

SALSA

Safe and Local Supplier Approval

SALSA

Issue 6 key changes - including Food Safety Culture 'Success with SALSA'



November 2022

The SALSA Scheme

- Launched in 2007 as a credible alternative to the **BRC Global Standard**
- Founded by four of the main trade associations representing the UK Food Chain, the NFU, FDF, UK Hospitality and BRC
- Self-funding, not-for-profit organisation intended to be affordable for smaller businesses
- A membership scheme - not just a Standard - providing support structure for Members with integrated guidance, advice and training services
- The IFST acts as Scheme moderator on behalf of the owner, Salsa Scheme Ltd, which is made up of representatives from the three trade associations
- IFST also runs the professional register that verifies the competence of SALSA Auditors

SALSA Strategy

- **Purpose**

To provide food safety assurance certification and an affordable, integrated support structure for small & micro businesses in the UK

- **Vision**

To be recognised and adopted by the majority of UK food & drink industry stakeholders as the leading and most robust food safety certification scheme for the smaller producer

#SafeFoodSells

Statement of Values

Safe food first – Above all else, the SALSA scheme exists to **encourage** and **assist** small and micro businesses to implement practices and controls that produce food that is **consistently safe**

Affordability – We will always aim to provide services and solutions that are **affordable**; but also of the **best possible value** for its members.

Supportive and constructive relationships – We pride ourselves on the **supportive** nature of the relationships we build with our members. Our aim is to support, encourage and help develop small businesses as they grow.

Practical and focussed guidance – Through our broad base of mentors we aim to provide **clear, practical and relevant advice** to businesses, not general or theoretical answers

Teamwork and collaboration – Our relationship with members is based on a **collaborative approach**. We work with members as if part of their team.

The SALSA Standard



Current Issues at September 2022

- Food & Drink Production - Issue 6
- *SALSA plus* Beer - Issue 4
- *SALSA plus* Cheese - Issue 6
- *SALSA plus* Beer with BFBI - Issue 1 (with issue 4 Beer)
- *SALSA plus* Ice Cream - Issue 1
- Broker, Storage & Distribution - Issue 1

The SALSA Standard



- Between legal and BRCGS requirements
- Written by experienced food safety professionals in conjunction with SALSA's Technical Advisory Committee
- Requirements across 4 sections – Prerequisite Controls, HACCP, Management Systems and Documentation, Premises
- Proportional and appropriate to scale of activities of the smaller suppliers

The SALSA Standard - Changes



- ✓ Balance between keeping pace with industry best practice yet remaining true to core values
- ✓ Safe food first, supportive and constructive, practical
- ✓ Appropriate, accessible and achievable standard for small food businesses
- ✓ Standard & Interpretation Guide – fit for purpose for all users

Consultation- March & April 2022

The Standard and Interpretation Guide has developed and approved by SALSA's **Technical Advisory Committee and Key Stakeholders including but not limited to;**



Including Primary Authority Assurance



Issue 6 - Update & Align



**Brewing, Food & Beverage
Industry Suppliers
Animal Feedstock Assurance**



**Requires Membership of
Ice Cream Alliance**



**Updated Website,
requires registration with
Micron²**

Issue 6 – Overarching Changes

- Clauses restructured – taking wording across to guidance
- Interpretation Guide - fully reviewed & updated
- “How do I demonstrate” given greater focus
- Wording Consistency
 - shall, should, must, appropriate, document, record, procedure
- Glossary – enhanced and updated

Issue 6 – Overarching Changes

- Pre-requisites - re-structured, clauses moved to section 4 premises
- HACCP – ties more closely to Codex structuring
- Management Systems & Documentation – includes labelling and shelf life
- Premises, Layout & Structure – includes factory controls for GMP & foreign body controls & introduces Food Defence and Cyber Security

Issue 6 – Overarching Changes



Codex
Alignment

Allergen
Management

Food Safety
Culture

Issue 6 -Section 2 HACCP

- Statement of Intent - Clear alignment to Codex
- **2.2/2.3** Introduce clear requirement for product description, intended use and understanding food safety factors
- **2.7** Greater focus on correct use of risk assessment
- **2.9** Establish validated critical limits (documented justification)

Issue 6 Changes - Allergens



1.4 Allergen Management

1.4.1 Identify all allergens handled on site, or brought on to site, and document the risk of cross contamination.

1.4.2 An allergen management procedure and controls shall be implemented to prevent or minimise the potential for cross-contamination at all stages of production and throughout all processes, from intake to despatch. Records shall be kept.

1.4.3 Allergen information on labels and labelling shall be legal and accurate.

1.4.4 Where allergen suitability claims are made for a product, information provided on labels and printed packaging shall be determined using validated accredited methods of testing.

Issue 6 Changes - Allergens

1.4 Allergen Management

1.4.1

Identify all allergens handled on site, or brought on to site, and document the risk of cross contamination.

The allergens referred to are those in Food Information for Consumers (FIC) and that should be considered in the risk assessment (including food allergens).

Use a database or spreadsheet (Allergen raw material matrix) to identify allergens and that should be considered in the risk assessment (including food allergens).

- Use supplier specifications and information (see 1.6.1, 1.6.2) within or may be contained within a raw material.
- Make a note of any allergens that are present in every single ingredient. If they are not declared on labelling, they will not need to be considered in everything and are not therefore 'of concern' examples are in a bakery, milk handling in all products in a dairy.

The 14 allergens required to be considered are:
Cereals containing gluten: (wheat, rye, barley, oats, spelt, khoras
crustaceans, molluscs, fish, egg, milk, soya, peanuts, tree nuts: (Brazil, pistachio, macadamia and Queensland nuts), celery, mustards, sulphites (and products derived from these).

For each process step from goods in through to dispatch, consider segregation in place that prevent the cross-contamination of allergens. This may include:

- Specific storage requirements
- Pre-start up checks
- Product changeover
- Planning scheduling (separation of processes by time)
- Specific cleaning requirements
- Cleaning validation
- Segregation (separation of processes by area)
- Consideration of rework
- Designated equipment/utensils (colour-coded boards, scoops, etc.)
- Designated PPE (colour-coded aprons, gloves, sleeves)
- Staff allergen training

Staff should be trained in line with the allergen management controls for allergens brought onto site by staff to reduce the risk of cross contamination.

- Check items in snack bars and vending machines on site for allergens.



SALSA Requirements:

1.4.1 Identify all allergens handled on site, or brought onto site, and document the risk of cross contamination

1.4.2 An allergen management procedure and controls shall be implemented to prevent or minimise the potential for cross contamination at all stages of production and throughout all processes, from intake to despatch. Records shall be kept

Why?

Allergens in foods can cause reactions ranging from mild symptoms to death. It is a legal requirement to identify specific allergens in the product on your food labelling. Allergic consumers rely on the accuracy of the allergen labelling on food packaging to decide whether they can safely consume a product.

Allergen management is an area of high concern for both manufacturers and the public. For many product labels it is common to see not only the allergenic ingredients but also the use of voluntary statements e.g. 'may contain' which are used to cover the concern over weak allergen management. The requirements for allergen management in the SALSA Standard audit for manufacturers will support clearer labelling of allergens on packaging based on an understanding of risk.

Note that allergic reactions to 'gross contamination' are more likely to cause significant allergic reactions than 'trace' contamination. Gross contamination is generally associated with the wrong ingredient, lack of control of substitute ingredients and their allergens or where the incorrect label has been used on a product/ product packed into the wrong packaging. Trace contamination is generally associated with poor cleaning practices and lack of adequate segregation.

Tools

- A documented list of all raw materials and finished products on site.
- Allergen awareness training for ALL staff, refreshed annually.
- Allergen training for staff specifically involved in allergen handling
- Appropriate storage areas for specific allergens, if necessary e.g. nuts or peanuts.
- If possible, production schedules based on allergens to minimise potential cross contamination when moving from one product to the next
- Validated Cleaning procedures
- SALSA Food Labelling workshop
- A SALSA Mentor if you are still unsure.

Tips - General

- Include a short quiz about site allergen controls in staff training as a simple way to confirm understanding
- Consider if there is a benefit to your site in using differently colour-coded equipment, utensils, coats/gloves/aprons when handling specific allergens of concern such as nuts or peanuts
- If you designate your site nut-free, don't allow staff or any visitors to bring nuts on site
- Assess the risks of introducing new allergens during any Product Development before they are brought on site

Food Safety Culture & SALSA

‘To support members on their journey to certification is critical to the success of the scheme’

‘We need to apply a consistent approach to mentoring and supporting businesses’

‘We need to consider the behaviours of our Members to ensure they achieve their goals towards compliance to food safety’



Food Safety Culture

‘the attitudes, values and/or beliefs which are prevalent at the site, relating to the importance of product safety and the confidence in the product safety systems, processes and procedures used by the site’

Food Safety Culture – Indicator Clauses



Food Safety Culture

- **Leadership**, strategy and a plan to ensure the production of safe food consistently
- Awareness, **engagement** and commitment of all employees in the importance safe production and distribution of food
- **Clear communication** and understanding of roles and responsibilities and their interactions for all employees in the food business
- Maintaining the integrity of the **food safety management system**, through verifying controls in a timely and efficient manner and documentation is up to date
- **Continual improvement** of the food safety management system, taking into account changes and developments in science, technology and best practices.
- Availability of **sufficient resources** and facilities to ensure the consistent safe and hygienic handling of food

Food Safety Culture – Indicator Clauses

- **Leadership**, strategy and a plan to ensure the production of safe food - e.g.1.1.1, 2.1, 2.14, **3.1.1**, **3.1.2**, 3.1.7
- Awareness, **engagement** and commitment of all employees in the importance safe production and distribution of food – e.g.1.1.3, 1.2.1, 1.3.1,**3.1.1**, **3.1.2**, 3.6.1, 3.9.1
- **Clear communication** of roles and responsibilities and between all employees in the food business – e.g. 1.1.1, 1.1.4, 3.7.1, 3.9.1
- Maintaining the **integrity** of the food safety management system, verifying that controls are being performed timely and efficiently and documentation is up to date. – e.g. 1.6.4, 2.10, 2.12, **3.1.1**
- **Continual improvement** of the food safety management system, taking into account changes developments in science, technology and best practices. – e.g. **3.1.1**, **3.1.2**, 3.3.1,1.6.4
- Availability of sufficient **resources** to ensure the safe and hygienic handling of food e.g. 1.2.1, 1.3.1, 1.10.1, **3.1.1**,4.1,4.8

Food Safety Culture – Indicator Clauses

SECTION 1 - PREREQUISITE CONTROLS

1.1 Training and Supervision

1.1.1 FSC

A training procedure and records shall be in place to provide evidence that all

1.1.2

Temporary personnel shall be trained commensurate with their activity prior to

1.1.3 FSC

A programme and records of annual refresher training shall be in place for for

1.1.4 FSC

All personnel shall be adequately supervised throughout the working period.

1.2 Personal Hygiene

1.2.1 FSC

A personal hygiene procedure shall be in place with controls to reduce the risk. It shall be evident that these rules are understood and implemented by all personnel to

Food Safety Culture

SALSA certification is only granted to small and micro producers who can demonstrate that they are able to produce safe, legal food and drink, and are committed to continually meeting the requirements of the Standard.

Joining the SALSA Scheme and implementing the standard, supports the development and maintenance of an effective **Food Safety Culture**



Member Support



The Scheme is structured around an **annual site audit** which is appropriate and proportionate to the scope and size of the business – without compromising food safety - and utilises the expertise of **locally based auditors**.

Member Support

SALSA Self Assessment Checklist

SECTION 1 – PREREQUISITE CONTROLS

Statement of Intent	<i>Prerequisite product safety controls shall be identified, documented, adopted, legally compliant and maintained throughout the business. The controls shall include, but are not limited to, the requirements identified in Section 1.</i>
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1.1 Training & Supervision

Ref	Requirement	How can I demonstrate this?	What do you currently do?	What else do you need to do?		
				Who	By When	Date Done
1.1.1	The business shall have a training procedure with a documented plan and records to demonstrate that the training is appropriate, effective and can provide evidence of competency.	<ul style="list-style-type: none"> • Have a training procedure/plan to include who should be trained and when and when training needs to be repeated. • Keep up to date records – who has been trained, against what and when. • Record Induction Training (should include company rules concerning personal hygiene (see section 1.2 Personal Hygiene). • Show training is effective. • Include relevant training for temporary staff. • Identify staff who need to be supervised and how you do this. 				
1.1.2	Temporary personnel shall be trained commensurate with their activity prior to starting work. This training shall be documented.					
1.1.3	A programme of appropriate refresher training shall be in place for key staff.					
1.1.4	All personnel shall be adequately supervised throughout the working period.					

Member Support

SUCCESS WITH SALSA..... being audit ready

- ✓ Check certificate's audit window and arrange your audit in good time!
- ✓ Use the Self Assessment Checklist to prepare for your audit
- ✓ Check the Improvements from last year's audit have been followed up
- ✓ Arrange an audit date when the right staff are on duty and production is taking place
- ✓ At audit, know where to find the relevant documents easily
- ✓ Discuss any actions raised and make sure you understand what needs to be done
- ✓ Embrace the opportunity to learn and improve!

Member Support

SUCCESS WITH SALSA..... at audit

- ✓ Was the audit well planned and prepared for?
- ✓ Has the Self Assessment Checklist been completed properly?
- ✓ Are key staff and management present for the audit?
- ✓ Do management understand why the food is safe?
- ✓ Are documents and records organised and 'to hand'?
- ✓ Is the importance of Food Safety understood and well communicated?
- ✓ Does the business want to learn and improve?
- ✓ Is the business committed to continually producing safe food?

Member Support

SALSA offers a range of support services and resources to assist in gaining Approval:

- Mentoring - SALSA-approved mentors can be found in the Mentors' Directory (SALSA website)
- Tools & Tips
- Training Courses - Interactive courses aimed at the needs of small businesses
 - HACCP ◇ Food Labelling ◇ Allergen Management ◇ Microbiology
- Telephone Helpline - 'In person' audit advice available from 9.00-5.30 Mon-Fri



