



Social Care and Inclusion - Workforce Development

Growing a world class workforce

Managers safety training briefing guide - Number 2

Issue date: 12 February 2014 (**Reviewed October 2015**)

Training topic: **Food Safety/Hygiene**

Background/introduction

It has long been common practice within many social care settings for all staff who have any contact with food (e.g. assisting individuals to eat) to attend and hold a CIEH basic food hygiene certificate. This practice goes way and above current food safety legislation and Care Quality Commission (CQC) requirements.

Continuing with this practice of training all staff members every three years to have an “in-date” basic food hygiene qualification has major cost implications for the council. As we are all aware, any funds spent on unnecessary training courses for our employees/partners is money not being spent on front line services or training people who require certain certificates/qualifications.

As a council we need to ensure that our staff members are competent to carry out their roles safely. In an ideal world and if resources (including money) was no object, then every staff member working in a care setting would hold a current basic food hygiene certificate. Unfortunately resources within the council will not allow this. As the workforce development team in adult social care, we have to take a more pragmatic approach to how our resources are used effectively, and to do this we require the assistance of our managers in identifying appropriate staff members to attend appropriate training courses.

The law and CQC requirements

Food business operators are required by law, to ensure that food handlers receive appropriate supervision and instruction/training in food hygiene in line with their work activity to enable them to handle food safely.

The person responsible for developing and maintaining the business's food safety management procedures must have received adequate training (see what training do my staff members require?) to enable them to do this.

In the UK food handlers do not have to hold a food hygiene certificate to prepare or sell food, although many food businesses will prefer that they do. The necessary skills may be obtained through on-the-job training, self-study or relevant prior experience.

UK food hygiene certificates don't have an expiry date. It is left to the discretion of the food business operator or environmental health officer to decide whether a refresher course is needed. This may be a result of changes to legislation or technological developments in food hygiene.



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The Common Induction Standards (CIS) and CQC “outcomes” both require staff to have an understanding of food safety & nutrition.

What training do my staff members require?

All new care staff that will assist individuals with feeding will need to attend **once only** the CIEH Level 2 Health & Safety in Health and Social Care course (1 day).

Staff should then attend the ½ day Hygiene and Infection Control course every three years as a refresher. To keep refreshed on food safety matters, staff should also attend the Nutrition (CIEH) and Food Safety course (1day) every three years. These courses cover basic food safety and hygiene.

Kitchen staff that work under a supervisor/ manager in a commercial/business kitchen (e.g. one that is inspected by Environmental Health Officers), work with individuals in a “training kitchen”, or assist individuals in their own home to prepare and cook food will also need to attend the ½ day Hygiene and Infection Control course & the Nutrition and Food Safety course every three years. They may also get training (formal or informal) from the responsible person who holds the Level 3 award (see below), and this must also be recorded on their training records.

The **responsible person** who is in control of a commercial/business kitchen and are responsible for kitchen staff will need to attend a course that covers the principles of Hazard Analysis Critical Control Point (HACCP) and food safety management. Suitable courses include either;

- CIEH Level 3 Award in Supervising Food Safety in Catering, or
- CIEH Level 3 Award in HACCP in Catering

The responsible person should also refresh their knowledge every three years by attending the ½ day Hygiene and Infection Control course & the 1 day Nutrition and Food Safety course every three years.

Additional information

If you require any further information regarding health and safety training, please contact Terry Hassall (Workforce Health and Safety Training Officer), or one of the consultants within Adult Social Care Workforce Development Team.