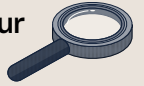


To build upon your existing food safety culture, you need to assess where it currently stands and consider where you want it to be. It is essential that product safety is led from the top of the organisation, and that it cascades down through all levels of employees, in all departments of the business, so that everyone understands the importance of food and product safety.

**The following questions will help you assess to what extent food safety culture exists in your organisation. Use them to help form the basis of your assessment.**



- Is there a clear plan for the development and continuous improvement of food safety culture?
- Are your company's vision and mission clearly expressed so that both are understood by all staff?
- How does senior management engage with food safety?
- Is senior leadership committed to providing support and resources to ensure food safety?
- Do the organisation's leadership and management team routinely assess employee feedback?
- How do people demonstrate food safety ownership?
- Is there evidence of unconscious competence, where employees act correctly without observation?
- Do you operate a confidential reporting system where staff can report concerns relating to product safety?
- When was the last time you or someone on your teams raised a food safety concern?
- When was your last food safety training and what did you learn?
- Are you confident that all employees know their responsibilities and are held accountable for their food-safety-related tasks, and that accountabilities are well-connected?
- Is your documentation designed to support employees' food safety decisions and behaviours?
- Are employees engaged in the design and improvement of food safety-related protocols and instructions?
- How do you educate staff to understand why the hazard and risk management controls in their areas are so important, and what the consequences would be of not following them?

Employees need to actively and independently choose to do the right thing, regardless of observation. But, remember, even well-intentioned employees can struggle if they cannot access the proper tools, or if the facility's design and equipment make doing the right thing extremely difficult or time-consuming. When considering the above questions, be honest in your answers, and use that to identify your starting point.

