

AFPA *in* ACTION

The official magazine of the Alberta Food Processors Association

Workplace Health & Safety in Transition P.6



Delectable Culinary Delights
at FEASTival

P.10

A Taste for
Change

P.13

AFPA Member
Profiles

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**Marilynn Boehm**

President

Alberta Food Processors Association

ALBERTA'S FOOD PROCESSING INDUSTRY IS THE

second-largest manufacturing sector in Alberta, with sales of almost \$14 billion. The meat processing sector makes up approximately \$7 billion, beverage manufacturing represents \$1 billion and other food processing makes up the remaining nearly \$6 billion. These numbers show the importance of the meat sector to Alberta's economy and the importance of the food processing industry to Alberta's economic base.

The food processing sector employs approximately 27,000 people, but the impact of the sector extends well beyond the direct jobs that the industry provides in both rural and urban Alberta. Food processors source ingredients from local farmers, adding value to the commodity products such as livestock, grains and dairy products. They also provide indirect employment to the many Albertans who are employed by companies that offer equipment, products, services and transportation to food processors.

AFPA has been providing programs and services to the food industry for 41 years. Over the years, the suite of programs has changed and the association, with the help of the Alberta government, has been able to evolve and provide relevant programs to the industry. AFPA is often the first point of contact for processors seeking information on a variety of topics.

Currently, AFPA has approximately 300 members, including full and associate members. Members range from small start-up companies to large multinationals. Because AFPA staff interact frequently with members, they have an excellent understanding of industry needs.

The association is currently working with funders to develop new, relevant programs for the industry and would like to use the expertise of associate members to provide relevant seminars and workshops for AFPA members.

As a key advocate, the association imparts a voice of influence with all levels of government on issues that impact the processing industry.

AFPA also collaborates with other organizations and offers tools, resources and information that support business efficiency and competitiveness. Bringing together both associate and full members, the association provides many opportunities to network as well as training and education. It also communicates and updates members on industry issues and new developments through newsletters, e-mails and www.afpa.com.

AFPA is also a certifying partner for the Partnership in Injury Reduction (PIR) program. PIR members are able to work toward receiving their Certificate of Recognition (COR) and be eligible for rebates on their Worker Compensation Board (WCB) premiums. The association offers mandatory and optional courses that enable companies to have a safer and healthier workplace for all staff.

AFPA is a leading provider of Food Safety solutions. Through Growing Forward 2 funding and a partnership with AAFC, AFPA is able to provide food safety training, (public and in-house courses) and an online Food Safety Management and Training System. The association helps develop companies' food safety systems and meet Canadian Food Inspection Agency program prerequisites through basic HACCP training, gap assessments and consulting.

The association is the only voice for the food manufacturing industry in Alberta, and it is crucial that it be a strong voice. AFPA will be reengaging members who may have let their membership lapse. It is imperative the food

processing industry and associated industries support the association at this time. Please feel free to contact me at any time.

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Workplace Health & Safety in Transition

Blazing New Trails to Navigate the Future

**By Ed DeGroot, Workplace
Health and Safety, AFPA**

THE ALBERTA FOOD PROCESSORS ASSOCIATION (AFPA) is the food processing industry's advocate and leading safety resource for the continuous improvement of Workplace Health & Safety programs and performance.

AFPA's mission is to help companies achieve safety goals, maintain and/or attain their Certificate of Recognition (COR) by providing practices, evaluations, training, support, subject matter guidance, industry statistics and measurements, and general communications around workplace health and safety.

AFPA regularly assists members with facilitating health and safety compliance audits, but did you know AFPA undergoes an evaluation as well? AFPA is audited by the PIR administration as a certifying partner; it includes our processes, documentation, and related training. AFPA's most recent audit in August went well, and the final audit report was delivered on September 22. AFPA will develop an Action Plan to address and/or implement recommendations for improvement.

Currently, AFPA is working on hand, finger and wrist injuries as part of a funded industry project. The knowledge gained from this project will be of great benefit to our members, and AFPA will provide updates and final reports as they come in, so check www.afpa.com regularly.

Safety starts with employee awareness

We live and operate in a real world; organizations want to maximize output in the most efficient manner. Sadly, "efficiency" is

There is no magic formula for a good safety program. It is established through various legislated compliance requirements and defined characteristics.

too often aligned with lower operational cost, and safety simply becomes a hindrance.

Good leadership is more than a written statement or safety manual; leadership understands that to be successful, the organization must protect and provide for the employees who make them great. In return, those employees understand their important role in establishing the balance required for a safe and healthy workplace. Success and safety become second-nature, leading to a company's safety culture.

There is no magic formula for a good safety program. It is established through various legislated compliance requirements and defined characteristics. One consistent feature, however, is that a company considers itself a learning organization and invests time, energy, and resources into developing and sustaining a high level of employee safety awareness.

In addition, the company understands the differences between awareness and training—awareness is focused attention on an issue; training is the teaching of skills to perform a function. The company believes that without safety awareness, training will not resonate with workers and skills will be lower. Companies have adapted to the new generation of employees entering the workforce, investing in technologies that will drive and sustain organizational awareness and health and safety management.

Further, these companies learn from past incidents, as it is shared throughout the organization to raise awareness and hopefully avoid recurrence. Finally, the reporting from these groups exceeds normal expectations. Every employee is empowered and required to report safety-related concerns. Company metrics are created and trends can be analyzed for proactive,



awareness-based improvement opportunities to promote a productive, healthy, safe work environment.

Health and safety training and development

AFPA currently offers provincially-certified health and safety courses to all members to help them meet or maintain requirements within the PIR/COR process. AFPA offers mandatory safety training and elective courses to enhance existing health and safety management systems or provide professional development.

Mandatory training includes Health and Safety Program Building (two-day), Hazard Assessment & Control (one-day), Roles & Responsibilities for Managers and Supervisors (one-day), Incident Investigation (one-day), Internal Auditor (two-day), and Internal Auditor Refresher (one-day every three years).

Elective courses (half-day) include Understanding Office Safety, Fatigue Management, Occupational Health and Safety for Dummies paired with Performing Proper Inspections, and soon-to-arrive Joint Health and Safety Committees. All elective courses can be facilitated on-site for members at a reduced rate. AFPA will also work with members to provide training for Fall Protection, Forklift Operation, First Aid/CPR, Confined Space, etc. Visit www.afpa.com/page_training_health.html for course information and registration details, or call Ed at AFPA to book training.

Reminder to members

Mandatory training requirements were upgraded to align with other Alberta certifying partners and took effect September 1, 2015. So, review your records and arrange for training you will need to ensure you have at

least one (preferably two) individual who has attended all required PIR/COR training.

WHMIS to GHS transition

AFPA is currently working on a new Train-the-Trainer program for the recently enacted Globally Harmonized System-based (GHS) legislation. Your organization should plan for and strategically implement the transition from the Workplace Hazardous Materials Information System (WHMIS) to GHS, and everyone with current WHMIS training will need updated GHS training, which can seem overwhelming.

To assist members, AFPA has developed a handy WHMIS to GHS transition planning guide that explains the various phases and timelines for the transition, how to prepare for worker training, and general responsibilities of the employer and workers. This is available at www.afpa.com.

Safety observations

What will you cover in your seasonal review of workplace hazards and risks? Falling objects cause injuries at worksites in any season. They are simply more dangerous during the fall because workers are less likely to see the hazard(s).

A dirty or cluttered worksite is dangerous. In any season, keeping the worksite safe from hazards should be a priority. When rushing to complete a project or operating machinery during dark hours, accidents can—and will—occur. Darkness limits the ability to see other workers and surrounding areas. Perhaps the best way to remain safe is by practicing simple safety techniques. The easiest way is to use reflective clothing; hard hats, vests, boots, etc. are commonly equipped with high-visibility material. Also, consider using brighter colored clothing and adequate lighting; all are good ways to make workers more visible on the worksite.



Ed DeGroot (left) presents new COR certificate to Alf Pramberg (right).

What makes a safety Standard Operating Procedure (SOP) great?

A SOP is a written method of controlling a task in accordance with pre-determined specifications to obtain a positive outcome. The longer you make procedures, the less likely they will be understood or used. A good SOP isn't arduous to read and will allow anyone to complete the task in a safe manner with confidence.

A great SOP is concise, making it easy to understand and follow. These are the top five mistakes in SOPs:

1. Head office or committees write the documents. This is the worst way.
2. Supervisors /staff write the documents. This is better, but they are not comfortable writing high-level documents.

Continued on page 8

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WE NEED YOU!

AFPA is seeking industry representatives willing and able to participate on the AFPA Meat Industry committee in order to reinvigorate the AFPA Meat Convention and other services that AFPA can provide to this sector. Contact melody@afpa.com.

Continued from page 7

3. SOPs pass on the “how,” but fail on the “why,” meaning processes are repeated without employees questioning or understanding why they need to do something.
4. It’s poorly formatted and written with complicated text.
5. Too often, SOPs are full of negative words; instead of, “Don’t run,” say, “Walk slowly,” which will be better understood by workers.

The best length for your procedures is short! Don’t try to fit every detail into your SOP; use the Rule of Seven. No more than seven procedures to any process; no more than

seven activities to any procedure; no more than seven tasks to any activity; and no more than seven lines to any paragraph. The Rule of Seven will remind you the procedure is getting too lengthy. Consistency in your SOPs will help organizational operations be carried out correctly and safely.

Hazard assessment vs. risk management

These different elements are often mistaken as being the same thing. Let’s clear it up. A “hazard” is a situation, condition or thing that may be dangerous to the health or safety of workers. A “hazard assessment” is a written process to recognize existing and potential workplace hazards before they harm people or property.

“Risk management” is the identification, assessment, and prioritization of risks (defined as the effect of uncertainty on objectives) followed by a coordinated and economical application of resources to minimize, monitor and control the probability and/or impact of unfortunate events, or to maximize the realization of opportunities.

Risks can come from many sources: uncertainty in financial markets, threats from project/process/production failures (at any phase in design, development, operations, or sustainability lifecycles), legal liabilities, accidents, natural disasters, a deliberate attack from a competitor, or unpredictable events.

As you can see, hazard assessment and risk management are two different things; both are important to daily business activities and should prioritize reduction measures based on sound strategy; both should create value (value engineering), both should be an integral part of organizational processes, and both must be part of the decision-making and management review process.

Workplace safety

Workplace safety is all about human-to-human (H₂H). Does your company have a team that works together to continually improve the workplace? A team that strives for a safe work environment—everyone is accountable for safety performance? Legislation, regulation, and compliance are the building blocks of meeting responsibilities as a business owner or operator.

Demonstrated safety leadership is a way of planning, thinking, directing, coaching, and putting workers’ health and safety first. It is about creating a safe environment where a safe



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and healthy way of working is the only acceptable way because it's good business and good for business!

Got drivers?

At a loss for planning your next drivers' safety meeting? What about the drivers who rarely come to home base or leave in the early hours? How do you communicate with them? Consider sending an e-mail requiring acknowledgement of having read and understood the safety topic, attach a safety memo or any other required documents they will need for the trip to their running boards.

Sample topics include avoiding distracted driving (review of company policy, etc.); circle checks; backing up; pedestrians; school zone safety; speeds and following

distances; bad weather protocols; keeping lights, mirrors and windows clean; braking/use of retarder brakes; or fatigue management. Keep your drivers safe on the road and on the job.

STAR stories

We all have them. A STAR story is something that happened in your work or personal life that you played a part in:

- What was the **Situation**?
- What was your **Task**?
- What was your **Action**?
- What was the **Result**?

Take a different approach to engaging employees. Start asking about **STAR** stories at your workplace. You never know what it will lead to—that's the point!



Important Dates

- February 1, 2016; and June 16, 2016: Alberta Occupational Safety Auditors Association Workshops. Contact Ed DeGroot at AFPA (403-201-3657, ext. 28; ed@afpa.com) for details.
- April 28, 2016: National Day of Mourning.
- May 2016: North American Occupational Safety & Health Week.
- September 18-21, 2016: Canadian Society of Safety Engineering Conference & Trade Show.

Reason says: growth requires planning. Instinct says: growth requires passion.

Now more than ever, food and beverage manufacturers must make the right business decisions at the right time in order to compete and grow. At Grant Thornton LLP, we help our clients do it every day. Let us help unlock your potential for growth. For more information, contact a member of our manufacturing and distribution team at GrantThornton.ca/manufacturing.



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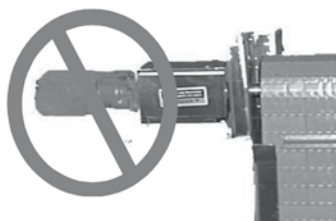
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Showcasing Delectable Culinary Delights at FEASTival

THE 27TH FEASTIVAL OF FINE CHEFS was an exquisitely delicious event that brought together chefs, apprentices, culinary connoisseurs and foodies from all over Alberta. The savoury evening took place September 16 at the Shaw Conference Centre in Edmonton.

Those in attendance treated themselves to the ultimate gourmet dining experience with a multi-course dinner to satisfy all palates. The meals were created by some of the finest and most creative chefs Edmonton has to offer, who prepared everything using food and ingredients grown and/or processed right here in Alberta.

Throughout the evening, a silent auction was held, with all proceeds going to support the Stan Ballard Endowment Fund.

Don't miss out on next year's lavish event! Save the date for the 28th FEASTival of Fine Chefs, which will take place September 2016. Tickets will go on sale April 1, 2016. E-mail melody@afpa.com to ensure you don't miss out on this gourmet evening!





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Thank You, FEASTival Participants!

The 27th FEASTival of Fine Chefs would not have been such a resounding success if it had not been for the creativity, expertise and enthusiasm of the participating establishments. Thank you!

- Chateau Lacombe Hotel
- Delta Edmonton Centre Suite Hotel
- Delta Edmonton South Hotel
- Double Tree by Hilton
- Edmonton Marriott at River Cree Resort
- Executive Royal Hotel Edmonton
- Fairmont Hotel Macdonald
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- Four Points by Sheraton Edmonton South
- Hilton Garden Inn West Edmonton
- L2 Grill, Fantasyland Hotel
- Madison's Grill, Union Bank Inn
- NAIT
- Nova Hotels
- Ramada Hotel & Conference Centre
- Renaissance Edmonton Airport Hotel
- Royal Glenora Club
- Sage Restaurant - RiverCree Resort & Casino
- Shaw Conference Centre
- The Westin Edmonton
- ZINC Restaurant

A Foodie's Dream

Everyone at FEASTival had a blast, including bloggers, who shared their delightful indulgence with their audience. To read about their savoury experiences, go to Google and search for blogs by Kitchen Frau and Beyond Umami, or take a peek at the Storify write-up by Kees Den Hartigh. Just try not to drool on your keyboard...



This year's recipients of the Stan Ballard Apprenticeship Fund, Theresa Baxter, Michelle McDonald, Zachary Eaton and Katelyn Kubar. The awards were presented by Minister Oneil Carlier, the Department of Agriculture and Forestry.

Established in 1986 to support educational activities for Alberta apprentice chefs, the Stan Ballard Apprenticeship Fund supports scholarships that are awarded each year to SAIT, NAIT, and Lethbridge College second-year students who are enrolled in the Culinary Arts program. Proceeds from FEASTival's silent auction also support the scholarships.



From left to right: Kevin Melnychuk, Sofina Foods Inc.; Ashish Bhatnagar, Edmonton Marriott at River Cree Resort; Lori Menshik, Full Course Strategies; Melody Pasbko, AFPA; Sandy Jacobsen, Marketing Services Plus; David Whitaker, NAIT School of Hospitality & Culinary Arts; Dana Mettlewsky, GFS Canada; Chris Short, NAIT School of Hospitality & Culinary Arts; and Jerry Dubuc, SYSCO. Missing from this picture are Simone Demers Collins, Alberta Canola Producers; and Marvin Karenko, Heritage Foods.

Thank You!

The AFPA would like to graciously thank the FEASTival committee members who made the 27th FEASTival of Fine Chefs such an incredible success! This event could not take place without the support of each sponsor who contributed to the evening and the annual auction, or without the locally-produced/grown products that were generously donated from many companies in Alberta. There are far too many contributors to thank, but your support does not go unnoticed and the event would not have been a success without you!

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And the Award Goes to...

AFPA Food Awards 2015 Competition Winners



Presented by Ken Gossen, Food Processing Development Centre (left).

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Presented by Lori Schmaltz, MNP (centre).

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Presented by Cornelia Kreplin, Alberta Innovates Bio Solutions (centre). This award was funded by Alberta Innovates Bio Solutions.

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A Taste for Change

Successful strategic initiatives require putting people first

By Glenn Fraser, VP, National Leader, Food & Beverage Processing, MNP



CHANGE IS A CONSTANT IN the food and beverage industry. Rapidly shifting customer preferences, technology, regulations and market dynamics all require businesses within the sector to be flexible and nimble in implementing initiatives that enable them to evolve.

While effectively managing change can be a major competitive advantage, far too many companies fail to successfully implement strategic initiatives. Why? Often because they did not establish the necessary framework of support for management and staff.

Human behaviour is probably the most unpredictable element in ensuring successful outcomes for change programs. It's also the most powerful component. Never assume people will be able to figure everything out by themselves as they navigate change. A certain degree of structure must be in place so employees feel supported and understand what they should be doing in the new environment.

Approached from the point of view of people most affected, and implemented in the right way, your company can achieve effective and sustainable change. People must believe in change, so be prepared to support it and have the capability to do so. Here are the prerequisites for a win:

- Create a compelling vision by defining and communicating the value of the change for staff and customers. This will enable key stakeholders to buy into your strategy.
- Address potential barriers to success. Investigate how management, staff and customers might resist the change. Then design mitigation strategies that reinforce "what's in it for them."
- Identify change agents in your company—recognized leaders who have influence with employees and customers. If these individuals see the change as a positive, they can set the tone.
- Let employees know they are valued and make an important difference in your organization.

- Set employees up for success. Provide the structure to support a new way of doing things. Give them the tools, processes and time to learn what they need to feel comfortable with the new environment.
- Introduce new technology and design new processes from the points of view of staff and customers, ensuring they understand and can use them effectively.
- Establish a performance management system that encourages the behaviours you want. Employees will understand what is expected of them and how they will be rewarded, and they will be more likely to work hard to make the change a success.

Change should never be a recipe for disaster. By making people a priority, you ensure strategic change is embraced by employees and customers as an enabler of—not a barrier to—the achievement of their goals and those of your company.

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Meb Gilani, President, Gilani Group
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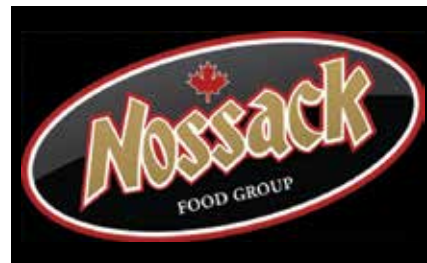
Agribusiness and
Agri-Food Division



Nossack Fine Meats Ltd.:

Tradition in Quality

By Paul Adair



SINCE 1894, THE NOSSACK NAME has been synonymous with a tradition in the production of quality meat products. Following in the footsteps of his great-grandfather, grandfather and father, Karsten Nossack is a fourth-generation master butcher and sausage maker who continues to preserve his family's 120-year heritage and pours pride into the Nossack Food Group delicatessen and its quality meat products.

Nossack immigrated to Canada from Germany with his family in 1982, setting up Nossack Fine Meats Ltd. at a small delicatessen in Red Deer, AB, where Nossack's father, Hans, felt a connection to the mountains that lay west of the city. It was not long before the Nossacks realized the family product recipes, which had served the family so well in Europe for generations, would need to be transformed to meet the palates of Canadians. Soon, the Nossack family became well-known in the immediate area for its selections of beef jerky, roast beef, pastrami, sausages, turkey and hams.

"You have to always listen, accommodate and learn about the needs of your customers," says Karsten Nossack, president and owner of Nossack Food Group.

"It's not good enough to make the world's best sausage if the people won't buy it because it's not what they grew up with and it's not part of their cultural history. This is Canada, so we needed to be open-minded and serve products for the public that they were accustomed to here."

After some humbling years re-learning the business in Canada, Nossack Fine Meats

turned the corner in 1994, when it became a federally-inspected plant. This allowed Nossack to take his products nationwide and, with this added reach, the little business in Red Deer found itself becoming very successful very quickly.

From the original 4,000 square-foot, family-run delicatessen operation, Nossack Food Group has grown to become the largest Ready-to-Eat processor, family-run, privately-owned Canadian Food Inspection Agency (CFIA) establishment in western Canada. The company currently has three facilities in Alberta—two in Red Deer and one in Innisfail—with more than 100,000 square-feet of space combined and over 140 employees. The Nossack Food Group currently supplies major distributors from coast to coast, offering approximately 250 different quality products, including a certified product line for Halal meats that is garnering international attention.

In spite of Nossack Food Group's growth, family remains important as the core of the company's success. Nossack's wife, Ingrid, manages the company financing and accounting. Carsten Jr., who is also a certified sausage master with a degree in business, is the operations manager at the fine meats facility. Carsten Jr.'s wife, Svitlana, manages health and safety and human resources. Nossack's daughter, Catharina, has her CFIA HACCP auditing certification and is the company's HACCP auditor. Nossack's brother, Axel, is owner/operator of Nossack Transport; trading up from the small van the brothers once delivered in during the early 1980s, Axel is responsible for

the logistics of all products coming into and going out of the company's distribution centre.

"I've grown up in the food business," says Nossack. "My grandfather taught me how to do the processing and my father taught me about sausage making. I realized early on that my biggest asset was the people around me: my staff, my managers, my family."

Nossack Food Group has always taken pride in its membership with the Alberta Food Processors Association (AFPA), seeing it as a valuable industry network. In 2004, the association selected Karsten and Ingrid Nossack to jointly receive the third annual AFPA Industry Builder Award in recognition of their contribution to the growth of the Alberta food processing industry.

"AFPA has been very kind to us," says Nossack. "It has helped us a great deal on the regulatory side of things and it is an association that deserves to be supported much more by the industry than it already is."

FOR MORE INFORMATION

Nossack Food Group

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Red Deer, Alberta T4P 3Y6
Tel: (403) 346-5006
reception@nossack.com
www.nossack.com
www.facebook.com/pages/Nossack-Fine-Meats/361621137183859

SureBond Safe Floors: Excellence in Engineering & Flooring Solutions

By Paul Adair



BASED IN CALGARY, AB, SUREBOND Safe Floors (formerly Silikal[®] Hygienic Floors, a division of Diamond Hard Surfaces (Calgary) Inc.), celebrated its 10th anniversary of installing industrial and hygienic flooring solutions throughout western Canada in September. In its 10 years of operation, SureBond Safe Floors has earned a reputation of excellence and is renowned as a leader in engineering and flooring solutions for the food and agriculture industries.

“We enjoy solving really complex flooring problems in short timeframes, with well-executed solutions,” says Walt Curilla, P.Eng., president of SureBond Safe Floors. “The really gratifying moments for me are the transformations of seemingly hopeless failures to brilliant, 10 to 20 year solutions.”

SureBond Safe Floors’ food and agriculture industry partners are coached to incorporate the company’s flooring as part of their process improvements and expansion. Value engineering decisions lead their clients to the best, long-term flooring, and away from the lowest installed products (the low bid). To them, this means no de-lamination, no slip-fall losses, immediate full return-to-service with minimal downtime for installation, easy-to-clean floors and cove 10 or more years later, and palatable wear-and-tear surface maintenance.

“Our customers are tired of the ‘floor hemorrhage’ associated with the implementation of unproven product experiments and unsubstantiated performance claims received from others in the past,” says Curilla. “If our customers have built a 30-year plant, they do not want two-year floor.”



SureBond Safe Floors specializes in the installation of German-based Silikal[®] MMA (methyl methacrylate) floor systems. The company’s thick-build, resin-rich MMA resin floors are inherently non-porous and remain that way for many years; Curilla can attest to seeing Silikal[®] resin floors in Europe that remained hygienic and easy to clean even after 15 to 25 years. It was this due diligence that convinced Curilla to associate his name with Silikal[®] as part of his business; a decision he has not regretted.

Key to the success of SureBond Safe Floors are the staff members Curilla has under his employ. Fun, passionate, cooperative, and courteous, Curilla’s workers excel in the installation of all Silikal[®] high-performance systems and are highly devoted to quality and continuous improvement.

As a professional engineer, Curilla excels at problem solving and decision-making; skills that serve him well in the day-to-day meeting of his clients’ needs. SureBond Safe Floors understands it needs to minimize client downtime and return them to full service as soon as possible, ensuring continued business success. The team at SureBond Safe Floors strives to incorporate the best flooring install process with their clients’ business schedule at an optimal cost.

“The projects we work on are very low profile in very high profile industries,” says Curilla. “A recent project involved installing a new floor in a working dairy barn. We had to first take out the old floor, install the new floor, and, each morning and night, we had 300 cows milking

in our construction zone. It was living on the edge, but the client was very happy and their cows were very, very happy to be walking on a safe floor.”

SureBond Safe Floors is a COR Alberta company with a full-time National Construction Safety Officer leading all installations, demonstrating the company’s commitment to safety every day. Curilla has over 30 years of experience in engineering, process safety management, and risk analysis, assuring safety in his company’s implementations begins at the top.

“Working in a food processing facility is a privilege, and we never use casual or untrained labour to work on our projects,” says Curilla. “Many people can be hurt from any accidental adulteration of food stuffs and finished product, so we take the responsibility given to us very seriously.”

FOR MORE INFORMATION SureBond Safe Floors

640 28 Street NE
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Tel: (403) 269-6888
Fax: (403) 569-6889
sales@hygienicfloors.ca
www.hygienicfloors.ca

The Importance of Food Safety



*Petra Schennach,
global managing
director,
NSF-GFTC.*

EACH YEAR, THE NSF-GFTC experts provide consulting and auditing services to more than 1,500 businesses in the food and beverage industries and train over 3,000 industry professionals in global standards for food safety and quality. NSF-GFTC offers over 80 courses covering subjects such as HACCP, SQF, BRC, CanadaGap, and ISO.

As a technical centre and a leader in the food safety field, NSF-GFTC's clients tend to be organizations that understand the para-

mount importance of food safety to consumer confidence and are therefore looking to build and improve on their food safety management systems.

The NSF-GFTC recognizes the focus of the Canadian food and beverage industry needs to be on the consumer and the consumer's right to expect that the foods they purchase and consume are of high quality and—most importantly—safe.

Over the last decade, the industry has become more aware of the increasing risk associated with the interconnectivity in the global supply chain, from the sourcing of ingredients to the logistics of transporting processed products. With this awareness comes the realization that any disruption, outbreak, or recall within this supply chain has serious repercussions for everyone involved.

"This is why we all need to understand just how interwoven the issues around safety have become," says Petra Schennach, global managing director at NSF-GFTC.

"The scope and complexity of the global supply chain requires an integrated approach and partnership because it is something that affects us all, and we are only as strong as our weakest link."

Associations such as the Alberta Food Processors Association (AFPA) have keen insight into the issues concerning membership. This is why associations like AFPA, alongside organizations like NSF-GFTC will continue to play an important role in ensuring a coordinated approach is taken in relation to food safety and that members can maintain a competitive advantage in an evolving global marketplace.



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JANUARY		
BRC Global Standard for Food Safety Issue 6 to Issue 7 Conversion Course for Manufacturers	January 26-27	Calgary
FEBRUARY		
Developing Your HACCP Plan	February 10-11	Edmonton
MARCH		
Food Safety Conference: Growing Forward II	March 7	Edmonton
HACCP Refresher Training (If booked with the conference, save 20 per cent on course cost)	March 8	Edmonton
APRIL		
BRC Global Standard for Food Safety Issue 7 Third Party Auditor	April 11-15	Calgary
HACCP I: Prerequisite Programs	April 18-19	Calgary
HACCP II: Developing Your HACCP Plans	April 20-22	Calgary
NEW! HACCP for Manufacturing Food Packaging Materials	April 25-26	Edmonton
Introduction to Food Safety and HACCP	April 27	Edmonton
HACCP for Warehousing and Distributing Operations	April 28-29	Edmonton
MAY		
HACCP IV: Verification, Validation & Reassessment	May 9	Edmonton
HACCP V: Internal Auditing of your HACCP System	May 10	Edmonton
HACCP VI: Procedure Writing and Document Control	May 11	Edmonton
NEW! Canadian Food Labelling Workshop (Specialty Course)	May 12	Calgary
NEW! Advanced Canadian Ingredient Labelling (Specialty Course)	May 13	Calgary
BRC Internal Auditor	May 17-18	Edmonton
JUNE		
Implementing SQF Systems (Special Registration Process)	June 20-21	Calgary
Internal Auditor: SQF	June 22	Calgary
NEW! Safe Food for Canadians Act	June 23	Calgary
Allergen Management	June 24	Calgary
JULY		
Bridging the Gap: FSMA & HACCP	July 6	Calgary
NEW! Understanding FSMA: Foreign Supplier Verification Programs for Importers of Food for Humans and Animals	July 7	Calgary
Developing Your HACCP Plan	July 21-22	Calgary
AUGUST		
HACCP I: Prerequisite Programs	August 8-9	Lethbridge
HACCP II: Developing Your HACCP Plans	August 10-12	Lethbridge
SEPTEMBER		
HACCP for Manufacturing Food Packaging Materials	September 19-20	Calgary
HACCP Refresher Training	September 21	Calgary
HACCP for Warehousing and Distributing Operations	September 22-23	Calgary
BRC Global Standard of Food Safety Issue 7 Understanding the Requirements	September 28-29	Edmonton
OCTOBER		
Shelf Life Determination	October 20	Calgary
Food Packaging Workshop: Material, Performance and Applications	October 21	Calgary
HACCP I: Prerequisite Programs	October 24-25	Edmonton
HACCP II: Developing Your HACCP Plans	October 26-28	Edmonton
NOVEMBER		
HACCP IV: Verification, Validation & Reassessment	November 14	Calgary
HACCP V: Internal Auditing of your HACCP System	November 15	Calgary
HACCP VI: Procedure Writing and Document Control	November 16	Calgary
Problem Solving & Root Cause Analysis: Advanced	November 17	Calgary



For course descriptions and costs, or to register, go to www.afpa.com, click on the Training tab, then the Food Safety tab, and download the registration form. You can also contact info@afpa.com.

FREE Training Opportunities: Food Fraud Webinar

Join us for this FREE 45-minute webinar!

January 19, 3:00 p.m. • February 5, 12:00 p.m.

Food fraud is committed when food is deliberately placed on the market, for financial gain, with the intention of deceiving the consumer. Although there are many kinds of food fraud, the two main types are:

1. The sale of food which is unfit and potentially harmful (the recycling of animal by-products back into the food chain, or knowingly selling goods past their "use by" date); and
2. The deliberate misrepresentation of food (products substituted with cheaper alternatives, or making false statements about ingredients, i.e., their geographic, plant or animal origin).

Food fraud is gaining interest as an emerging risk, given the increasingly global and complex nature of food supply chains. Many incidents over recent years have brought global attention to the issue (fake olive oil, melamine adulterated milk powder, misrepresentation of horse meat).

It is the responsibility of food manufacturers to identify problematic food ingredients and ensure controls are in place to protect the integrity of incoming raw materials. Some food safety standards (BRC Global Standard for Food Safety Issue 7) have included requirements for companies to conduct vulnerability assessments of incoming materials to identify the potential for food adulteration and substitution, and put controls and detection methods in place to protect manufactured products.

This webinar will give an overview and background on food fraud and will help companies understand what products are likely at risk. It will cover resources and tools companies can use to assess the vulnerability of incoming materials and look at work being done for food fraud protection. As more people become aware of the concept and the vulnerabilities of food fraud, they will become more effective at intervention, response and prevention.

AFPA can help you minimize the risk of fraudulent raw materials. The food fraud vulnerability assessment is integral to maintaining a safe food supply.

This webinar will be developed into an online training course. It will be available at a later date and can be used in-house and incorporated into your training programs. Contact the AFPA office for more details.



Attend the 2016 AFPA Food Safety & Quality Conference

March 7, 2016, Marriott River Cree Resort, Enoch, AB

Don't miss out on this incredible and educational conference! Full-day registration is 125.00+GST for AFPA members. And on March 8, there will be a HACCP Refresher Training course; any members who register for the course when they register for the conference can enjoy a 20 per cent discount!

HACCP Refresher Training Course Description

HACCP team members need a thorough understanding and working knowledge of HACCP principles and the steps to implementation and maintenance of a food safety management system. This is mandated by regulatory authorities and global food safety standards. Refresher training in HACCP ensures regulatory and GFSI compliance and that your team's knowledge and understanding is maintained. At the end of the program, you will be able to:

- Discuss prerequisite programs and the Codex 12 steps to HACCP;
- Recognize the seven principles of HACCP;
- Identify, analyze and assess hazards for food safety; and
- Identify methods to confirm effectiveness of prerequisite programs.

A good working knowledge of the HACCP system is essential. This program meets the requirements of refresher training as mandated by the GFSI standards.

Conference registration details will be posted when they are available, so be sure to check www.afpa.com or contact melody@afpa.com or (403) 201-3657, ext. 21.

There are also plenty of tabletop display opportunities for exhibitors, so book your spot now!

PRELIMINARY AGENDA

AFPA Welcome, Mari Lynn Boehm, President

Alberta Agriculture & Forestry

NSF-GFTC, Jennifer McCreary, Allergen Management Best Practices with a Focus on Allergen Cleaning Validation

NSF-GFTC, Jennifer McCreary, Best Practices with Food Safety Refresher Training (Interactive Sessions)

Food Safety Solutions: An Overview and Background on the Concept of Food Fraud, Jill Binder

Food Safety with Manufacturing Execution Systems (MES), Maryanne Steidinger, Schneider Electric, Wonderware PacWest

**This agenda is up-to-date as of publication. For the most recent version, please go to www.afpa.com.*



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AFPA PROVIDES ITS MEMBERS—at no extra cost—online food safety training, including short courses on document control, root cause, risk assessment, and supplier quality assurance. This additional training does not replace any of the association's in-class offerings but offers introductory training for food safety.

Powered by Google Translate, our system helps your company's diverse population work easily and successfully through your online safety program. All food safety training courses can be translated into the 53 languages listed by Google Translate. Employees can select the translate option before viewing lessons and have the lesson presented in their desired language.

To find out more, e-mail melody@afpa.com.



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AFPA Membership Has Its Benefits

Alberta's food processing industry is the second-largest manufacturing sector in Alberta, with almost \$13 billion in sales. The sector is diverse; made up of everything from multinational companies to small start-ups, it employs over 27,000 people.

AFPA has empowered the processing industry for over 41 years. Without an association, the processing sector has no voice to advance the sector, align approaches and opportunities, or address challenges.

Why Join?

AFPA is the industry's leadership organization and offers a network of like-minded food and beverage sector entrepreneurs. As a key advocate, AFPA imparts a voice of influence with all levels of government on issues impacting Alberta's food processing industry, like public policy, regulations and programs. Membership provides national representation through AFPA's involvement with the Canadian Council of Food Processors.

The association collaborates with organizations on developing and offering resources, tools and information that support business efficiency and competitiveness.

Providing opportunities to network, AFPA brings together colleagues and industry leaders, offering a great resource for new and veteran food processors.

AFPA offers professional training and educational opportunities. The association updates members on industry issues, activities and developments that affect your business through newsletters, e-mails and www.afpa.com.

In addition, AFPA is a certifying partner for the Partnership in Injury Reduction (PIR) program. Members can work toward receiving their COR and be eligible for rebates on their WCB premiums.



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Membership Application

Application will be processed when membership fee is received.
Memberships run on a calendar year and can be prorated after July.

Processor Member (processing food or beverage product in Alberta)

Membership fee is based on the total number of employees:

Number of full time employees: _____
☐ 1 to 5 employees - \$250
☐ 6 to 25 employees - \$450
☐ 26 to 100 employees - \$1,000
☐ 100+ - \$1,500

Associate Member Membership fee is a flat annual fee of \$500

* **Membership fees are plus GST.**

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A subsidiary or division of:

Address:	City:	Postal Code:
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Main Contact:	Title:	
Direct Phone:	E-mail:	
Fax #:	<small>Providing your e-mail address gives AFPA consent to e-mail you correspondence.</small>	

Additional Contact (Name):	Title:
Address:	City:
Direct Phone:	E-mail:
	Fax #:

*** If addresses differ for contacts please specify (use separate sheet if necessary).*

The following information will be included in our membership directory. Attach additional pages if necessary or send via email. Please do include historical or background information.

Members Web Profile Listing: (Maximum 100-word company description or e-mail info@afpa.com)

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--

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Brand Names:
Retail Products available where? (list stores):
Alberta ingredients used to produce your product(s):
Supply to: _____Foodservice _____Retail-Private Label _____Retail-Branded Product
Exporting product: ____ Yes ____ No ____ n/a Planning to: ____Yes ____ No
____ U.S. ____Japan ____Taiwan/Hong Kong/China ____Mexico ____Europe ____Other _____
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Mail your completed Membership application **along with payment** to the AFPA office. You will then receive your Membership package in the mail, as well as an e-mail confirmation. Payment can be cheque, Visa or MasterCard.

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