

Debrief of “Mock Test-of-System” Activity and Report

The prior activity was a **training example** to assess the food safety culture and risk awareness within the food processing facility in the event of an actual food safety noncompliance.

What is a “Mock Test-of-System”?

A verification task to...

1. Ensure the current food safety management system (FSMS) prevents, reduces, or eliminates hazards,
2. Evaluate the current training content, and
3. Encourage risk awareness within employees, processes, and throughout the facility.

If there is a food safety violation, such as a missing hairnet or a mismanaged sanitation tool, this could lead to

- *contamination or introduction of a foreign material* into product and the processing facility.
- regulatory noncompliance.



More importantly, if we contaminate or introduce a foreign material into the product:

This product can be distributed across the US and other countries

Individuals who consume this product can fall ill and it can cause a recall.

Do you, your family, or your friends eat these products?

What can YOU do for food safety?

If you see something, say something!

- Be proactive with your roles and responsibilities.
 - Identify the risks and hazards that *have or could occur* within your role.
 - Remember your impact on the food system and the public.
 - Ask questions!
- Establish an open communication with your coworkers and supervisors.
 - Praise individuals who prevent or limit hazards.
 - Raise concerns and report about potential food safety hazards.

From this activity and “Test-of-System” report, you can:

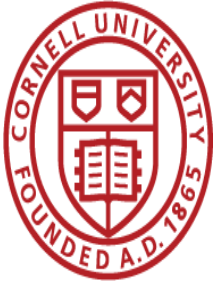
1. Identify potential gaps in your food safety management system (FSMS),
2. Document your facility’s adherence to food safety practices, and
3. Assess the shared values, beliefs, and norms toward food safety between/within organizational levels.

How can you use this information?

1. Apply corrections to your current FSMS
2. Support employees with positive changes to current trainings and/or organizational culture (e.g., professional interactions, etc).
3. Empower employees to proactively address food safety concerns and report events.

Questions?





Food Safety Culture

Training Workshop

Food Safety within the Food Industry

- John Tudor & Son (2005)
- Maple Leaf Foods, Inc. (2008)
- Peanut Corporation of America (2009)

HOWEVER, almost all outbreaks can be associated to food safety culture....

**New information
about food safety**



**Consistent
improvement of
food safety culture**

Food Safety Culture (FSC)

Griffith, Livesey, and Clayton (2010):

The aggregation of the prevailing, relatively constant, learned, shared attitudes, values and beliefs contributing to the hygiene behaviours used within a particular food handling environment.

Yiannas (2009):

*A food safety management system (FSMS) is a system of processes that includes good manufacturing practices, a Hazard Analysis and Critical Control Point (HACCP) system, and a plan for recalling unsafe foods. While having a FSMS is critical, food safety culture looks beyond processes to human behavior [...] **Simply put, a food safety culture is how an organization or group does food safety.***

Processes/Systems

Food Safety Management Systems

- HACCP, Preventive Controls

Certifications

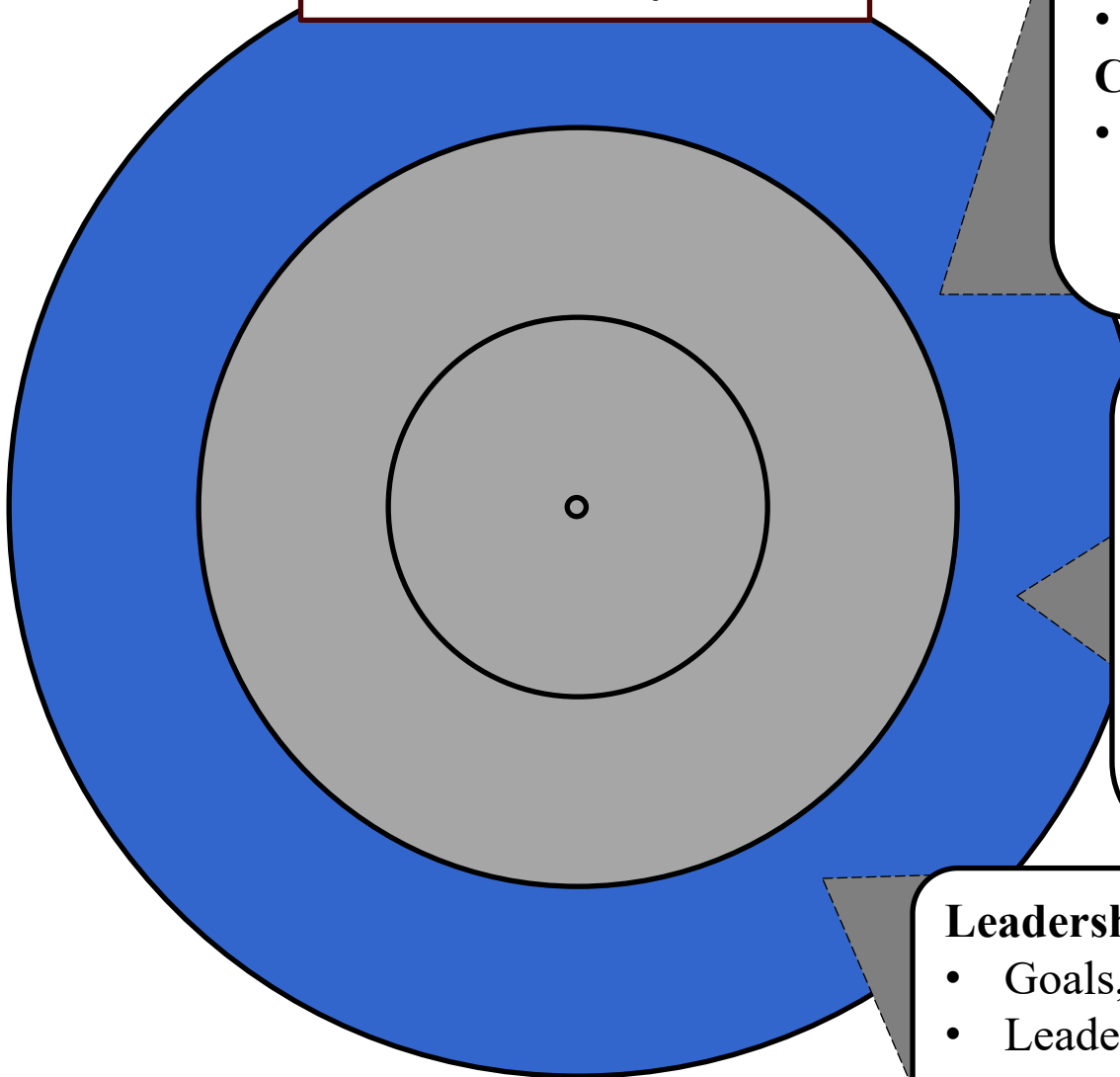
- Safe Quality Food, Global Food Safety Initiative, Preventive Controls Qualified Individual

Regulatory Alignment

- FDA New Era of Smarter Food Safety (2020)
- Codex Alimentarius Commission CXC 1-1969 (2020)
- EU Commission Regulation (2021)

Leadership & Management

- Goals, Vision, Standards
- Leadership Style



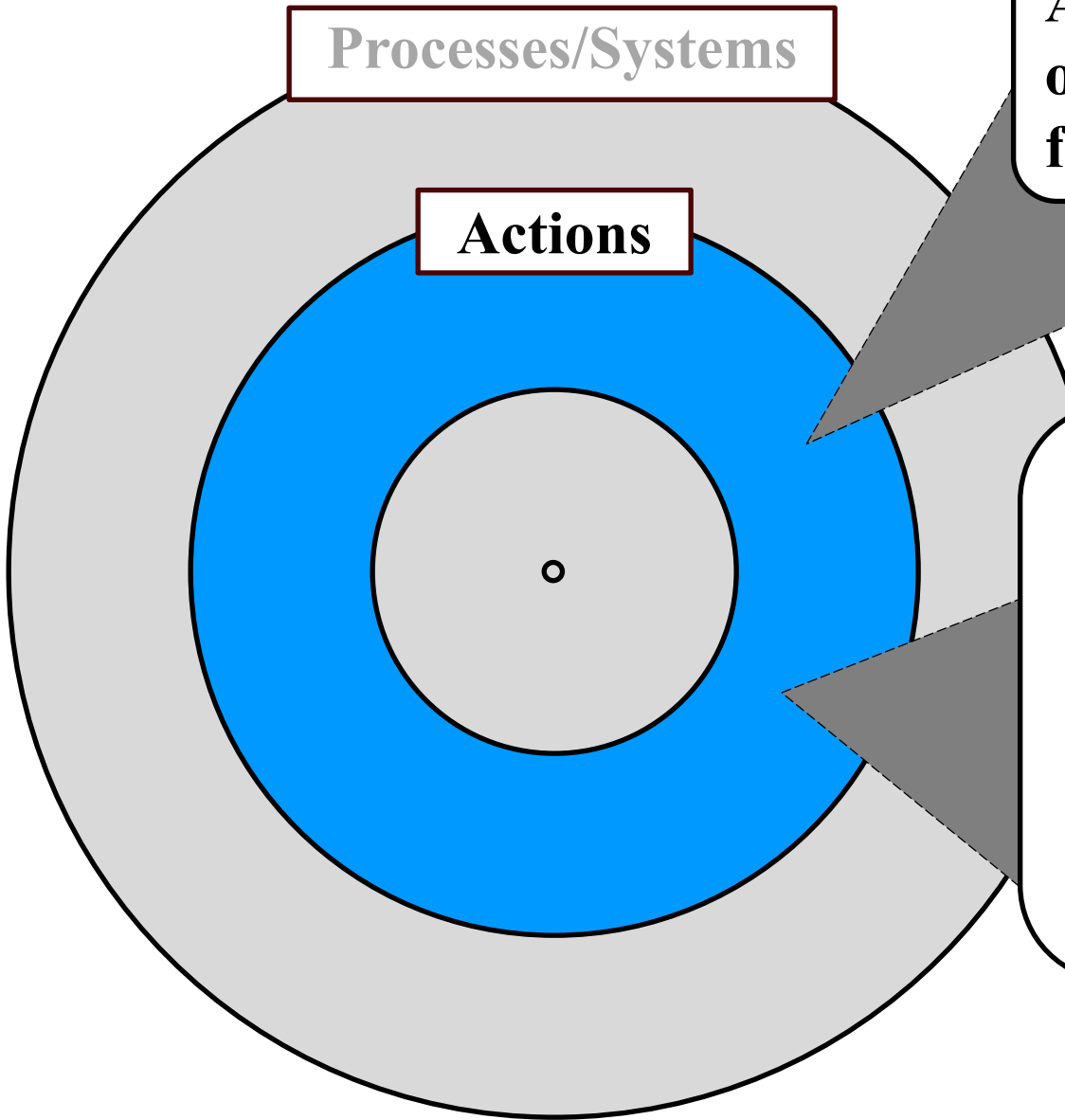
Processes/Systems

Actions

Are you reactive, active, or proactive towards food safety?

Food Safety Communication

- Interactions with supervisors
- Interactions with coworkers
- Feedback



Processes/Systems

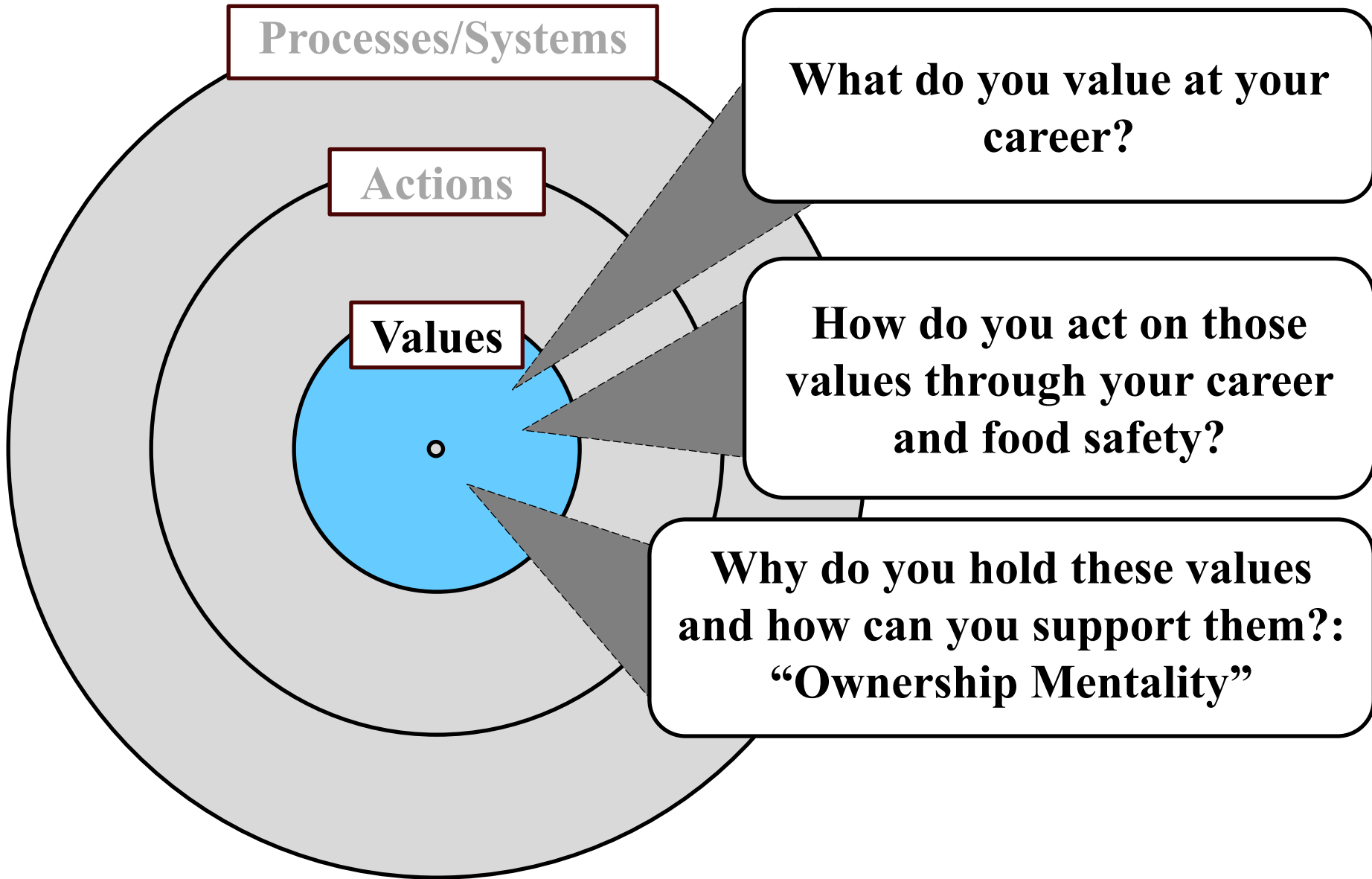
Actions

Values

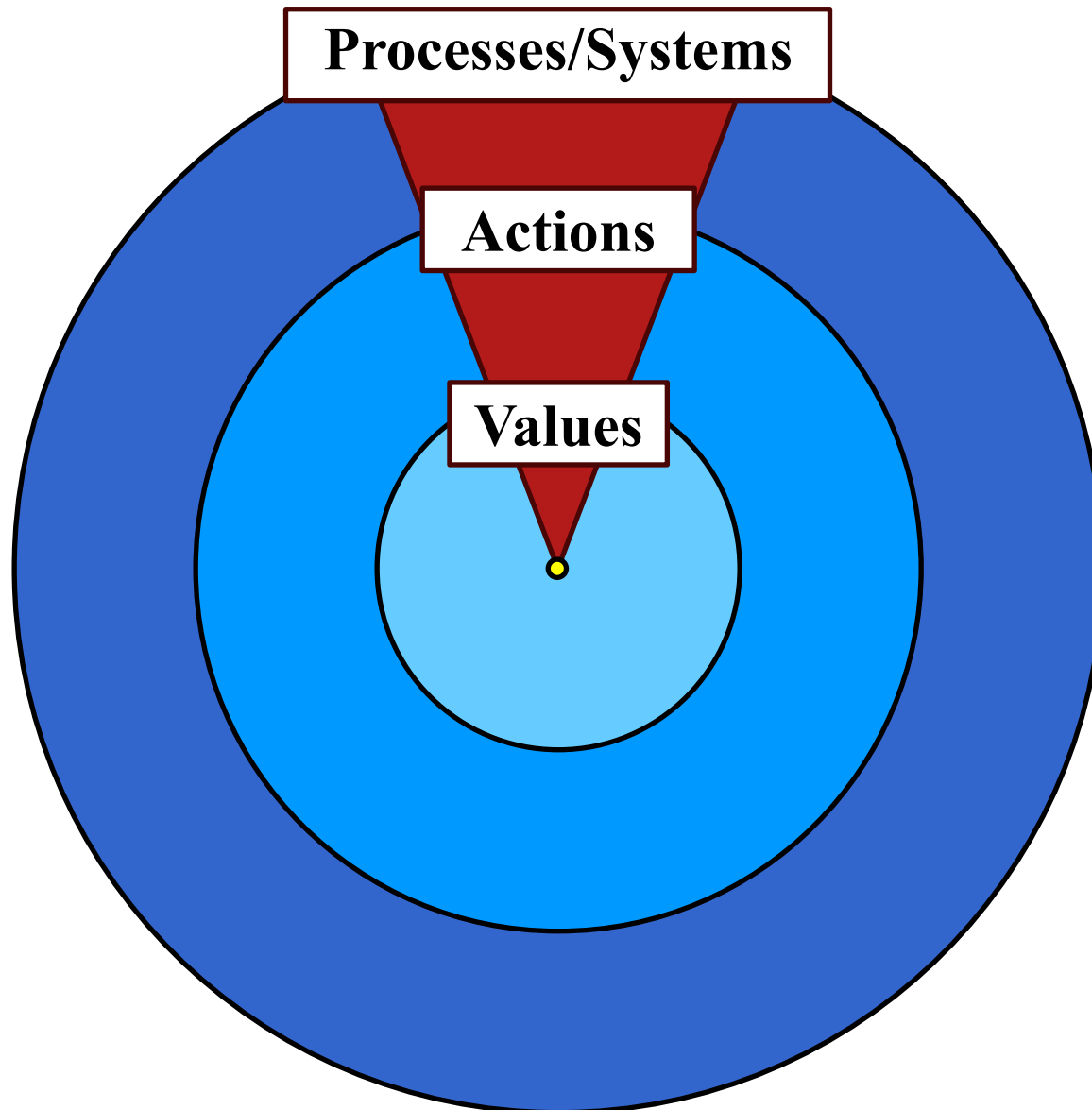
What do you value at your career?

How do you act on those values through your career and food safety?

**Why do you hold these values and how can you support them?:
“Ownership Mentality”**



Food Safety Culture = Sustained Behaviors



The “Why” of Food Safety Culture

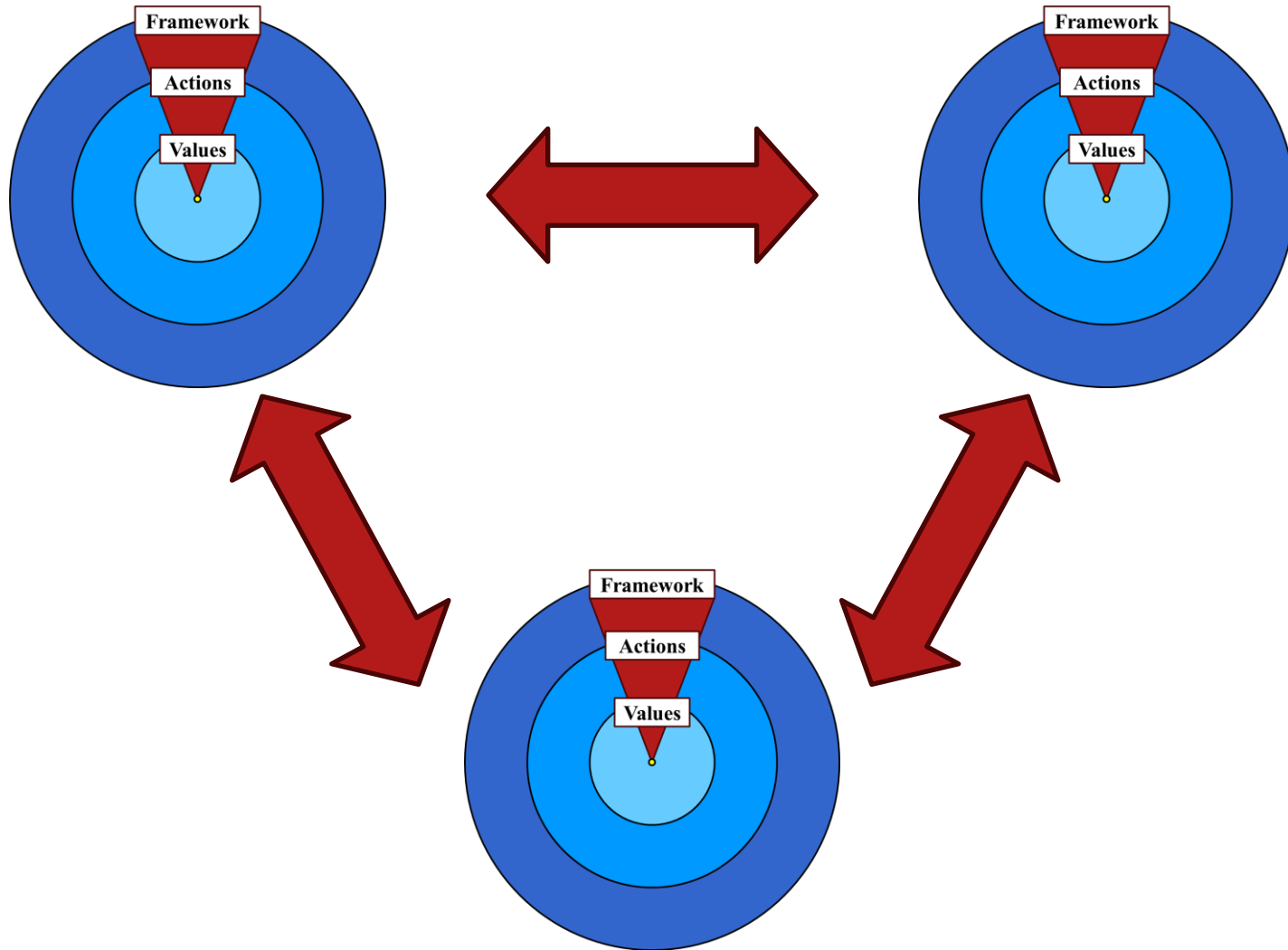


Source/Copyright: 2021 Update to the Why Behind Food Safety – California LGMA

At: https://www.youtube.com/watch?v=VN56_ZEavaA

Corporate Entity

Suppliers



Owners/Operators

Barriers to positive food safety culture



Over-confidence in FSMS and existing food safety research.



Business impact over food safety.



Organization size.



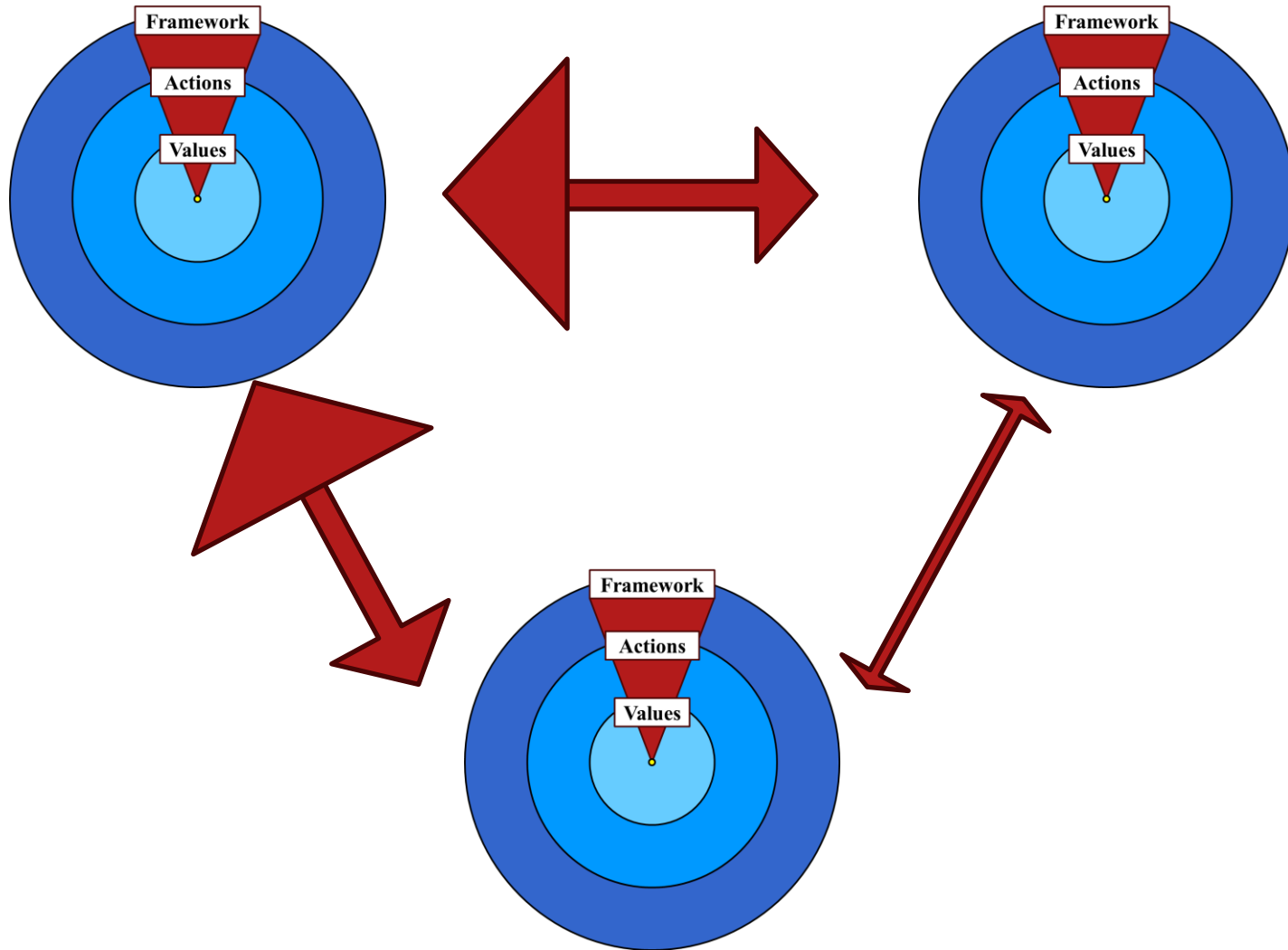
Frequent staff turnover.



Personal beliefs/identities.

Corporate Entity

Suppliers



Owners/Operators

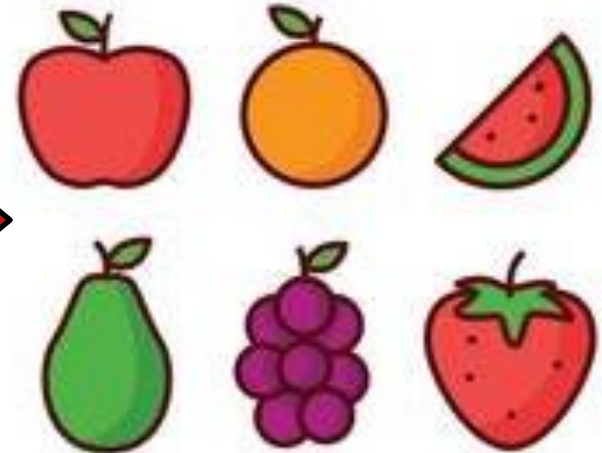
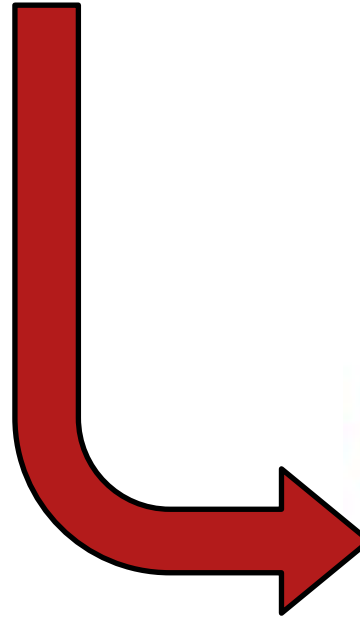


An employee feels ill.

What can be done to support food safety?

The employee **doesn't report it** and goes to work.

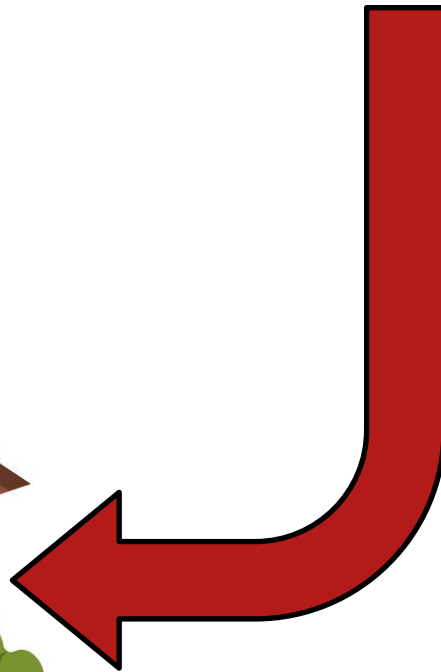
What should be done?





An employee feels ill.

What can be done to support food safety?



The employee **reports the illness** and goes home or rotates to a non-food contact role.

How should we *support* this behavior?

Creation of Food Safety Culture?

- ***Leadership:*** YOU set the direction and tone.
- ***Communication:*** What are YOUR interactions?
- ***Commitment to food safety and accountability:***
How do YOU and the ORGANIZATION support food safety?
- ***Training for risk awareness:*** knowledge, attitudes, behaviors, and values towards food safety.

Commitment to food safety

- Reinforce food safety through informational materials or reminders.
 - Signage should be intentional and simple.
 - Place signs in effective locations.
 - Use the preferred language of the workers.
 - Update information based on relevance and communication.
- Foster an “ownership mentality” for food safety.
 - Incentives for awareness of food safety.
 - Promotion through social media .
- Promote systemic food safety within the organization *and* the supply chain.

Produce Safety ALLIANCE

Cleaning & Sanitizing Food Contact Surfaces

Step 1: Remove any obvious dirt and debris from the food contact surface.



Step 2: Apply an appropriate detergent and scrub the surfaces.



Step 3: Rinse the surface with clean water, making sure to remove all the detergent and soil.



Step 4: Apply a sanitizer approved for use on food contact surfaces. Rinsing may be necessary. Let surface air dry.



Cleaning vs. Sanitizing

What is the difference and why does it matter?

- **Cleaning:** Physical removal of dirt (soil) from surfaces which can include the use of clean water and detergent
- **Sanitizing:** Treatment of a cleaned surface to reduce or eliminate microorganisms

Important point: You cannot sanitize a dirty surface. Cleaning always comes first!


 Rutgers On-Farm Food Safety



Why are trainings important?

Trainings should be **at least annually and reinforce food safety practices.**

- Trainings prevent, limit, or reduce workplace accidents and hazards/risks.
- Refresher trainings build on your experience and knowledge to identify effective solutions.
- Remember the “**Why?**” of food safety.
- Trainings should be supervised by qualified personnel.

Trainings should align with **practical and tangible experience.**

- How do you learn best?: In-person, virtual, hands on.
- Easily understandable and appropriate language of the audience.
- You are adults!: Education and experience are valuable.

Assessment of Food Safety Culture

Use multiple methods to understand your organization's culture and food safety compliance!

- (Reinforced) Trainings
- Records
 - Internal/Third-party audits
 - Training records
- Discussions
 - Staff meetings
 - Focus groups
 - Anonymous Surveys
- Observations

What does *your* organization do to assess food safety culture?

Resources to foster FSC

1. FDA Webinar Series: *Collaborating on Culture in the New Era of Smarter Food Safety*
 2. Stop Foodborne Illness (STOP)
 3. Global Food Safety Initiative (GFSI)
 4. Safe Quality Food (SQF)
- ... and many more resources!

Questions?

