



Criteria	Food Safety Principal	Food Safety Manager	Food Safety Practitioner
<p><b>Application of knowledge and understanding</b></p> 	<p><b>Demonstrate the knowledge required for Food Safety Manager, plus knowledge of:</b></p> <p><b>K1</b> New and emerging food safety hazards with reference to commercial processes and products. The prediction and elimination of likely problems arising when implementing a new process / product development.</p> <p><b>K2</b> Planning and design principles with respect to allergic consumer protection, including leadership of systems to prevent allergen cross contamination through the design and operation of factories, storage facilities and/or retail environments. This will include decision-making about where specific allergen containing products should be made and how other sensitive products will be protected, e.g. consideration of the need for specific allergen free sites, etc.</p> <p><b>K3</b> Knowledge that would allow you to act as an expert witness or prosecuting officer, as required.</p> <p><b>K4</b> The way others manage their quality and safety systems; use methods to minimise fraud; to maintain traceability especially during splitting of raw materials into smaller portions.</p> <p><b>K5</b> The applications of research relating to novel food, packaging and design.</p> <p><b>K6</b> Assessment and training methods in order to ensure that all staff are trained fully and appropriately.</p>	<p><b>Demonstrate knowledge of:</b></p> <p><b>K1</b> The ecology of microbiological pathogens in foods with specific reference to sources, growth and survival characteristics, with reference to product intrinsic (e.g. pH, aw) and extrinsic (e.g. temperature) factors, and cross-contamination potential for common food pathogens.</p> <p><b>K2</b> Food allergy and intolerance management, including labelling requirements and management systems for control of allergens in manufacturing. This will include knowledge of the important controls to prevent allergen cross contamination in the design and operation of a new factory, storage facility or retail environment.</p> <p><b>K3</b> Microbiological and chemical testing procedures relevant to food safety, including sampling and interpretation of results.</p> <p><b>K4</b> Supply chain management practices and systems to assure the safety, quality and legality (including fraud prevention) of all raw materials, ingredients, goods and services in the work setting, eg FSMS, specifications, traceability systems, recent developments and techniques to scientifically prove certain fraudulent customer allegations etc</p> <p><b>K5</b> Physical hazards and their control in foods, including practical use of monitoring and management systems.</p> <p><b>K6</b> And understanding of the safety characteristics of packaging systems with respect to control of food safety hazards, e.g. understanding of UHT/aseptic/canning/modified atmosphere systems (as appropriate to job role).</p> <p><b>K7</b> Detailed factors governing food safety in all relevant food industry sectors as appropriate to role.</p>	<p><b>Demonstrate knowledge of:</b></p> <p><b>K1</b> Types and names potential microbial pathogens in the food, environment and on food handlers within the company's factory and the factors influencing their spread and growth. Methods used in the factory to prevent/limit the growth of these organisms during storage, production and distribution of foods produced.</p> <p><b>K2</b> The Critical Control Points in place within the food operation, the rationale behind their identification, the methods used to check that the CCPs are operating correctly and the corrective actions required where monitoring indicates deviation, including the use of the site quarantine/hold procedures.</p> <p><b>K3</b> Physical, chemical (including allergenic) hazards, their sources and methods for control within a food factory and the methods used for monitoring and verifying the effectiveness of these controls</p> <p><b>K4</b> The company approach to managing the supply chain, the maintenance and administration of current information about suppliers and the products/services supplied, the requirements for acceptance of incoming goods and the standards required.</p> <p><b>K5</b> The sampling and testing schedule applicable within the operation, the correct sampling procedures and significance of incorrect sampling; knowledge of the method to be used for testing purposes, where this applies to the job role, and interpretation of results.</p> <p><b>K6</b> The techniques used for conducting an effective internal audit; the identification of non-conformance and how these are handled within the operation.</p> <p><b>K7</b> The procedures and documents within the food safety management system as applicable to the role</p>

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<p><b>Professional Practice</b></p> 	<p><b>Will be expected to demonstrate experience required for Food Safety Manager <i>plus</i>:</b></p> <p><b>P1</b> Making decisions and constructing and communicating company policies related to food safety, non-conformances discovered and reported in technical and processing operations.</p> <p><b>P2</b> Pursuing a line of enquiry to demonstrate, using supply chain records and analytical techniques, that the quality, safety and legality of raw materials / products procured and traded have not been compromised.</p> <p><b>P3</b> Leading company HACCP strategy with respect to system structure decisions, for example, food safety management system certification (BRC, GFSI, ISO etc.), use of prerequisite programmes, operational prerequisite programmes, etc.</p> <p><b>P4</b> Leading a team or a response to a team of 2<sup>nd</sup> or 3<sup>rd</sup> party auditors (ie Lead Auditor status) and/or instructing and guiding Tier 3 staff into verification and validation of HACCP plans.</p> <p><b>P5</b> Assessing effectively whether staff members are experts, knowledgeable or ignorant about individual topics relating to food safety and to assign resources accordingly.</p> <p><b>P6</b> Identifying and actively providing CPD opportunities for staff, to cover staff deficiencies and future developments.</p> <p><b>P7</b> Assessing the effectiveness of the CPD activities by ensuring staff have met the CPD objectives and their PDP.</p>	<p><b>Will be expected to demonstrate experience of:</b></p> <p><b>P1</b> Food safety decision-making with respect to management of microbiological issues, e.g. CCP failure management, results of environmental listeria screening, pathogen detection in ingredients, recall decision-making, etc.</p> <p><b>P2</b> Supply chain management practices, with respect to understanding and investigating the quality, safety and legality standards of ingredients and products sourced, used and traded by companies</p> <p><b>P3</b> Developing, implementing, validating, verifying and reviewing HACCP systems in practice. The ability to lead HACCP teams and formulate systems when there has been a change in processes and raw materials, or in the development of new products</p> <p><b>P4</b> 3<sup>rd</sup> party auditing</p> <p><b>P5</b> Staff or resource management</p>	<p><b>Will be expected to demonstrate experience of:</b></p> <p><b>P1</b> Being involved in audits of factory and suppliers. Also having experience of the planning of being involved in 3<sup>rd</sup> party technical audits by externals.</p> <p><b>P2</b> Being involved in the planning of and execution of new product launches.</p> <p><b>P3</b> Tutoring /mentoring new staff in processes and techniques used in the factory and /or laboratory.</p> <p><b>P4</b> How to write a concise report.</p> <p><b>P5</b> Involvement in HACCP team meetings</p> <p><b>P6</b> Working effectively in a supervisory role and/or with other members of the team to facilitate the fulfilment of food safety requirements</p>
<p><b>Commitment to Professional Standards</b></p>	<p>Demonstrate understanding and compliance with relevant codes of conduct</p> <p>Demonstrate a commitment to professional development through continuing advancement of own knowledge, understanding and competence</p>	<p>Demonstrate understanding and compliance with relevant codes of conduct</p> <p>Demonstrate a commitment to professional development through continuing advancement of own knowledge, understanding and competence</p>	<p>Comply with relevant codes of conduct and practice</p> <p>Maintain and enhance competence in own area of practice through professional development activity</p>

	<p><b>In addition to the above technical competencies, all registrants are expected to demonstrate a high degree of personal responsibility in the workplace and the following interpersonal skills:</b></p>
<p><b>Personal Responsibility</b></p>	<ul style="list-style-type: none"> <li>• Organise and lead work teams, coordinating project activities</li> <li>• Operate and act responsibly, taking account of statutory requirements, environmental and socio-economic factors</li> <li>• Develop and promote the application of quality standards</li> </ul>
<p><b>Interpersonal Skills</b></p>	<ul style="list-style-type: none"> <li>• Demonstrate effective and appropriate communications skills</li> <li>• Create, maintain and enhance productive working relationships</li> <li>• Gather and evaluate feedback, acting where appropriate</li> <li>• Identify, agree and work towards collective goals, and be aware of the needs and concerns of others</li> </ul>
<p><b>Code of Professional Conduct</b></p>	<p>All registrants, as IFST members, are bound by a Code of Professional Conduct. As food science and technology professionals, every member gives an undertaking to:</p> <ol style="list-style-type: none"> <li>1. uphold the integrity of the food science and technology profession, and refrain from conduct which detracts from its reputation</li> <li>2. comply with current regulatory and legal requirements with care, and follow best practice to ensure the safety of food</li> <li>3. develop and maintain my professional knowledge and skills, and work within the limits of my knowledge, competence and skill</li> <li>4. act in a fair, honest, trustworthy and diligent manner</li> <li>5. take reasonable steps to ensure my professional judgement is not compromised nor perceived as being compromised because of bias, conflict of interest, or the undue influence of others</li> <li>6. consider the risks and implications of my action (or inaction) and advice, and hold myself accountable for them and for the impact these may have</li> <li>7. treat information with appropriate confidentiality and sensitivity</li> <li>8. raise any concern I have about the conduct of an individual or organisation likely to put the safety or health of the public at risk</li> </ol> <p>Any allegation of a breach of the Code will be investigated and may lead to disciplinary action being taken against a member. The <a href="#">Disciplinary Procedure</a> governs how the investigation and disciplinary hearing will be conducted and a range of possible outcomes, including expulsion from membership in the most serious cases.</p>