



**Bruno PINEL,
La Heutaudais, Héric
(Pays de la Loire, France)**

The dairy herd in 2017.

- 75 dairy cows + heifers, 105 LU
- Converted to Organic since September 2010, Delivering organic milk since 2012. 120 days with 100% grazing /per year for the cows and one extra month zero grazing.
- Replacement rate: 30%.
- Age at First calving: 27 months.
- 500,000 l milk produced per year with expected increase by 200,000 l with extra staff in 2018/19.
- 6,600 l per cow per yr in 2017 (7,000 l in 3-years rolling average)
- 2 calving periods (July to November and Feb-March).
- Milking parlour: 2x6 herringbone with automatic cluster removal. Cows housing: 62 cubicles manure-slurry. Cows feeding with mixing bowl.
- Calves: 30 places in collective housing and

- **55,000 € of profit, 5 weeks of holidays per year and 3/4 of the week ends off.**
- **Work organisation with 3 people:**
 - Bruno, head of the farm, working 1,600 hours per year, spending 60 days per year outside the farm (elective mandates and other reasons).
 - Noémie, salaried worker, working 1,645 hours per year
 - Adrien, salaried worker, working 1,645 h per year.
- **In 2018 a third staff was hired:**
 - Increase in farm size (+35 ha) and in production (+200,000 L)
 - Enlargement of the cowshed
- **Shared responsibilities**
 - Bruno is in charge of the global management of the farm, of the day-to-day and strategic decision making.
 - Noémie is in charge of all tasks related to heifers and calves rearing.
 - Adrien is in charge of cows feeding
 - The future new worker will be in charge of the crop production.
- **Versatility for all tasks: all workers must be able to interchange tasks.**
 - Tasks are completed alternately according to the presence agendas of all workers.

Areas of Interest / Inspiration

Resource efficiency

Socio-economics resilience

- "To be proud to be dairy farmer, take 5 weeks of holidays per year and have 3 WE out of 4 free, with the maximal working comfort".
- "To be autonomous in my choices and keep the steering of my enterprise".
- "To be able to leave the farm for 3 days at last minute".
- "To implement a production system in line with society's demand"
- "To be able to be easily replaced thanks to the simplicity of the system".

The farm in 2017:

- Workforce: 1 farmer + 2 salaried workers full time (+1 in 2018)
- 135 ha Agricultural Area (+35 ha in 2018).
 - 100% of the farm land is in forage area: 120 ha of "permanent grasslands" (ryegrass-white clover mixtures)
- Average rainfall: 800 mm per yr, grass growth slowed down in summer.