

Hatchery: BMP Programs

Bruce Stewart-Brown
Perdue Farms
August, 2006

Why BMP Programs?

- Hatchery Management is a lost (or losing) art
- Performance Improvement
- Antibiotic Pressures
- More Products Applied in Hatchery
- Food Safety
- Welfare

Performance

- 25% of growout performance is in the Hatchery
- Average Daily Gain in the Hatchery is.....what 2 gms?
- Chick Health, Incubation needs to contribute 20 calories of performance – that's a half a day

Performance

- Chicks have to be ready to eat and drink when they arrive
- 90% of chicks need to have a full crop at 24 hours
- At 7 days, Chicks need to be 4X their day old arrival weight
- We ought to value young breeder flock chicks just as much or more than older breeder flock chicks

Antibiotics

- Can't use them
- Sanitation needs to be exceptional
- If you wouldn't inject something into yourself or put it into your mouth or put it into your eye – won't be right for the chicks

Antibiotics

- That doesn't mean we can't do some other extra special things
- Focus on what comes into your hatchery – breeder relationship
 - Dirty eggs
 - Thin shelled eggs
- Tools for cleaning
- Hatchery sanitation design
- Better flow – clean to dirty
- Need some evolution and innovation

Antibiotics

- Suppliers to McDonalds have to ask them if they can use an antibiotic or not
- Some antibiotics are completely “off the table” – Naxcel and Gentimicin are two very high on the list for elimination OR public scrutiny/documentation

More Products Applied Here

- Continues to be the best place to give birds most anything
- Marek’s will carry other things – more and more. For example, LT and Gumboro
- Nutrition in the Hatchery – looking for that day

Food Safety

- Grandparents are clean of Salmonella
- Parents are 50 –75% positive, moving to 25% positive in the next 2 years
- Hatchery’s can turn all that to 100% or NOT
- Breeder flocks will be designated one way or another – the Hatchery needs to make that useful

Food Safety

- If a chick gets Salmonella in the 1st 7 days – you can’t get it out of them

Welfare

- If there is one place we have an opportunity to please people – it is in the hatchery
- Chicks on the floor, Chicks being damaged and not appropriately euthanized, Live Chicks in egg waste – all serious problems needing an immediate solution
- Problems not fixed after being identified – serious serious problem

Customer Satisfaction

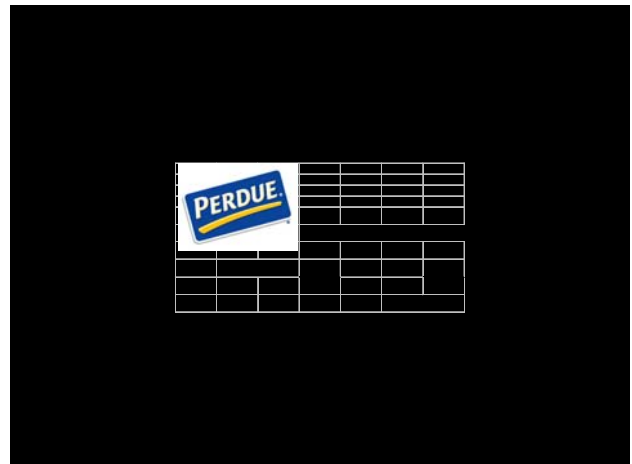
- Not just Growout
- Producers! They need to want your chicks.
- Chicks need to be the best in the industry.
- Would we even buy chicks from ourselves if we had a choice?

Best Practices – BMPs

- Welfare, Food Safety, Security, Performance – all have BMP programs
- It is the way to explain, train, monitor, fix, show progress, get better
- Make them Simple, Run your business with them
- Sounds kind of like: plan, do, check, and improve
- Audits are just Verification that programs are in place – the programs don't run if they are only the mechanism to audit.

There are no secrets to what BMP Programs look like!

			Maximum Score	Actual Score	Percentage
Food Safety	*		51	0	0.0%
Facility	*		39	0	0.0%
Egg Room			19	0	0.0%
Ventilation			27	0	0.0%
Incubation			35	0	0.0%
Chick Processing			28	0	0.0%
Vaccination			51	0	0.0%
Chick Delivery			20	0	0.0%
Poultry Welfare	*		36	0	0.0%
Sanitation			39	0	0.0%
Bacteria and Mold (Plating)			50		0.0%
TOTAL			395	0	0.0%



Hatchery BMP Programs

- This may not be how your company works, it works for our company
- You may not feel like you need to prove to others that you do your job – you need to get over that
- Hatchery Process Control is in the top 3 our biggest live side challenges