there changes required? | | | | | | | | |
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| **Outcome**   1. What is the outcome of your farms climate management plans on you and your management team? What are the outcomes of your action plan? | | | | | | | | |
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| **Monitoring & Evaluation**  What monitoring and evaluation strategies do you use to measure risk reduction, trigger points and validate planned farm progress? | | | | | | | | |
| **Responsibility** | | | |  | | | | |
| Position: | | | |  | | | | |
| Name: | | | |  | | | | |
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| Whole Farm Business Resilience Plan Statement | | | | | | | |  |
| What to include in your Farm Business Resilience Plan Statement:   1. Describe current situation: E.g. hectares involved, megalitres applied, current yield short falls, why you need to make the changes. 2. What are the changes you intend to make, provide exact details, provide quantities, specifications & area / crop applied. 3. Outline the benefits to your farm by implementing this project. 4. Provide the value of what the difference will be. E.g. Additional megalitres, additional yield the developments will achieve, increased $ or percentage return. 5. Explain why this plan will make you more resilient.  Planned Actions:How our planned actions will be achieved:Timeframe for implementation: How the outcomes improve our business: | | | | | | | |  |
| **Consultation** | | |  | | | |
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| **In the development of this business plan, we have consulted with:** | | | | | | |
| **(Tick all applicable)** | | |  | | | |
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| □ Growcom Farm Business Resilience Facilitator | | | □ Agronomist | | | |
| □ Consultant / advisor | | | □ Department of Agriculture and Fisheries Officer / staff | | | |
| □ Rural Financial Counsellor | | | □ No one - we did it ourselves | | | |
| □ Industry Organisation | | | □ Attended a workshop | | | |
| □ Accountant | | |  | | | |
|  | | |  | | | |
| □ Other (please specify): | | |  | | | |
| **Confirmation** |  | | | | |
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| I/we confirm that the assumptions and strategies used in the plan are based on our primary production business. | | | | | |
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| Date: |  | | | | |
| Name: |  | | | | |
| Position: |  | | | | |
| Signature: |  | | | | |
| **Review** | |  | | |
|  | |  | | |
| Our FBRP will be reviewed on (date) | |  | | |