



# BRC Global Standards Issue 8 Food Safety Culture

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# Agenda



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Background to BRC Global Standards

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Food Safety Culture and Standards

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New Issue 8 requirements and what to do

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# MISSION AND VISION

## MISSION:

We provide our customers with an essential range of Standards, products and services characterised by our global reach, rigorous auditing process and industry relevance.  
We set the benchmark for quality and

## VISION:

To become the recognised global leader in brand and consumer protection.



# FOOD SAFETY

## SUMMARY



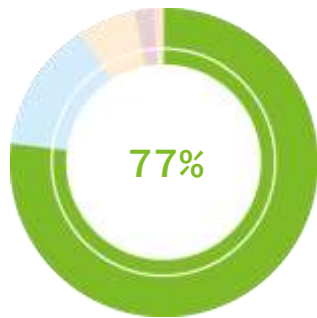
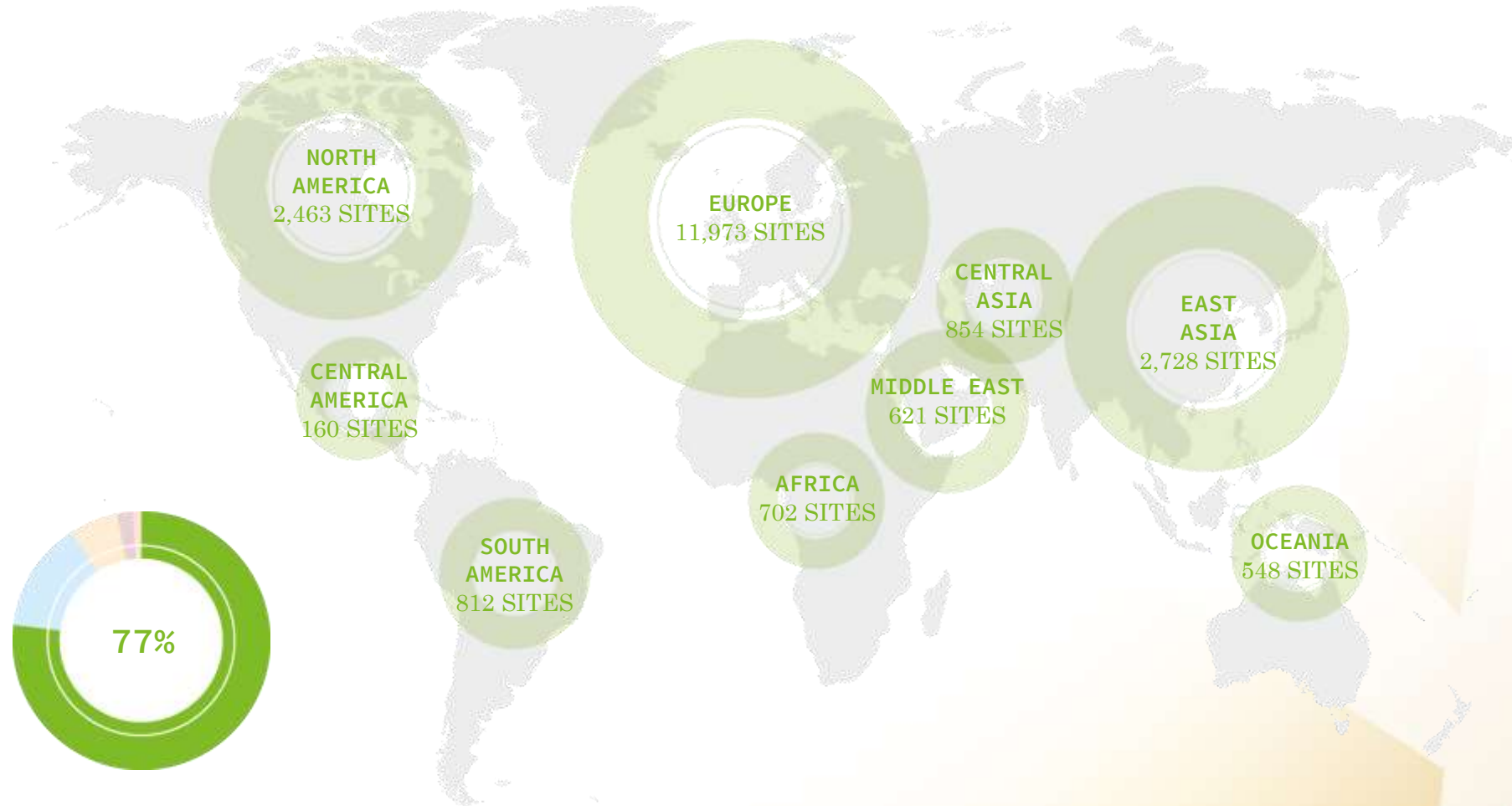
TRANSLATIONS <b>16</b> LANGUAGES	CERTIFICATED SITES <b>20,266</b>
AUDITORS <b>1,550</b>	LAST EDITION DATE <b>JAN 2015</b> ISSUE 7 Issue 8 published in August 2018
CBs <b>64</b>	PRODUCT CATEGORIES <b>18</b>
TOP 3 COUNTRIES 1. UK 2. ITALY 3. USA	CORRECTED NON-COMPLIANCES <b>185,000</b> Per year

### KEY INFORMATION

- First GFSI benchmarked Standard
- The largest and most widely used of all GFSI Standards post-farmgate
- Specified by retailers, manufacturers and food service organisations globally
- Used by manufacturers to approve their raw material and ingredient suppliers
- Enables manufacturers to meet the demands of their customers
- Reduction in multiple audits. Portable core product with flexibility to add additional customer requirements
- Facilitates continual improvements and efficiencies in product manufacture

# FOOD SAFETY

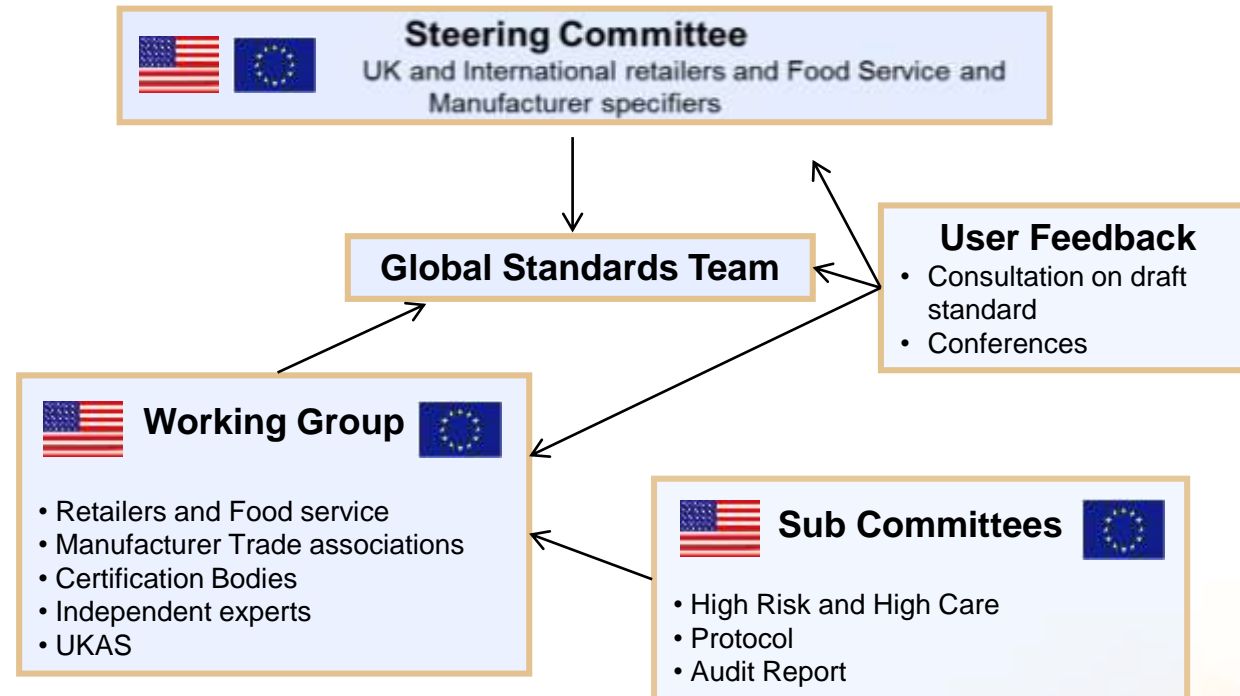
## GLOBAL SITES\*



TOTAL % OF ALL  
BRC GLOBAL  
STANDARDS AUDITS

\*December 2017

# Developing and writing the Standard





# Evolving role of Culture within audit Standards



A strong food safety culture is a strong contributor to success in audit Standards

Issue 5 (2008) Management Commitment clauses gathered together to become new section 1

Issue 6 (2012) Unannounced Audits introduced as an option

Issue 8 (2018) Food Safety Culture added as a specific requirement within the Standard

# Artefacts of a good food safety culture within the Standard



Food Safety Policy

Risk awareness -  
HACCP

Objective setting and  
Management review

Corrective and  
Preventative actions

Food safety in  
management meetings

Responsibilities and  
Management authority

Resources

Training



# Food Safety Culture in Issue 8



## Background & Objective

- Food safety culture recognised by the working group as a fundamental factor in the management of product safety
- Need to increase awareness of food safety culture within manufacturing sites and therefore within the requirements of the Standard
- Attempting to audit “THE” food safety culture was recognised as beyond the realms of the standard audit.

## Challenge

- Develop a clause raising awareness, setting expectations of sites to continuously improve with objective and auditable requirements.

# Food Safety Culture

1.1.2		<p>The site's senior management shall define and maintain a clear plan for the development and continuing improvement of a food safety and quality culture . This shall include:</p> <ul style="list-style-type: none"><li>• defined activities involving all sections of the site that have an impact on product safety</li><li>• an action plan indicating how the activities will be undertaken and measured, and the intended timescales</li><li>• a review of the effectiveness of completed activities.</li></ul>
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Auditors will **NOT** be attempting to audit the culture of the site but will be looking at how sites have implemented the bullet points. Effectiveness will be assessed only on the 2<sup>nd</sup> issue 8 audit

# What is expected

## Requirement

- The site's senior management shall define and maintain a clear plan for the development and continuing improvement of a food safety and quality culture

## What do we expect?

- Documented plan developed with the support of site senior management
- Plan based on the sites own defined priorities and evaluation of strengths and weaknesses
- The process of plan development and commitment to this will form part of the discussion with senior management at the audit

# What is expected

## Requirement

- Defined activities involving all sections of the site that have an impact on product safety

## What do we expect?

- The chosen activities need to be across the site recognising that in a food manufacturing site food safety touch's most if not all people at the site
  - Engineers
  - Warehouse staff / vehicle drivers
  - Buyers
  - Office staff
  - As well as production staff

# Purpose



## Vision and Values

- Does Food Safety need to be more explicit in the vision and values and the way these are communicated?

## Targets

- Do the objectives and targets need to be reviewed to ensure food safety elements are consistent?
- Are we communicating the food safety elements of our targets consistently to all?

## Metrics

- Are the things we measure and report on aligned with the food safety expectations? Is the emphasis appropriate? Does this need to be reviewed or amended?

# People



## Empowerment

- Are staff empowered to act if an issue is seen?
- Are they rewarded for taking initiatives?
- Have they received the correct training and knowledge to make the right decisions?

## Rewards

- Are there effective rewards and incentives and are they aligned to food safety
- Are the reward systems appropriate for the individuals.
- Do managers and supervisors need training to understand appropriate reward systems

## Teamworking

- Do we need to do more to develop teamworking?
- Are there activities which could be planned to develop a sense of teams?

# People



## Training

- Is the training we provide effective?
- Does it align with the food safety values of the site
- Do we do enough with new starters/ agency workers to ensure that understand our food safety values

## Communication

- Are we clear and consistent with our messaging?
- Do we provide feedback on how we are performing?
- Are there better ways that we can communicate given the demographics of the workforce?
- Is communication facilitated effectively from employees to management



# Consistency



## Control

- Are our supervisors and management effective in ensuring compliance with site standards?
- Is there a training coaching requirement?

## Systems

- Do documented systems allow for clear understanding of what we expect?
- Can they be accessed and understood by the relevant staff?

## Premises

- Is the working environment we provide in line with our food safety values?
- Do we provide enough resources and give sufficient priority to the condition of equipment and premises?

# Proactivity/Risk Awareness



## Risk Awareness

- Do our staff have sufficient understanding of food safety risks
- Are they able to prioritise based on the likelihood of food safety problems and consequences?
- Is there a training or coaching requirement?

## Learning

- Do we learn from our mistakes and near misses to continuously improve
- Do we need to do more to record investigate, correct and communicate changes.
- Have we sufficient insight to be able to learn from the mistakes of others?

# Food Safety Culture in Issue 8



## Requirement

- An action plan indicating how the activities will be undertaken and measured, and the intended timescales

## What do we expect?

- Clear identification of the type of activities or changes the site has planned over the next year. Documented plan. This needs to be realistic.
- Clear understanding of who has responsibility for each activity or initiative
- A documented activity planner showing when the various activities or initiatives of the plan will be delivered
- A process to review how this has worked for example – feedback, wash up meetings etc.

# Food Safety Culture in Issue 8



## Requirement

- a review of the effectiveness of completed activities.

## What do we expect?

Nothing on the initial Issue 8 audit but year 2

- An assessment of what has worked and what has not worked and how effective this has been in moving forward the culture.
- Evidence that this has been fed into the development of the next years plan.
- There are a number of tools available to measure food safety culture including the BRC Culture Excellence Tool these can help but are NOT a requirement of the standard.

# Summary

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We recognise our opportunities and responsibilities to increase awareness of food safety culture as part of the continuous development of food safety and quality

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The issue 8 Standard is designed to both assess some of the artefacts of a good food safety culture and objective requirements to develop the culture. We are not auditing The Food Safety Culture

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Requirements allow flexibility for sites to identify their own priorities and the activities best suited to their needs.

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Be realistic – A little done well is better than a lot done poorly!



**Thank You**