# FSMA: An Industry View

Courtney Bidney

MCAFDO, February 2016

# Our Brands

**Food must be trustworthy**

# FSMA:  What is Changing

- New Terminology
  - HACCP ⟶ Preventive Controls


- New Inspection Protocols
  - Systems Based Auditing
  - Increased Access to Records


- New Enforcement Tools
  - Classification of Inspection Findings
  - Deficiency Letters

# FSMA: What is Not Changing

- Lead with Safety Culture (Human and Food)
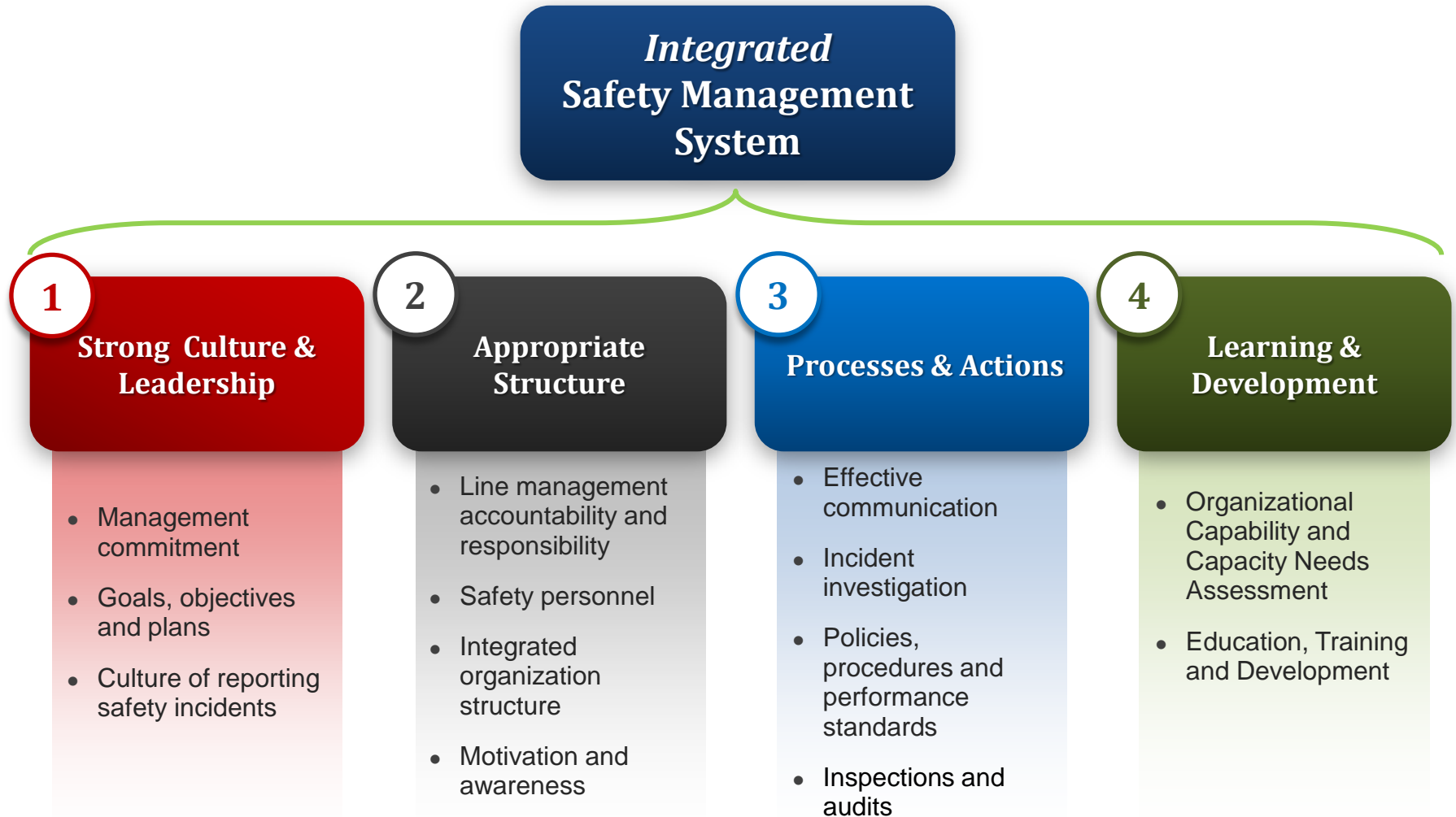- History of Strong Food Safety Programs
- Continuous Improvement

# What Does World Class Food Safety Governance Look Like?

**Integrated Safety Management System**

## 1 — Strong Culture & Leadership

- Management commitment
- Goals, objectives and plans
- Culture of reporting safety incidents

## 2 — Appropriate Structure

- Line management accountability and responsibility
- Safety personnel
- Integrated organization structure
- Motivation and awareness

## 3 — Processes & Actions

- Effective communication
- Incident investigation
- Policies, procedures and performance standards
- Inspections and audits

## 4 — Learning & Development

- Organizational Capability and Capacity Needs Assessment
- Education, Training and Development

# Food Safety Management Continuum

## Understanding Where a Facility/Company is on the Continuum



**0**

**Level 0:**
*Transactional*
*No Specifications*
*No Audits*
*No Approval Procedures*

**1**

**Level 1:**
*Customer/*
*Buyer Relationship*
*Technical Data Sheet*
*Supplier Survey*
*Approval Procedures*

**2**

**Level 2:**
*Core Suppliers*
*Technical Data Sheet*
*Specifications*
*Supplier Surveys*
*Approval Procedures*
*3rd Party Audits*

**3**

**Level 3:**
*Partnerships*
*Core Suppliers*
*Technical Data Sheet*
*Specifications*
*Supplier Surveys*
*Approval Procedures*
*3rd Party Audits*
*2nd Party Audits*
*Supplier Scorecards*
*External Technical Experts*

**4**

**Level 4:**
*Industry Leaders*
*Partnerships*
*Core Suppliers*
*Technical Data Sheet*
*Specifications*
*Supplier Surveys*
*Approval Procedures*
*3rd Party Audits*
*2nd Party Audits*
*Supplier Scorecards*
*Internal Technical Experts*
*Training & Education*
*Food Safety Investment*

# The Need for Capacity Building & Education:
## A General Mills Example



**GMI Supplier Schools:**
- North America: 2010, 2011
- Asia: 2009, 2010, 2012, 2013, 2015
- Europe: 2013
- Australia: 2015
- South America: 2015

**GMI Quarterly Webinars**
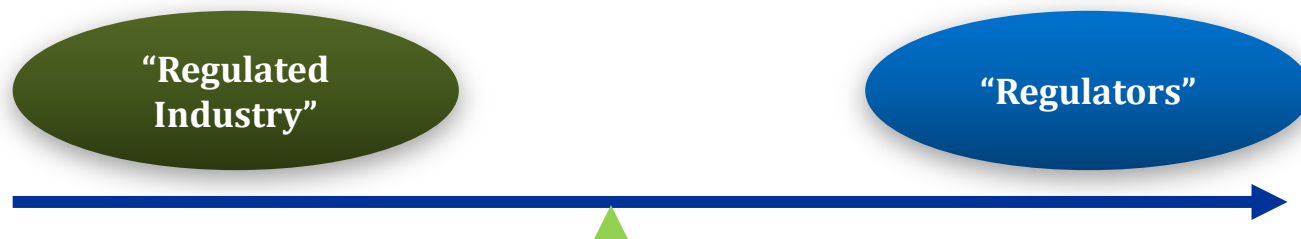- 200+ attendees/webinar
- Q&A Session

**One on One**
- On-going during audits

**Global Food Safety Initiative**
- Developing Markets Program

*Developing greater partnerships and trust*

# We Share Many Common Elements

| | "Regulated Industry" | "Regulators" |
|---|---|---|
| **Expectations** | Policy & Standards | Laws & Regulations |
| **Educations & Awareness** | Guidance Documents & Training | Outreach & Guidance Documents |
| **Skills Needed** | Process & Systems to Produce Safe Food | Knowledge & Critical Thinking to Assess Food Safety Control Programs |
| **Risk-based Assessment** | Qualitative & Quantitative Data | Qualitative & Quantitative Data |
| **Outcome** | Compliance Safe Food for Consumers | Compliance Verification of Control Programs that Lead to Safe Food for Consumers |

# Mission Accomplished!

*The job isn't finished until our BRAND, our PRODUCT is <u>safely</u> consumed by our consumers*

**Your Brand**  is your REPUTATION