

FARM AND FIELD.

PRIZE FARMS IN ONTARIO.

The Agricultural and Arts Association lately awarded a silver medal on the farm of Mr. William Rennie, the well-known seedsman and successful farmer. The farm is fifteen miles from Toronto, and contains 120 acres, of which 107 are under cultivation. We make the following extract from the report accompanying the award:

"The acreage of the different crops is: Barley, fifteen; oats, twelve; white clover for seed, four; hood crops, fifteen (two acres of this in potatoes of different varieties grown for seed); half an acre of onions and two acres of beans; an acre of sugar beet; the balance mangolds of different varieties, of which the long red appears to be the heaviest cropper. A few drills of turnips had been sown, but were a total failure. Mr. Rennie stated that the land around was not at all suitable for turnips, and but few are grown. The roots are a remarkably fine crop, and will produce a very large quantity of feed. This crop gave evidence of having been well managed from first to last, judging from the appearance of it on both our first and second visits. Mr. Rennie's system of preparing land for roots is as follows: As soon as he can get time after harvest the land is heavily manured and ploughed under with a shallow furrow, and afterwards deeply cross-ploughed with a sub-soil plough following, in this way stirring and breaking up the soil to a considerable depth. The land is harrowed and well worked up, and toward the latter part of the season it is drilled up with a double-mould plough, and left in that shape until the spring, when all that is required to prepare the land for sowing is to harrow down the drills and re-make and sow on the freshly-drilled soil. Previous to drilling up the last time 200 pounds each of salt, plaster and bone-dust are sown to the acre.

"Fifty-three acres were cut for hay this year, the noticeable feature being not only the large quantity to the acre, but the closeness of the grasses. For this field, Mr. Rennie sowed twenty-seven and a half pounds to the acre of the following mixture: Red clover, six pounds; alsike, three; timothy, four; white clover, one; sweet vernal, one; yellow oat grass, half pound; and two pounds each of orchard grass, perennial rye grass, Italian rye grass, red top, blue grass and meadow fescue. At our second visit, a second crop could have been taken off; but Mr. Rennie wisely preferred to feed it on the land. At that time there were in pasture fifty sheep and lambs, three cows and six steers; and since then twenty more steers have been bought. All the steers and sheep were intended for winter fattening, as well as more sheep to be purchased. The woodland and pasture comprise eighteen acres. The fattening cattle and sheep are kept on until the spring, and are heavily fed—the theory carried out on this farm being to lay on flesh as rapidly as possible. All fodder is cut and fed is with meal, bran and oil-cake. Roots are cut or pulped.

"The rotation followed varied with the nature of the soil on the different parts of the farm, one portion of the farm lying well up, and a large part being flat. The course is usually in grass two years, and then grain, the variety depending on the nature of the soil. This is followed by roots, chiefly mangolds, for the reason, already stated, that turnips are not suited for this soil. The next year grain is sowed down, usually spring wheat or barley. Two teams are required. These are grand animals, one pair having been sold since we were there in July for \$850. They are kept in the stable summer and winter, Mr. Rennie thinking that they stand the work much better than when allowed to run on the grass."

There was also awarded a gold medal on the farm of Simpson Rennie, brother of William, containing 102½ acres, of which six is woodland. The following statement of the produce grown, and what was done in 1892 in the way of feeding, will give a good idea of what the farm produced, and the way in which it is used, as well as the profits of the system:

	Acres.	Yield in Bush.	Received per Bush.	Amount Received.
Wheat	10	850	\$1.10	\$935 00
Barley	18½	993	75	774 75
Oats	15½	920	50	460 00
Peas	0	125	72	90 00
Corn	1½	250	35	87 50
Mangolds	2½	2,000	10	200 00
Carrots	1½	250	10	25 00
Potatoes	1	160	50	76 00
		Tons.	Per ton.	
Hay	22	85	\$14 00	\$490 00

RESULT OF FEEDING CATTLE.

Cost of cattle	\$460
Ground pea and barley meal	145
Unout hay	125
Roots	125
Total	\$855
Received for cattle when sold	\$920
Cost of six young cattle which ran in straw yard	160
When sold brought	190
Cost of 17 pigs, \$85; meal and other feeds, \$93	178
When sold brought	208

HIRED HELP ON THE FARM.

The success or failure of the farmer is apt to depend more on his skill in dealing with men in his employ than on any other single item in farm management. On every farm much of the labour done must be hired. The farmer who understands human nature can secure more effective cheaper help than he who does not. As a rule farm employes are a difficult set to deal with. The more enterprising and intelligent are apt to get the western fever early and seek homes for themselves. Occasionally a young man of good habits and intelligence works for others on the farm a few seasons to get the capital to commence farming on his own account. These make altogether the best help, and should be secured at almost any reasonable price they may ask. An ignorant, unskilled blunderer will waste and destroy twice the amount of his wages in a single season. Good farming consists in carefulness in little things. When we consider how few farmers are able to stand the test, the wonder is that, when much of the detail of farm work is left to hired help, there should be as much good farming as there is.

When a faithful and intelligent hired man has been found, all his reasonable demands should be satisfied. Better use farm tools without oiling than have a hired man constantly grumbling. The friction will do less damage on the insensate iron than on the human temper and feelings. The hired man need not and should not be "boss," but a good farmer will not hesitate to consult him at times, and listen to, if not follow, his advice. Two heads are better than one, and there are few men so ignorant as not to know more about certain things than their employers. It is common for farmers to resent any advice from their employes as impertinence; but the fact that advice is thus resented shows that the farmer who does so is in some doubt as to his position. Young farmers and those having little experience in the business are most apt to have trouble with their hired men, and this is mainly because they are afraid to lower their dignity by asking the opinion of their employes. If a young man is intelligent he will not take kindly to such treatment, and this is one reason why so few of the better class of young men seek employment on the farm.

It is essential to the best success with farm help that they should have the fullest confidence of their employer and be interested in their work. Men will not and cannot work as well for a poor as

for a good farmer, not alone because they have less to do with, but because the enthusiasm of interest will in one case impel the help to do their utmost, while lack of interest will retard every effort. When work is progressing favourably it is easier to do a good day's labour than when it is lagging, and the better the help the more difference this feeling will create. Poor help is of the kind that does things mechanically, and with such it may matter little whether the work is reasonable and effective or not. A story is told of an English farmer, who, on hiring a new man, first employed him in doing the most unreasonable and preposterous job of which he could think. The next day he set him to undoing what he had done before. The man went at his task each time without a word of protest, or even seeming to care what he was set to do, so long as his pay was sure. The rich farmer at the close of the second day said he was satisfied, for he had found a man who would do exactly what was told him without thinking or caring for the result. In other words he was seeking for a mere machine, and he had secured one to his liking. A man is not a machine, however, even if he is a farm hand hired by the month. Whoever seeks to transform him into a machine not only injures his manhood, but impairs his effectiveness as a worker.

In every way possible hired help should be made interested in that which they are doing. If a farmer discusses his plans and calculations, his employes will soon take an intelligent interest in the work they are doing. Then, if the employer is taken sick, or some unexpected emergency calls him away, one among his employes will be able to take the lead, and arrange to keep the work in progress. It may be necessary sometimes to employ men who do things mechanically, but where several men are employed one or more among them should be competent and be authorized to take charge of affairs when the employer is not present.

The fact has often been noted that employes will work better and more freely for a rich man than a poor one. In the days of slavery southern negroes used to boast of the wealth and respectability of their owners, as reflecting lustre on themselves, and something of this feeling is quite common among hired help with regard to their employers. Nothing succeeds like success, and no man can do his best when working on a practical failure. A lazy, drunken farmer may often have a kind, sensible and loving wife; but he cannot keep a good hired man two seasons in succession. As a rule, the better the farmer the more thorough his culture, and the more promptly he keeps up with his work the better the class of help he can employ. Keeping in advance of work is doubly important, for if a farmer gets behind, his men see his helplessness and do about as they please. Generally a farmer will not have any trouble about help leaving him if he manages always to be so well beforehand that their leaving will not seriously distress him.

As for payment, the old Mosaic rule not to let the sun go down without paying the servant his hire is a good one for all day help. Hands hired by the month of course do not expect pay until their time has expired, and this should be in the contract. But for a faithful hand all money needed should always be ready when asked for. This is not so much for the benefit of the hired man as of his employer. Usually the less of his wages an employe takes up before his time expires the better for him, yet the employer cannot afford to have a dissatisfied man about the place, for lack of a few dollars which he will have to pay in any event, and can generally pay with trifling inconvenience a few months or weeks before the money is legally due.—*American Cultivator.*