

# news+views

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## Annual Meeting Update



As we all try to navigate everyday life in what is being called the “new normal”, we are finally seeing the return of in-person events. We are excited to announce that our 126th Annual General Meeting will be taking place both **in-person** and **online** on November 25 and 26!

While we are still living with COVID-19 for the foreseeable future, we have to ensure that our AGM plans are adaptable, so that we can make adjustments as needed in order to follow Public Health guidelines.

With that being said, here is what our current plans look like!

Our Annual Meeting will be taking place at a **NEW** location, which will be announced soon!

Another difference is that there won't be a tradeshow this year, but we plan to bring it back in 2022.

The agenda for this meeting will look similar to other years with NSFA's business meeting taking place on the first day, and we will also welcome our government speakers. This will be followed by our evening banquet with a guest speaker.

The second day will include our wrap up, as well as the annual meetings for Farm Safety Nova Scotia and Nova Scotia Young Farmers.

Further details and registration information will be released soon, stay tuned!

**Henry's Retirement Reception will be taking place on Friday afternoon following the AGM.**

**We hope you can join us!**

# Message from the Executive Director

## A bit about me:

While I expect many of the membership know me, I also believe there are many of you that I haven't yet had the pleasure of meeting. I thought it would be best that I kick-off my message by telling you all a bit about myself and how I've come to lead the team at NSFA. It's important to me that you know who I am and understand how I see our role here at the office, where we work on your behalf.

I grew up on a beef farm, just outside Antigonish. My family also ran a forestry operation, while my mother also worked as a teacher outside the family businesses. I had the opportunity to see how small-medium rural businesses operated and how that impacted family life. Like every farm kid, I worked on the farm growing up. While my gender came up in the media as my new role was announced, that didn't much matter at home. We were expected to do a job, and to do it well. I did, however, believe "anything boys can do, I can do better"... but at the end of the day, I was just proving I was the right person for the job. I graduated from the NSAC with a Bachelor of Science in Agriculture, majoring in Animal Sciences and minoring in Agricultural Business. I wasn't exactly sure what direction I wanted to go so I spent the first couple years after graduation working on dairy farms as a herds person.

I started working at the NSFA office in 2012 when I joined the Canadian Agricultural Safety Association and the NSFA on the Canada FarmSafe Plan pilot project. I continued working directly with Farm Safety Nova Scotia until 2019. While I believe in the importance of health and safety on-farm, I wasn't a "safety geek" by any stretch of the imagination. The reason I started in that work was because I viewed it as business risk management. Health and safety is just one of the risks we need to manage each and every day on our operations, and I felt my role supported farmers in overcoming the challenge that came with managing that risk and navigating the legislation. Since 2019, I've been working in a leadership role at the NSFA as the Director of Outreach & Member Relations where I had the opportunity to oversee all the programs delivered at NSFA – Environmental Farm

Plan, AgSector, Public Trust – Meet Your Farmer along with Farm Safety. When I graduated from the AC, I wasn't sure what I wanted to do, but I did know that I wanted to work in the industry, at the producer level, in a capacity that supported the industry moving forward. I feel I've been able to do that in my roles here and intend to keep doing that as Executive Director.

## Supporting our members:

First and foremost, our responsibility at the NSFA office is to ensure the agriculture industry is well represented and well supported. All the work we do at the NSFA must have our members – both present and future – top of mind.

We are nearing (hopefully) the end of a very stressful couple of years with the COVID-19 pandemic, and I do believe this is a great opportunity to have a look at how that impacted our industry and what opportunities or challenges we will continue to face in the future. I will be working with the Council to review and revise our strategic plan and to get my "marching orders" from those you elected to guide the organization. Working with the team at the office to implement the strategic plan will be a top priority. Additionally, there are two areas I intend to focus on in the first year.

## Enhancing our communications and member relations

– this needs to be a two-way street. We need to ensure effective dialogue to and from members. Understanding members' needs and concerns, while keeping you informed of the work being done at NSFA and the support and services available to you as a member. I hope to get out across the province to connect with members at events, on the farm, and through County Federations and commodity organizations.

## Enhancing our government relations

– with newly elected governments at the provincial and federal level there is a new opportunity to engage. We need to ensure that agriculture is viewed as an economic driver for our communities and as a well-respected industry. Our industry is the epitome of essential – we produce food and products that our communities need to survive. Ensuring schools, hospitals and other institutions serve safe, healthy and



*Carolyn Van Den Heuvel, Executive Director*

local food will help that long-term game and we need to ensure that opportunity is realized.

There will never be any shortage of things to do as Executive Director. We have increased our capacity as an organization over the last few years and even in the last few months, which means I've got a great team behind me to help get things done. For every dollar in farm registration fees we receive, we leverage an additional dollar through government funding, sponsorships, rental income, etc.

That means for every dollar you invest in your farm registration and into the NSFA, we are doubling it. And that increase in funding allows us to provide you with key supports and services.

Our work at NSFA can be wrapped up into five buckets that help us achieve our vision of a prosperous and sustainable future for Nova Scotia farms and farmers:

- Operations
- Communications & Public Relations
- Policy & Advocacy
- Environment & Climate Change
- Workforce Development & Farm Management

In a nutshell, our role at the NSFA office is to work diligently on your behalf to ensure your voices are heard, to ensure agriculture is part of all policy, program, and legislative development and to support you in navigating business and best management practices to ensure the continual success for agriculture in Nova Scotia. I look forward to getting to know you all and I am grateful for this opportunity – I am sure we will do great things together. There isn't an industry I could be any prouder to be a part of.

## Looking to get Involved?

This year we have **four positions** on **NSFA Council** that are up for election, as well as **two positions** on the **Board of Directors** for **Farm Safety**!

Curious what involvement would mean with either of these governing bodies? On your right you will find some details related to the work and expectations of directors and Council members. If you are interested in applying, you can find the Nomination Form inserted in this newsletter!

If you have any questions about either of the positions, please don't hesitate to reach out!

### NSFA Council

The Council works on behalf of the entire industry to help ensure a prosperous and sustainable future for Nova Scotia farms. Council provides oversight and direction for the activities and policy of the Federation in the areas of:

- Advocacy
- Financial Management
- Governance
- Public Relations
- Strategic Planning
- Member Relations
- Issues Management

### Farm Safety Board of Directors

The board upholds the values of the organization and works in the best interest of the industry. Directors must:

- Have intimate knowledge of the industry
- Have board governance experience
- Have experience with government and industry relations
- Have experience advocating on behalf of an organization
- Be an innovative and creative problem solver
- Be a strategic thinker

## Motion: Proposed Bylaw Amendments 2021

**In accordance with NSFA bylaws, the NSFA Council hereby gives Notice of Special Business to amend the bylaws at the November 25 – 26 Annual Meeting.**

**The following bylaw amendments will be presented for vote at the November 25 – 26 Annual Meeting.**

### Proposed Motion

Motion to approve bylaw amendments as presented.

### Rationale

The proposed changes to the bylaws include recommendations to align with governance best practices, correction of grammatical errors, to allow for virtual meetings and to address the Nova Scotia Federation of Agriculture Membership resolution passed at the 2020 Annual meeting.

### Nova Scotia Federation of Agriculture Membership 2019 Resolution

**Whereas** membership in the Nova Scotia Federation of Agriculture is currently limited to farms registered through the Nova Scotia Department of Agriculture Farm Registration System; and

**Whereas** in 2020 the Department of Agriculture changed its farm registration policies resulting in many farms being removed from the membership roll of the Nova Scotia Federation of Agriculture, and a loss of membership revenue to the Federation; and

**Whereas** the policy change was made unilaterally by the Department of Agriculture without consultation with the Nova Scotia Federation of Agriculture; and

**Whereas** future changes to the registration system may be made unilaterally by the Department of Agriculture thereby removing more farmers from the Nova Scotia Federation of Agriculture membership; and

**Whereas** the Nova Scotia Federation of Agriculture should have the power to control its own membership;

**Therefore, be it resolved,** that the Nova Scotia Federation of Agriculture amend its membership bylaw so that farms that are not registered under the Provincial Farm Registration System have a method by which to become members of the Nova Scotia Federation of Agriculture.

**Please turn to the next page to view the complete list of proposed bylaw amendments, which address the 2019 resolution.**

| Current Bylaw # | Current Bylaw   | Proposed Bylaw   | Rationale  |
|-----------------|---|--|--|
| 1. b)           | “Council” means the Council of Agricultural Leaders (Council of Leaders) of the Federation;   | “Council” means the <b>Council of Leaders</b> of the Federation;   | Correct terminology to align with Federations of Agriculture Act.  |
| 1. e)           | “Member” means a Registered Farm choosing to join the NSFA;   | “Member” means <b>a member of the Federation as defined herein;</b>  | Adjusted to allow for “Non-Registered Farm” membership category.   |
| Added           | N/A   | <b>“Non-Registered Farm” means a farm operated as a sole proprietorship, partnership, corporation, company, co-operative or other legal form which is actively involved in farming including growing crops or raising livestock, which farm is not registered under the Farm Registration Act.</b>   | Adjusted to address new membership class.<br><br>*resulted in adjusted numbering of remaining definitions*   |
| 1. g)           | “Special Business” means a motion passed by not less than two-thirds of such Members entitled to vote as are present in person or by proxy, where proxies are allowed, at a general meeting of which notice specifying the intention to propose the motion as special business has been duly given.   | “Special Business” means a motion passed by not less than two-thirds of such Members entitled to vote as are present in person, <b>or present by phone or by other permitted electronic means including video conference</b> or by proxy, where proxies are allowed, at a general meeting of which notice specifying the intention to propose the motion as special business has been duly given.  | Adjusted to allow for virtual participation.   |
| Title           | MEMBERSHIP CLASSES, RIGHTS AND RESPONSIBILITES  | MEMBERSHIP CLASSES, RIGHTS AND <b>RESPONSIBILITIES</b>   | Correct spelling of “responsibilities”   |
| 4               | Membership in the Federation shall consist of:<br>a)Those who support the objects of the Federation, as outlined in the Federations of Agriculture Act,<br>b)Those Registered Farms whose name and address is written in the Register of Members by Service Nova Scotia, and<br>c)Those who pay an annual fee in an amount to be recommended by the Federation and approved by the Nova Scotia Department of Agriculture (NSDA) Farm Registration System. | <b>There shall be two (2) voting membership categories of the Federation and shall consist of:</b><br><b>1)Registered Farms:</b> <ul style="list-style-type: none"> <li><b>i. Those Registered Farms who support the objects of the Federation, as outlined in the Federations of Agriculture Act,</b></li> <li><b>ii. Those Registered Farms whose name and address is written in the Register of Members the Farm Registrar; and</b></li> <li><b>iii. Those who pay an annual fee in an amount to be recommended by the Federation and approved by the Nova Scotia Department of Agriculture (NSDA) Farm Registration System.</b></li> </ul> <b>a) Non-Registered Farms:</b> <ul style="list-style-type: none"> <li><b>i. Those Non-Registered Farms who support the objects of the Federation, as outlined in the Federations of Agriculture Act, and</b></li> <li><b>ii. Those who pay an annual fee to the Federation in an amount equivalent to the fee prescribed in the Farm Registration System.</b></li> </ul> | Adjusted to address new membership class.<br><br>Also replaced “Service Nova Scotia” with “Farm Registrar” to align with Federations of Agriculture Act. |
| 5. a)           | Member (Voting): a person or body corporate and his or its heirs, executors or other Designated Representative; currently operating a Registered Farm choosing to join the NSFA. Principle of one farm = one vote shall apply.  | Member (Voting): a person or body corporate and his or its heirs, executors or other Designated Representative; currently operating a Registered Farm or <b>Non-Registered Farm</b> choosing to join the NSFA. Principle of one farm = one vote shall apply.   | Adjusted to address new membership class.  |



|            |   |   |  |
|------------|---|---|--|
| 8.         | The Members, through their Designated Representatives, or in person, at the annual general meeting may repeal, amend or add to these by-laws when proper notice of special business regarding a change to the bylaws has been given, including the proposed changes.  | The Members, through their Designated Representatives, or in person, <b>or present by phone or by other permitted electronic means including video conference</b> , at the annual general meeting may repeal, amend or add to these by-laws when proper notice of special business regarding a change to the bylaws has been given, including the proposed changes.                       | Adjusted to allow for virtual participation.   |
| 10. c)     | c) Specify the nature of business, such as the intention to propose a motion of special business, a copy of such motion, and<br>d)The non-receipt of notice by any Member shall not invalidate the proceedings  | c) Specify the nature of business, such as the intention to propose a motion of special business, a copy of such motion, and <b>the non-receipt of notice by any Member shall not invalidate the proceedings</b>  | Grammar correction.  |
| 13.        | Only voting Members or their Designated Representative shall have the right to vote at any annual or special meeting. Principle of one farm = one vote shall apply. The voting Member or Designated Representative must be represented in person at the meeting to be eligible for a vote.                            | Only voting Members or their Designated Representative shall have the right to vote at any annual or special meeting. Principle of one farm = one vote shall apply. The voting Member or Designated Representative must be represented in person , <b>or present by phone or by other permitted electronic means including video conference</b> at the meeting to be eligible for a vote. | Adjusted to allow for virtual participation.   |
| 19. b) ii. | Immediate Past-President who shall be an ex-officio Member of the Council for one year.   | Immediate Past-President who shall be <b>a voting member while their term remains, and then after the end of their term</b> , is an ex-officio Member of the Council for one year.  | To address the situation when the Past President still has time left in his/her term and is therefore able to vote.  |
| 21.        | The Council has the power to carry out policy formulation on matters requiring immediate attention. Such policy formulations shall be ratified at the Annual General Meeting.   | The Council has the power to carry out policy formulation on matters requiring immediate attention. Such policy formulations <b>may</b> be ratified at the Annual General Meeting.  | Adjusted to reflect current practice of policy formulations.   |
| 22.        | The number of members of the Council shall be 12 and should broadly represent the NSFA membership.  | The number of members of the Council shall be <b>8-12</b> and should broadly represent the NSFA membership.   | Adjusting to reflect governance best practice in the case not all seats are filled via member election. Note: all efforts will be made to fill seats – this is within the power of the membership. |
| 27.        | A conflict of interest does not prevent a Member from serving as a Member of the Council provided that he/she withdraws from the decision making on matters pertaining to that interest. The withdrawal should be recorded in the minutes.  | A conflict of interest does not prevent a Member from serving as a Member of the Council provided that he/she withdraws from the decision making on matters pertaining to that interest. The <b>withdrawal should</b> be recorded in the minutes.   | Grammar correction.  |
| 36.        | The Corporate Secretary and Treasurer shall be responsible for the oversight, review and approval of all NSFA books and records which include minutes of Member and Council meetings and financial statements. The Corporate Secretary Treasurer shall perform other duties as assigned by Council from time to time. | The Corporate Secretary and Treasurer shall be responsible for the oversight, review and approval of all NSFA books and records which include minutes of Member and Council meetings, financial statements <b>and a register of members</b> . The Corporate Secretary Treasurer shall perform other duties as assigned by Council from time to time.                                      | To acknowledge the “register of members” in the responsibilities.  |

## Policy Corner

### Grocery Code of Conduct

A Grocery Code of Conduct is a phrase we've heard more and more as the COVID-19 pandemic settled in. There seems to be traction on implementing such a code; the federal political parties appear to be committed, though each party has a different take on "how" – some believe it should be voluntary and others tout they will make it mandatory. While a national code makes most sense considering the major grocery retail chains operate across Canada, a Canada Grocery Code of Conduct is ultimately provincial jurisdiction and will require provinces to sign on.

In the last twelve months, there has been some work done in the space of the Grocery Code of Conduct. Last December, NSFA signed on to a letter with the Canadian Federation of Agriculture and other stakeholders requesting the government implement a Grocery Code of Conduct. Since then, there has been a working group comprised of Federal, Provincial, and Territorial government staff to review this option. Another group of "interested parties" have been navigating through what should be included in such a code so positions are prepared when discussions start. Farmers aren't the only group asking for this Code of Conduct. Processing associations and even some grocers are asking for this code. Michael Medline, CEO for Sobeys has been vocal about the need for a Grocer Code of Conduct. Since a code of conduct would only ever be implemented with robust support, having one of the largest grocery retailers in Canada in favour certainly helps to get traction.

In July, the FPT Agriculture Ministers called for an industry led process to develop broad consensus around a concrete proposal for a Code of Practice/ Code of Conduct and an approach to dispute resolutions to improve

transparency, predictability and respect for the principles of fair dealing. In a nutshell, the process to determine the process on how to develop a Code of Conduct is underway.

### What is a Grocery Code of Conduct exactly?

Among other things, a big part of the code of conduct will provide standards and recourse for breach of contract. Some of the high-level themes that should be included to support farmers are:

- Mandatory application
- Clear enforcement
- Guarantee of confidentiality for producers
- National consistency
- Independent dispute resolution mechanism

NSFA will continue to monitor and support activities where we can in this space.

### Bill C-208 - Changes to the Income Tax Act

It's been a number of years since NSFA brought a resolution to the CFA AGM requesting changes to the Income Tax Act. The request was direct – change the Income Tax Act so the tax bill isn't higher for families to purchase the farm than a complete stranger.

After much debate in the Senate and at the House of Commons Finance Committee on tax evasion, Bill C-208 finally received Royal Assent. Since then, we have heard rumblings on what this could look like in practice. On a positive note, the parties each committed to upholding the intention of Bill C-208 while ensuring the integrity of our tax system.

Canada Department of Finance came out with a clarifying note saying that further amendments will address: requirement to transfer legal and factual control of the business; indicate the level of ownership in the corporation carrying on the business that the parent can maintain

for a reasonable time after the transfer; timeline for the parent to transition the involvement in the business to the next generation; and, level of involvement of the child or grandchild in the business after the transfer.

Looking for more information on farm succession? Check out [www.nsfarmsuccession.ca](http://www.nsfarmsuccession.ca)

For specific information on transferring your farm and associated taxes, check in with your accountant.

### IPCC Report on Climate Change

The United Nations established the Intergovernmental Panel on Climate Change (IPCC) in 1988 to provide objective scientific information. The IPCC releases a technical assessment of climate change every six to seven years. Reporting is comprised of a systemic review of all relevant published literature on climate change impacts and potential strategies. The IPCC's sixth report, "Climate Change 2021: The Physical Science Basis", was released on August 9th, 2021.

The Canadian Federation of Agriculture reviewed the report and outlined implications for farmers. Many of the highlights of this won't be a shock to farmers or others who work in the agriculture industry:

- Many changes in the climate system become larger in direct relation to increasing global warming. They include increases in the frequency and intensity of hot extremes, marine heatwaves, and heavy precipitation, agricultural and ecological droughts in some regions, and reductions in Arctic Sea ice, snow cover and permafrost.
- At 1.5°C global warming, heavy precipitation and associated flooding are projected to intensify and be more frequent in most regions in North America. This is predicted with medium to high confidence.

- The frequency of heat and cold extremes have increased and decreased, respectively. With medium to high confidence, these changes will continue through the 21st century.

The full report can be found with a quick Google Search for IPCC 2021 Report.

## Government Relations

### Provincial

Congratulations to the newly elected government!

With the announcement of cabinet members and critic roles assigned by the official opposition, NSFA is looking forward to mandate letters to see what this change in government fully means for priorities and impacts on the agriculture industry.

Along with the change in elected officials and Ministers, departments have been realigned – and with flashback, too! Public Works replaces Transportation and Active Transit; Lands and Forestry is changed to Natural Resources and Renewables; Advanced Education is separated out on its own; Labour, Skills and Immigration will form a new Department. And last, but certainly not least, the Departments of Agriculture and Fisheries each have a separate Minister.



Honourable Greg Morrow, Minister of Agriculture and MLA for Guysborough-Tracadie.

### Federal

Here we are, once again in election limbo - the space of print deadlines for the News & Views and the election.

By the time this issue is in your mailbox, your MP and the Prime Minister will have been decided, and quite possibly the Minister of Agriculture. Much like our own “Ag Leaders Debate” in August, CFA hosted a debate in September with representatives from each of the federal parties.

The commitments in debates and platforms are important to keep track of, especially if we have a minority government again.

For example, progress was recently made on the farm business succession taxation file because of collaboration between the parties that didn’t form government. The New Democrats cooperated with the official opposition Conservative Party in a Private Members Bill in amending the Income Tax Act to improve the tax structure for farms transferring within family.





# Public Trust Update

## Open Farm Day Recap

Nova Scotia celebrated the 21st annual Atlantic Open Farm Day in good company this year. New Brunswick, Newfoundland and Labrador, Prince Edward Island and Nova Scotia worked together to present more than **70** farms to the public!

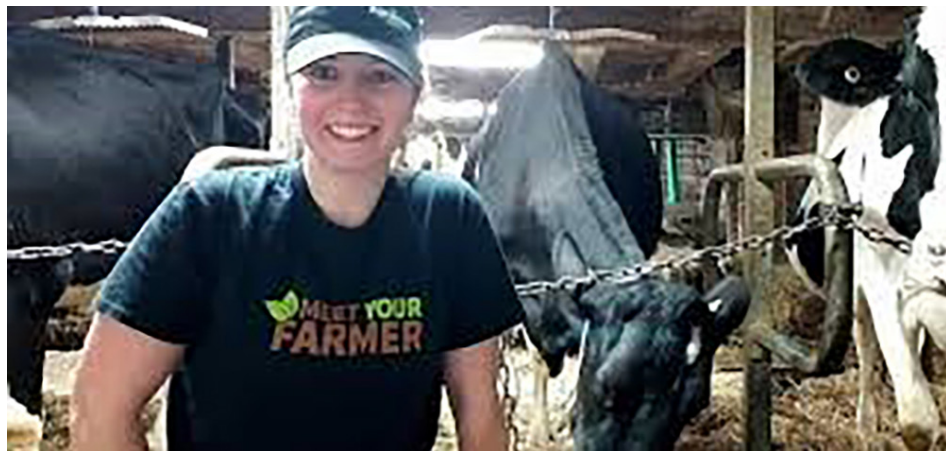
Taking place on September 19, we were able to bring the event online and in-person. This was the first time in 21 years that farms had the option to participate by making a video, going live on social media or opening their farms in-person. We had a great mix! Thank you to the 20 plus Nova Scotia farms that participated this year.

A big piece of this year's event was the launch of a new website dedicated to Open Farm Day! [www.atlanticopenfarmday.ca](http://www.atlanticopenfarmday.ca) was created to be a year-round resource of all things related to Open Farm Day. Participating farms from each province have their own profile with farm information and directions to the farm or links to their online video. The website is a great compliment to the [Atlantic Open Farm Day YouTube channel](https://www.youtube.com/channel/UCqz8K8K8K8K8K8K8K8K8K8K).

If you missed watching online videos on Open Farm Day, you can still catch them on the website or YouTube Channel.

A hybrid event provides many benefits to Open Farm Day. Videos allow for farmers who cannot normally accommodate the public on their farms due to biosecurity protocols, the opportunity to connect with consumers. Online events take transportation or physical limitations into consideration as well. In-person events are wildly popular with the public and provide a memorable, educational experience for attendees.

We plan on continuing with the hybrid



version of Open Farm Day and looking at how we can improve the event for farmers and the public. The more opportunities we provide to reach out and connect with Nova Scotians, the more opportunities we have to build trust in food and farming.

## Nova Scotia Food & Farm Feedback Contest

We have launched a new contest! But not just any contest- this one is focused on collecting data on Nova Scotia Food and Farming. The survey is available online and is **open to the public** to complete. The survey is designed to compliment the Canadian Centre for Food Integrity's annual research. It focuses on the whole food system in Nova Scotia.

It gives respondents the opportunity to share their thoughts on how they trust farmers, agricultural organizations, restaurants, grocery stores and other groups throughout the food system.

**The survey is open until December 15, 2021.** Fully completed surveys will be entered into the contest to win a weekend farm stay package at Fossil Farms. Results of the survey will be available. Stay tuned!

To share the survey please visit: [www.meetyourfarmer.ca](http://www.meetyourfarmer.ca) or find us on Facebook or Instagram @nsfameetyourfarmer.

## NOVA SCOTIA FOOD & FARMING FEEDBACK CONTEST



**COMPLETE OUR  
SURVEY FOR A  
CHANCE TO WIN A  
WEEKEND  
PACKAGE AT  
FOSSIL FARMS!**



# Farm Safety Update

## The Internal Responsibility System

The [Internal Responsibility System](#) is the foundation of Occupational Health and Safety legislation in each of the Canadian provinces including Nova Scotia. It means that everyone at or near the worksite is responsible for their own safety and the safety of others. This includes workers, contractors, visitors, and volunteers.

Collaborating on health and safety with all levels of employees on the farm is key in supporting a positive safety culture. It also promotes the application of best practices, creates an understanding of shared responsibilities to implement safety measures, and ensures compliance.

To help foster the Internal Responsibility on your farm, consistent messaging is important. This can be done by implementing a written [Farm Safety Plan](#). Using the resources of the Farm Safety Plan to communicate the health and safety expectations on your farm, to conduct new hire orientation training, and ongoing training will ensure the message is lived as expected.

## Why does the plan have to be written?

Many of you reading this, know what needs to be done on farm and probably have been doing it that way for many years. The reason for a written plan is to ensure other workers on the farm have clear instructions on how to do the work, as well as to have checks and balances for the hazard controls that are used.

Involving all workers and the workers [health and safety representative or the health and safety committee](#) to participate in the development or review of the plan, will ensure it remains a living document that is effective in preventing incident, injury, and occupational illness on farm.



## Hazard Controls are not just physical!

The COVID-19 pandemic has brought to the forefront the importance of both physical hazard controls but also psychosocial hazard controls. The pandemic has highlighted the importance of protecting the psychological health and safety of everyone on the farm.

The Canadian Standards Association has the standard [CSA Z1003-13 – Psychological Health and Safety in the Workplace](#) that outlines the requirements for a written system to maintain the health and safety of workers. This is not mandatory to have on farm however, it is a useful tool to guide you through the process.

In recognition of the importance of mental health and wellness on farm, Farm Safety Nova Scotia is raising awareness and taking action to protect and nurture the mental health and well-being of Nova Scotia's farming community. We are working to enhance and maintain a culture where mental health is valued, prioritized, and protected. The launch of the *We Talk. We Grow.* mental health awareness campaign in May of 2021, is leading us on this path.

One way to participate in raising awareness and taking action is to participate in a Mental Health First Aid Course or In The Know Mental Health Literacy Training.

In [Mental Health First Aid](#) participants learn how to provide help to a person who may be developing a mental health problem or experiencing a mental health crisis. Visit our [events calendar \(farmsafetyns.ca/events\)](#) for specific

dates in December 2021, January 2022 and February 2022 to learn more and register.

[In the Know](#) is a virtual mental health literacy training program that identifies the specific struggles of farming, and supports building confidence in recognizing mental health struggles, in talking about mental health, and in helping others. Keep an eye on our events calendar for upcoming courses to be scheduled in the near future.

Can't decide between Mental Health First Aid or In The Know training? You don't have to decide, you can take both! They compliment each other very well and better prepare you to have conversations relating to mental health and wellness.

## Upcoming Events

| Date        | Event  |
|-------------|--|
| October 20  | Farmers' Safety Corner: Preparing for an emergency |
| October 27  | Farmers' Safety Corner: Preparing for an emergency |
| October 28  | Recognizing and Responding to Farmers at Risk      |
| November 17 | Farmers' Safety Corner: Winter Safety              |
| November 24 | Farmers' Safety Corner: Winter Safety              |

## AgSector Update

### Update on the Farm Technician Apprenticeship Program

Work is still underway on the Farm Technician program. The Nova Scotia Apprenticeship Agency is currently seeking Subject Matter Experts to assist in reviewing and validating the exam banks.

The first round of reviews will be held in **November/December 2021**. Those that review and validate the exam bank will not be eligible to challenge the exam as a trade qualifier immediately following, due to having seen the bank of questions. Experts from the first round of reviews will be required to wait until a second question bank has been reviewed and validated.

The second round of exam bank reviews will take place in the **Winter of 2022**, and will require four to six additional Subject Matter Experts.

As a reminder, Farm Technicians manage on-farm operations. They have knowledge of crops and livestock as well as operations, maintenance and some repair of farm equipment and machinery.

Experienced farmers with at least 5400 hours in the trade can take the exam and if successful, receive certification and become a Journeyman.

Journeyman status is required to take on an apprentice in the trade.

For more information visit us at [nsagsector.ca](http://nsagsector.ca) or phone 902-893-2293.

OR

Nova Scotia Apprenticeship Agency  
[nsapprenticeship.ca](http://nsapprenticeship.ca) or phone 800-494-5651



The advertisement features the Agriculture Sector Program and NSFA logos. It promotes 'YOUR FREE TRAINING AWAITS!' and 'At YOUR Fingertips!' with a laptop displaying the SkillsPass Marketplace. Text on the laptop screen includes 'Nova Scotia Federation of Agriculture SkillsPass Marketplace', 'SkillsPass training programs are designed to help owners and managers, employees, and job seekers', and 'How it Works'. A blue starburst graphic says 'GET TRAINED TODAY!'. At the bottom, it lists 'Microsoft courses available: Excel, Word, OneNote etc, to support NSFA members.' and provides the website 'nsfa.skillspass.com/' and the SkillsPass logo.

### Reintroducing, SkillsPass!

Did you know SkillsPass has a wide variety of courses available at **no cost** to you? They are available online and on demand, so you can learn at our own pace, from your own home.

Interested in sharpening your Microsoft Excel skills? SkillsPass offers a number of courses ranging from beginner to advanced, focused on themes that interest you!

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### Canadian Agricultural Human Resource Council Introduces Growing Opportunities - Work Integrated Learning for Post-Secondary Students

Canadian agriculture is a dynamic and growing industry that needs a significant injection of new talent. Recent Labour Market Intelligence studies conducted by CAHRC and funded by the Government of Canada indicate that by 2029 there will be a shortfall of 123,000 Canadians to fill available positions, and subsequent revenue losses for the industry. The Growing Opportunities project is designed to bridge the gap and connect skilled and motivated post-secondary students with employers for careers in agriculture.

Launched in September, this program will fulfill course Work Integrated Learning (WIL) requirements at the same time as developing skills and interests already held by agriculture and non-agriculture students. By hiring students, employers benefit from new perspectives and ideas and will qualify for a wage subsidy of up to \$7500 per student.

Visit [www.cahrc-ccrha.ca/agritalent](http://www.cahrc-ccrha.ca/agritalent) to find out more.

# Enhancing Riparian Areas by Managing Vegetation

When the NSDA introduced changes to the Soil & Water Sustainability Program this spring, one of the highlights was an increase in the funding for Enhancing Riparian and Agro-Ecosystem Health to **60% assistance** for the purchase and installation of trees, shrubs and fencing in riparian zones (i.e., the lands adjacent to streams, rivers, lakes, ponds and wetlands). This increase in funding is a recognition of the many ecological services that vegetated riparian zones can provide including: improving soil health, capturing nutrients and pathogens, watercourse bank stabilization, wildlife habitat, enhancing biodiversity and sequestering carbon. This article is intended to provide some practical suggestions for establishing vegetation along a watercourse.

To provide the most benefits, streamside vegetation should consist of a mixture of grasses, shrubs and trees. In some cases, all that would be needed is to erect a fence to protect the bank from being damaged by livestock or equipment. A protected stream bank will soon allow the natural vegetation in the area to become established. In some instances, it may be desirable to have a zone of grass and shrubs close to the stream edge and trees planted further back from the bank. In areas where only ground cover is needed, plant a mixture of grasses and legumes close to the stream edge. In areas where you want to establish shade as well as bank cover, plant shrubs and trees. Consider native species that thrive under local conditions. It is important to consider site characteristics such as soil type, drainage, high water levels, and wind and sun direction before selecting specific species for planting.

## Grasses and Legumes:

It is recommended to plant a mixture of grasses and legumes, as legumes can



supply nitrogen to the soil. Legumes to consider are birdsfoot trefoil (*Lotus corniculatus*), or crownvetch (*Coronilla varia*). Both of these species have a long life and are adapted to a wide range of soils and moisture conditions; however, crownvetch does best in dry to well-drained areas. Grasses to consider are creeping red fescue (*Festuca rubra*) or tall fescue (*Festuca arundinacea*) but soil and moisture conditions may require the use of other grasses or legumes. A “highway mix” or “conservation mix” are good seed mix combinations to use in the Maritimes and most seed suppliers can advise on other mixtures.

## Shrubs:

An ideal shrub is red osier dogwood (*Cornus stolonifera*). This small shrub (approximately 1.8 m; 6 ft. high) is well suited to stream banks as it grows best in moist soils and spreads by producing runners or stolons. Other shrubs to consider are highbush cranberry (*Viburnum trilobum*) or speckled alder (*Alnus rugosa*). Several willow shrub species could also be considered. Most shrub species require some management such as cutting them back every third or fourth year. Plant in a zigzag row with a one-meter spacing to reduce weed competition and mulching around the plants will help retain moisture and reduce weed competition.

## Trees:

Most native tree species can be used. As a general rule, plant deciduous (hardwood) species on north slope (south facing) and east slope (west facing) and conifer (softwood) species on the south slope (north facing) and west slope (east facing). The species naturally growing on or near the site will be the best choice. It is necessary to plan ahead as many shrubs and tree species are only available at certain times of the year and may need

to be ordered in advance, particularly if a large site is being planted. The best time for planting is early spring as soon as the frost is out of the ground. Although more expensive initially, planting potted trees that are 2 - 3 years old can result in higher survival rates over planting seedlings. Additional steps that can improve tree survival are mulching, staking and caging the trees.

There are several suppliers of shrubs and trees across the province. It is recommended that you contact a local watershed conservation group for the best local sources. Contact information for many watershed groups is available on the Adopt-A-Stream website. The EFP program is developing a list of suppliers. If you sell native shrubs or trees suitable for riparian planting (or know of someone who does), and would like to be on the list, please contact the office (902) 893-2293 or email [efp@nsfa-fane.ca](mailto:efp@nsfa-fane.ca). The Soil and Water Sustainability Program is accepting applications until **October 15th**. There is still time to do some fall fencing or for those wishing to purchase trees this fall, check with local nurseries to make arrangements for a spring pick-up.

Visit the EFP website for these and other resources: [nsefp.ca/publications-fact-sheets/](http://nsefp.ca/publications-fact-sheets/)

- Beneficial Management Practices for Riparian Zones in Atlantic Canada – for suggested plants lists
- New England – Acadian Forest Restoration

## Links:

- Soil and Water Sustainability Program - [novascotia.ca/programs/soil-and-water-sustainability/](http://novascotia.ca/programs/soil-and-water-sustainability/)
- Adopt-A-Stream Program – brings professional habitat biologists and volunteers together to rehabilitate aquatic habitats for fish and wildlife; contains a map of watershed conservation groups and contact info - [www.adoptastream.ca/](http://www.adoptastream.ca/)



# Upcoming Events

## October 14, 2021

Cape Breton/Richmond County Federation AGM

## October 26, 2021

Inverness/Victoria County Federation AGM

## November 16, 2021

Kings County Federation AGM

## November 18-19, 2021

WBPANS Annual Meeting

## November 18-20, 2021

Atlantic Farm Mechanization Show

## November 25-26, 2021

NSFA 126th Annual Meeting

## November 26, 2021

Farm Safety Nova Scotia Annual Meeting

## November 26, 2021

NS Young Farmers Annual Meeting

## November 26, 2021

Henry's Retirement Reception

## December 8-9, 2021

Virtual Mental Health First Aid




## January 11-12, 2022

Virtual Mental Health First Aid



7 Atlantic Central Drive  
East Mountain  
NS B6L 2Z2  
Ph: 893-2293  
Fax: 893-7063  
Email: [info@nsfa-fane.ca](mailto:info@nsfa-fane.ca)

Website: [www.nsfa-fane.ca](http://www.nsfa-fane.ca)

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# Lloyd Evans Memorial Award

Lloyd was integral to the establishment of Farm Safety Nova Scotia and served as one of the original directors for the organization. In an effort to carry on his legacy while celebrating other farm safety leaders, we are excited to open nominations for the Lloyd Evans Memorial Award.

This award will be awarded to an individual, farm, organization or

agricultural business, who has had a positive impact on the agriculture industry and continuously works towards improving health and safety here in Nova Scotia.

Have someone in mind? You can find the nomination form and additional details at [farmsafetyns.ca/award](http://farmsafetyns.ca/award).

**Deadline for nominations is October 31.**

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NSFA News + Views is the Newsletter of the NS Federation of Agriculture, the voice of Nova Scotia's agriculture industry.

News + Views is provided free of charge to its members. We value comments and concerns from our members. Please direct them to Council members or Office Staff.