

# DISARM Multi-actor farm health plan: een toolbox

Op weg naar minder antibioticumgebruik in  
rundveehouderij

20 Januari 2022



Disseminating Innovative  
Solutions for Antibiotic  
Resistance Management



This project has received funding from the European Union's Horizon 2020  
research and innovation programme under Grant Agreement No 817591

# Disarm

Disseminating Innovative Solutions for Antibiotic Resistance Management

- Hoe werkt DISARM?
- Farm health Teams
- Toolbox
  - Stap 1
  - Stap 2
  - Stap 3
  - Stap 4
  - Stap 5



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# Hoe werkt Disarm?



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# Farm Health Teams

- Planning voor gezond vee!!

## **Wat is een Farm Health Team?**

- Teams bestaan uit:
  - veehouder
  - boerderijpersoneel
  - hun dierenarts
  - leverancier van apparatuur
  - voerleverancier en / of ander lid van de sector of adviseur
- **een gezondheidsplan:**
  - behoefte aan antibioticagebruik te verminderen
  - en tegelijkertijd zorgen dat financiële prestaties en de diergezondheid wordt gehandhaafd of verbeterd



# Farm Health Teams

## • Waarom voor deze aanpak kiezen?

Samenwerken aan gedeelde doelen door de boerderij



Reden 1  
Verbeterde samenwerking

De rol van de facilitator is om ervoor te zorgen dat iedereen aan het woord komt en om het team te helpen bij het vinden van oplossingen.



Reden 2  
Vergemakkelijkte discussie

Werk samen om een bedrijfsgezondheidsplan op te stellen dat gericht is op de belangrijkste verbeterpunten



Reden 3  
Maak een roadmap

Het beoordelen van de geboekte voortgang aan de hand van key performance indicators geeft nuttige feedback over waar de aandacht vervolgens op moet worden gericht.



Reden 4  
Voortgangsbewaking

Werken op boerderijniveau om zinvolle veranderingen aan te brengen



Reden 5  
Door boeren geleide aanpak

Terwijl het hele team werkt aan gemeenschappelijke doelen, maakt het de boerderij klaar voor succes



Reden 6  
Gemeenschappelijk doel



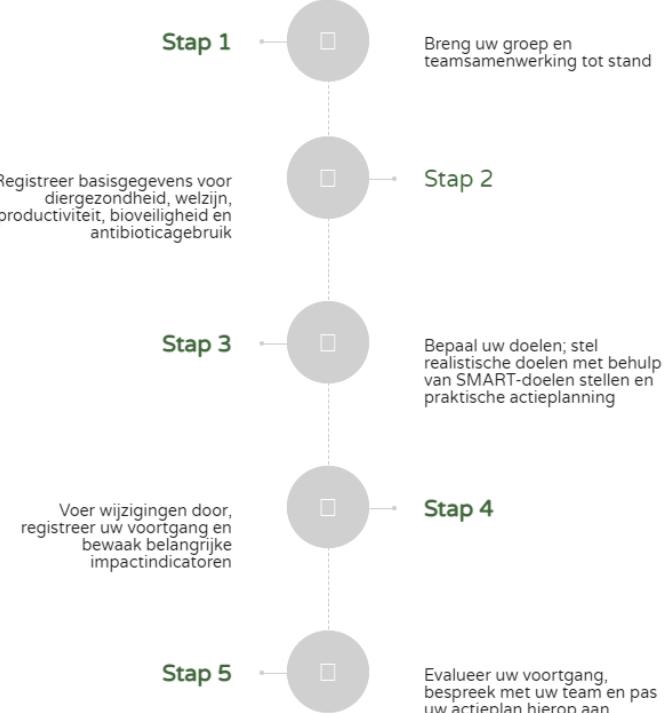
# Toolbox

## IN DEZE SECTIE

- [Hoofdactiviteiten](#)
- [Multi-actor gemeenschap](#)
- [Kennisdatabase](#)
- [Farm Health Teams](#)
- [Toolbox Farm Health Team](#)
- [Diersoorten](#)
- [Betrokken raken](#)

## Toolbox Farm Health Team

Samenwerken als een team kan een efficiënte en proactieve manier zijn om de gezondheid van dieren op een boerderij te verbeteren. Hier delen we onze hints en tips voor het opzetten van uw eigen Farm Health Team.



**Doel van de Toolbox:**  
om andere boeren en hun lokale adviseurs te helpen bij het opzetten en gebruiken van een multi-actorgroep om de behoeftte aan antibiotica-behandelingen te verminderen.

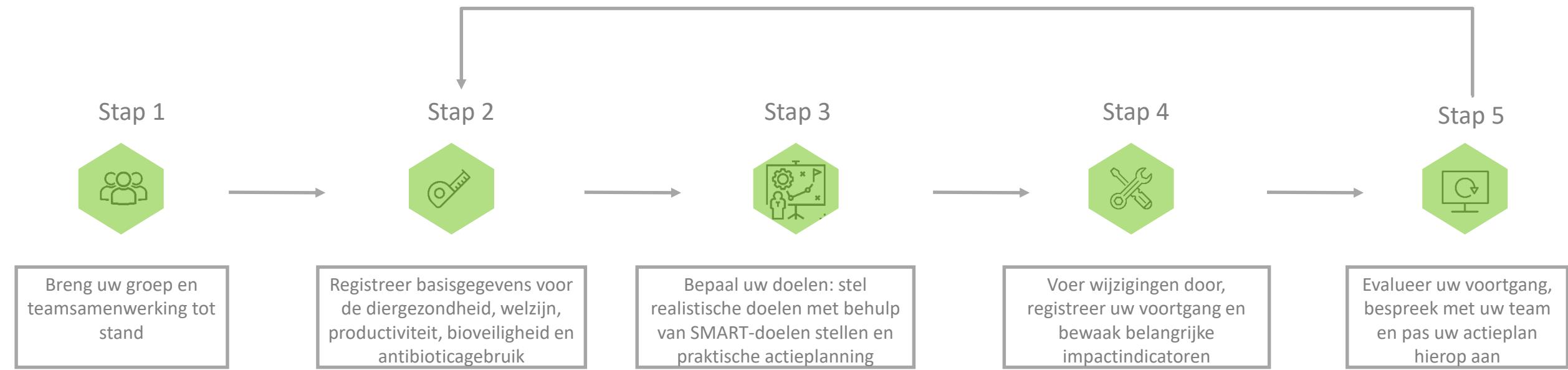


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# DISARM Toolbox

- 5 stappen voor een gezondheid plan!



# Stap 1



## Maak uw team!

*“Together Everyone Achieves More”*

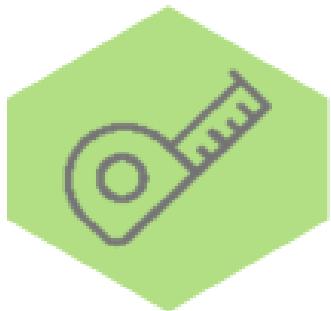
Breng uw groep en teamsamenwerking tot stand:  
-boer/boerin  
-dierenarts  
-voeradviseur  
-etc.



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# Stap 2



## Step 2

### Mapping your starting situation

Developing a farm health improvement plan is like setting your car navigation for a long travel to a place you like to go to but never been to before.

First thing your navigation does is tracking down where you find yourself to start from and then calculates the different routes you can travel to your destination. This holds as well for the farm improvement journey: start with tracking down where you and your farm find yourself at the start in terms of current animal performance and health, biosecurity and medication and antibiotic use. Information on these aspects will offer you insight into realistic improvement targets and already pinpoint some areas of the farm or farm processes for which an action point. The set of action points you and your team choose to work on resonate with the different routes a car navigation offers you to reach your destination.



*"To know where you want to go,  
you need to know where you start"*

Animal Health &  
Performance

Biosecurity

Assessing  
Antibiotic use

Farm self-  
assessment



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# Stap 2

*"If you can't measure it you can't manage it"*



Animal health records and diagnostic results give insight into the margin for improvement and indicate potential areas for action. Visit the page for tips and tricks and templates for recording



These self-assessment questionnaires can be completed in advance by the individual team members or used as a guideline in the team meeting to identify strengths and points of improvement in the farms' practices.

Animal Health & Performance

Biosecurity

Assessing Antibiotic use

Farm self-assessment

Strict biosecurity measures are the foundation for a healthy animal farm based on preventive veterinary medicine. Go to this page to learn more about the general principles and a handy tool to objectively measure the biosecurity status of your farm

How much? Which products and for which reasons are antibiotics being used on the farm? That is information on which you can set improvement targets and identify issues and health challenges to tackle. Visit the page to learn more about best practice in recording and assessing the use of antibiotics on your farm.



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# Stap 3



## Step 3: Design of the action plan



The design of the farm health action plan is a crucial step in the team approach towards farm improvement. Within the team you need to agree on the aspects that need improvement so that every member buys in on the plan and is motivated to do the necessary efforts to improve.

Together with the team you need to set realistic targets for improvement: not to overly ambitious so that the first experience is positive and attainable but, ambitious enough in order to see and feel progress to motivate you to continue the farm improvement journey.

If you and the team have decided on which aspects to work and have determined realistic targets, it is time to define concrete actions to take that will lead to achieving the predetermined targets.



### Brainstorm and agree on aspects to improve

Find out the tips and tricks and secrets to have an effective brainstorm

### Set realistic targets for improvement and define your goals SMART

Learn about the importance of realistic targets and SMART goals

### Define SMART actions

Learn about the importance of defining concrete SMART actions



# Stap 3



Step 3: Design of the action plan -  
Mindmapping a multifactorial problem in broiler production : Footpad dermatitis



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# Stap 3



## Step 3: Design of the action plan - Setting priorities and define goals SMART



**Specific**- means that the description of the goal targets a specific area for improvement

**Measurable**- the improvement should be measurable or at least an indicator to assess progress should be mentioned

**Acceptable**- the goal must be acceptable for all parties involved.

**Realistic**- the goal must be realistic to achieve with the given resources the team faces

**Time-bound**- the time frame: start of improvement and point in time the improvement ideally has been realized is clearly mentioned in the description



In the next year the percentage of condemned birds in the slaughterhouse needs to lower from 3% to 1,5% by focussing on prevention of enterococci infections and improved water quality

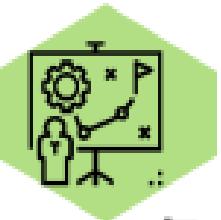


By analyzing the blood and slaughter results and by adjusting the vaccination policy accordingly, there will no longer be a cough in the piglets in 2 months

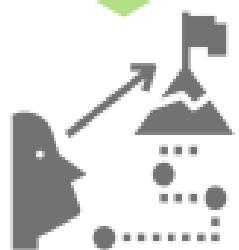
Example	Specific	Measurable	Acceptable	Realistic	Time-bound
In the next year the percentage of condemned birds in the slaughterhouse needs to lower from 3% to 1,5% by focussing on prevention of enterococci infections and improved water quality	The target to improve condemned birds is clearly mentioned	The specific percentage reduction can be checked	Preventive measures against enterococci are most likely acceptable ways to work on this goal	The 1,5% condemnations is within industry targets	The timeframe for the improvement is specifically set to 1 year
By analyzing the blood and slaughter results and by adjusting the vaccination policy accordingly, there will no longer be a cough in the piglets in 2 months	Stopping cough in piglets is a specific goal	No cough (0%) can be measured	Blood and slaughter line testing, and adjusting the vaccination schedule, are common actions to reduce coughing	Given the time schedule and the indicated actions, the goal is realistic	Reaching the goal is specified within the period of 2 months



# Stap 3



## Step 3: Design of the action plan - Setting priorities and define goals SMART



Once you have discussed the current state of farm within the team and have disentangled specific issue you should be able to prioritize the issues you want to work on and define goals and corresponding actions.

Arguments or criteria that you can apply in setting priorities can be:

**Economic considerations:** Which problems provoke considerable economic damage to the farm? Or need considerable investments to get solved?

**Practical considerations:** Which issues only ask for minor and rather simple changes to put in practice?

**Emotional considerations:** Which issues are major causes of frustration or reduced joy of work ?

Depending on the context some considerations can be more important than others but an issue that has a combination of several considerations is for sure a candidate to get high prior

**Tip:** You can create a visual and comprehensive overview of the considerations and proposed aspects to work on to determine the priorities. Make a table similar to the one below. You can either put checks in the categories that apply or even give a value from 1 (not important or very unpractical) to 5 (very important or easy to implement). Counting the checks or summing the values given to each category for each option X, Y, Z gives you a sort of ranking of the proposed actions to work on

Aspect to prioritise	Economic	Practical	Emotional	Total
X	4	2	1	7
Y	2	5	2	9
Z	4	3	3	10



# Stap 4



## Step 4: Implement changes, log your progress and monitor key indicators of impact

Time to execute the plan! You will perform (new) activities to realize your SMART goals.

New challenges arise that you will have to face.

Then it comes down to leadership, responsibility and good energy.



This template will help you to define  
who needs to take responsibility  
about what activity, when and why!  
You can download the template [here](#)

Who	•
What	•
When	•
Why	•



# Stap 5



## Step 5: Evaluate your progress, discuss with your team and adjust your action plan accordingly

Do your plans work and how do you score? In this step you will discuss how the activities turn out compared to the plans made. You take a look at the defined SMART goal. Is the goal fully achieved? Has the specific, measurable element of the goal been achieved in time? Was it acceptable and realistic?

- Adjusting and fine-tuning plans is not uncommon. In fact, it is a crucial part in achieving the SMART goal. A detailed analysis of the activities carried out so far is important to refine the actions.
- specific, measurable element of the goal been achieved in time? Was it acceptable and realistic?
- Adjusting and fine-tuning plans is not uncommon. In fact, it is a crucial part in achieving the SMART goal. A detailed analysis of the activities carried out so far is important to refine the actions.



Download this helpful template [here](#)

Goal	Action	Due date	Project Owner	Project Solver	Status	Result



# Stap 5



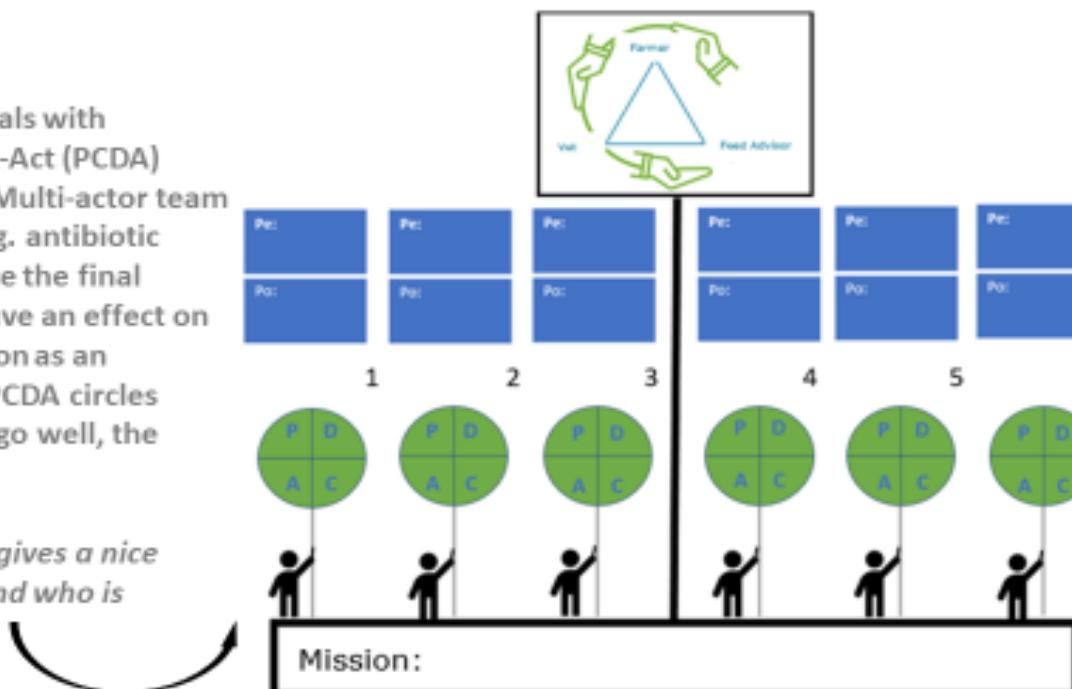
Step 5: Evaluate your progress, discuss with your team and adjust your action plan accordingly



*"Keep all the signs in the air"!*

In the end, multiple SMART goals with corresponding "Plan-Do-Check-Act (PCDA) circles" will be created by the Multi-actor team to get closer to the mission (e.g. antibiotic reduction). The circles influence the final mission, but often they also have an effect on each other. Consider the mission as an equilibrium bar on which the PCDA circles balance. If one circle does not go well, the mission will be unbalanced.

*This figurative representation gives a nice overview of this interaction, and who is responsible for what.*





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