

FARM REPORT



February 20, 2021

JOZZY FARM

Authored by: OGWANG BOSCO

Farm Needs

1 Pig Feeds

According to the remarks from Musawo (Vet Irene) to increase the kilograms of feeds from 1.5 kg to 4 kgs per day for lactating sows and from 1.5kgs to 2.5 kgs for pregnant sows and others.

As per that, we are having 2 lactating sows and 6 pregnant sows, so that means everyday we have to use 30 kgs of feed on the Farm i.e., from 16 kgs to 30 kgs per day

2. Food for workers i.e., rice, posho, beans, cooking oil, salt etc.

3. Charcoal wood since looking for firewood has become a problem.

4. Hard brush for cleaning sty (2 pairs)

5. Hand gloves (Re-usable 3 Pairs)

6. Farm record books (2)

7. Long ruler (1)

N.B Pigs feeds on 21st Feb 2021 because of increment in ratio from 16 kgs – 30 kgs per day.

8. 10 bags of cement.

Piglets Report

It was on Friday 18th Feb 2021 when I came to the sty at around 8:10 pm to check on the piglets for **J01** and after Musawo had docked the tails and clipped the teeth, and I tried to breast feed them and found out that 4 piglets were not breast feeding at all.

It was now on 19th 02 2021 waking up at 6:30am the following morning and found out that 4 piglets were dead and after a short while, 1 (one) piglet also died totaling up to 5 piglets dead on 19th.02.2021

Signed.

Bosco Ogwang

Deputy Manager

***RESPONSE AND ARISING QUESTIONS / ADVICE
ON FARM NEEDS.***

Thank you for the report and we encourage that all managers continue sending these reports despite the constant communication. If read well, you can see that we have good and bad events that happened in this period.

These reports are a means to see what is on the Farm. In order to have the right picture, managers have been asked to give us unedited reports. That said, for the first part, and relating to the issue of feeding on the Farm, I am aware that the GM has discussed and resolved this. The Farm will provide land for all employees to grow food to be used as a wholesome. Everybody is responsible for this food. **Jozzy Farm** reserves the right to the crops / food grown on the Farm.

- This means that you cannot sell the food to the Farm or to ourselves, where “ourselves” means the Farm.
- In case anyone is departing; they cannot take the food with them.
- Food / crops are for the current employees.

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- The moment one ceases to be an employee, they also cease to have a right to the food.
 - Employees cannot return to claim their right to the food /crops no matter what effort they put in when growing the crops. Let's take it that its part of all employees job to grow crops that will feed everyone on the farm and everyone's salaries / wages will have a component of this.
 - Food is utilized on a collective and not individually. The Farm will in the near future provide a cook / cooks to help with the meals; breakfast, lunch, evening tea and supper.

Other items mentioned in the report will be dealt with internally however, we request that all employees be considerate and put in mind the fact that the Farm is only getting to its feet. We are not expecting to send money for cooking oil, salt and confectioneries after sending wages to the tune of **UGX 400,000 /=** to an individual.

We don't want to dictate how one uses their wages but we don't expect that wages are used as savings with no contribution to normal expenses like rent, transport, feeding, water bills, electric bills among others. In the circumstance, we can only do what we can while expecting common sense to prevail.

RESPONSE AND ARISING QUESTIONS / ADVICE ON PIGLETS

We take these to be the core business and should ensure that the pigs together with their piglets are fed well.

The question that arises from the report is whether the findings were reported to the GM and what was done to ensure that we save the lives of the piglets after knowing that they were not breast feeding.

The solution to this is informing the veterinarian doctor as soon as possible and asking them to attend site.

We need to have bottles to feed the piglets in case they are not breast feeding.

We have to assign responsibilities and ensure that the jobs are done at a specific time and efficiently. We also need to have employees that think outside of the box, for example a proactive employee will not need the manager to ask them to clean inside the sty and ensure that there is no debris. Worse still, if we have a manager who cannot see debris on the sty and remove it or instruct someone to remove it then we are doomed.

As promised in the previous communication, we are going to start a training regime which is recurrent and will involve testing to see how good management and employees are with management; delegation, proactiveness, forecasting, planning, leading, team building, communication, decision making among others. In case you have data, we encourage you to research on these topics on YouTube and Google.

Lastly, I would advise that management forms working routines. Any skivers (including managers) will be discovered at some stage and when we find out that anyone has led to loss (time and resources) then they will not fit in the picture. We should be communicating well and ensuring that there is harmony on the Farm.

IT IS “WE” AND NOT “I”

Thank you

JE Muwonge
CEO / Owner

Jozzy Farm