Workflow: Picking

Toolkit 4.3
Picking Supervision and Monitoring Picking Injuries

target audience

Farm managers and supervisors.

what it is

As an add-on to the Picking Best Practice Toolkit, this toolkit focuses on planning and control by managers and supervisors.

why it is important

Poor picking practice cannot be reversed. The packhouse may be able to sort the good from the bad but cannot correct what the tree has produced or the results of the picking process. Planning, supervision, and control at harvest time is critical because there is little tolerance for error or shoddiness.

success factors

The key success factors are:

- **Pre-harvest Practices** – Refer to Toolkit 4.2 – Picking Best Practice.
- **Planning** – The supervisors must know what picking method is required and have the ability to communicate the standard. Factors such as the limitations of the weather need to be considered.
- **Selecting and Training the Picking Team** – Ensure that you select and train the picking team to meet the standards.
- **Picking Methods** – Knowledge about the picking method, the requirements of each market (export, local, juicing), as well as selective picking methods (export only, fruit of a certain colour only).
- **Weather Conditions** – Clarity on conditions such as temperature and humidity.

- **Picking Process** – The supervisor controls the process and determines factors such as an effective team size (usually less than 20), coordination between pickers and trailer, avoiding crowding around the trailers/bins, picking practice, proper emptying of bags, etc.
- **Fruit Injury and Damage Control** – Critical control points include: bins are dry, clean and in good order, fruit is placed not dropped into the trailer, fruit on or near the ground is excluded, pickers do not run with bags of fruit, no long stems on the fruit, picking trailers and bins are not over filled, more extensive monitoring such as indigo carmine testing, and good transport practice.

execution steps

See success factors above.

assessment questions

Please Note: There is no minimum / maximum amount of questions you can add

1.	Are you and your supervisors able to recruit and select picking teams successfully?
2.	Are your supervisors and their teams knowledgeable about the various picking methods and processes and the requirements they may need to pick for?
3.	Have you implemented clear standard work practices (SOPs), particularly regarding picking supervision and monitoring fruit picking injuries?
4.	Are you and your supervisors able to adapt the picking practices and approaches when conditions, such as weather, change?
5.	Do you have clear standards regarding tools, bags, bins, and distances between pickers and the bins?
6.	Do you have team review and feedback sessions to correct and motivate high performance of your picking teams?

resources

1.	CRI product – Colour Prints for Blemish and Appearance Standards
2.	Citrus Academy AV module – Harvesting Supervision
3.	Citrus Academy production learning material – Harvesting