

Farmworker Produce Safety Training Tools

For English-speaking Supervisors



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Michigan Food & Farming Systems - MIFFS
Supporting the Many Faces of Farming



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Produce Safety

A L L I A N C E



Cornell University



Module 2: Worker Health, Hygiene, and Training



Learning Objectives

- Identify potential routes of contamination associated with workers
- Identify adult learning concepts and topics to include in a worker training program
- Describe how to monitor that facilities are maintained on the farm
- Describe corrective actions that may be used to correct identified problems
- Identify recordkeeping tools for worker health and training



Workers Are A Food Safety Concern Because They...

- **Can carry human pathogens**
 - *Shigella*, Hepatitis A, Norovirus, and others
- **Can spread human pathogens**
 - Harvest and pack with their hands
 - Fecal-oral route
- **Require training to reduce risks**
 - Proper handwashing
 - How to handle illnesses and injuries



Routes of Contamination



Feces



Clothing



Hands



Footwear



Tools & Equipment



Illness & Injury



Importance of Training Workers

- Fresh fruits and vegetables often receive no additional processing (such as cooking), so contamination with a pathogen can result in illness when the produce is consumed
- Workers need to use food safety practices every day to reduce produce safety risks
- Food safety practices are learned so training is key to successful implementation



Basics of Worker Training Video



Draft Guidance: Worker Training



What to Expect During an Inspection: Videos for Farmworkers Available in English and Spanish





Potential Training Challenges

- Time for training
- Language
- Literacy level
- Training mid-season
- Variation in hygiene practices and expectations
- Misconceptions/misperceptions



More Challenges

- Seasonal work
- Mobile workforce
- Turnover
- Others?



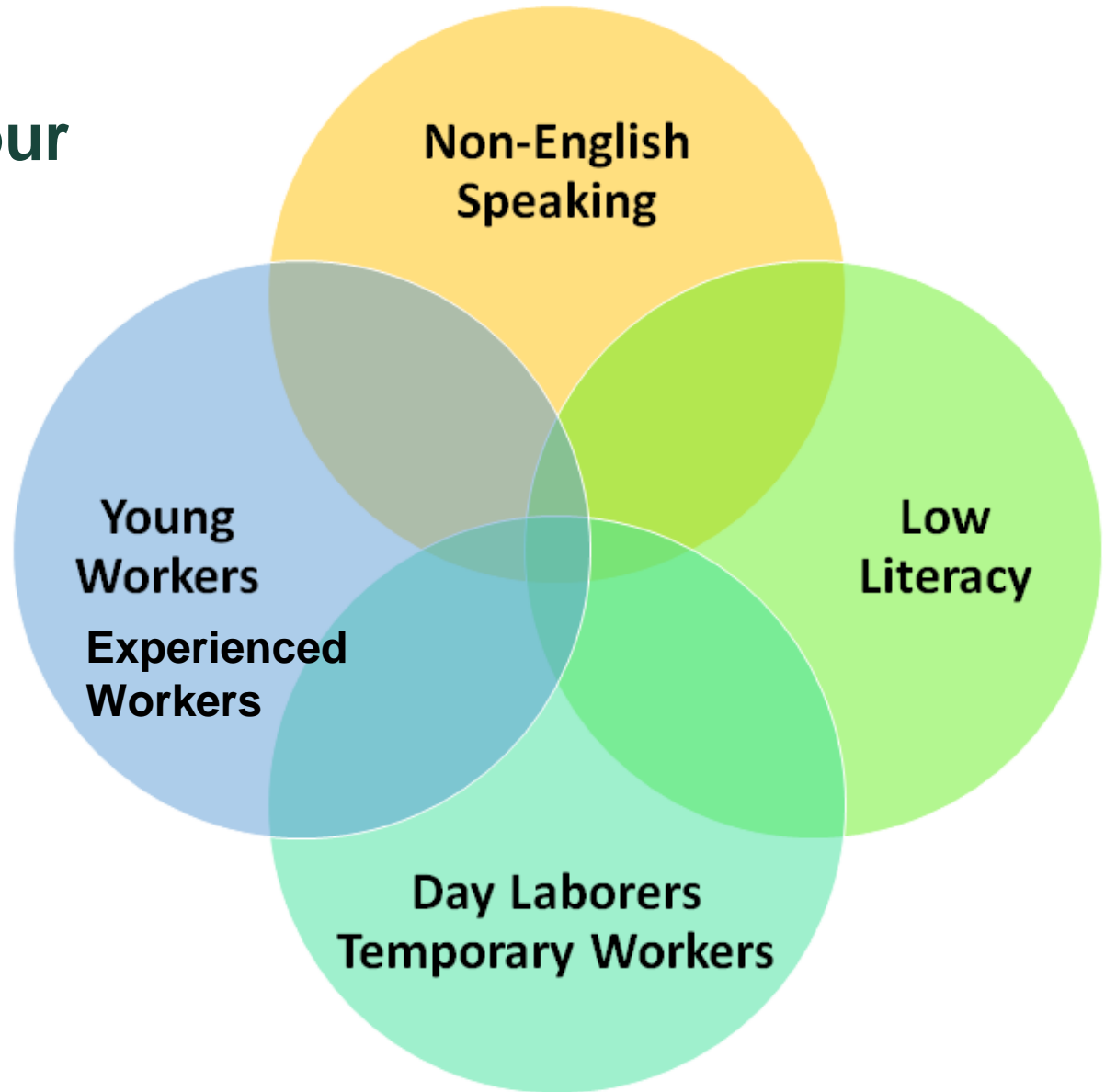


Principles of Adult Learning

- Adults need to understand why food safety practices are important and needed
- Training should:
 - Be relevant to their jobs and daily tasks
 - Outline clear expectations
 - Detail practices that reduce risks
- Effective training materials:
 - Are presented through a variety of methods with practical examples and an opportunity to practice skills
 - Include interactive and visual learning opportunities

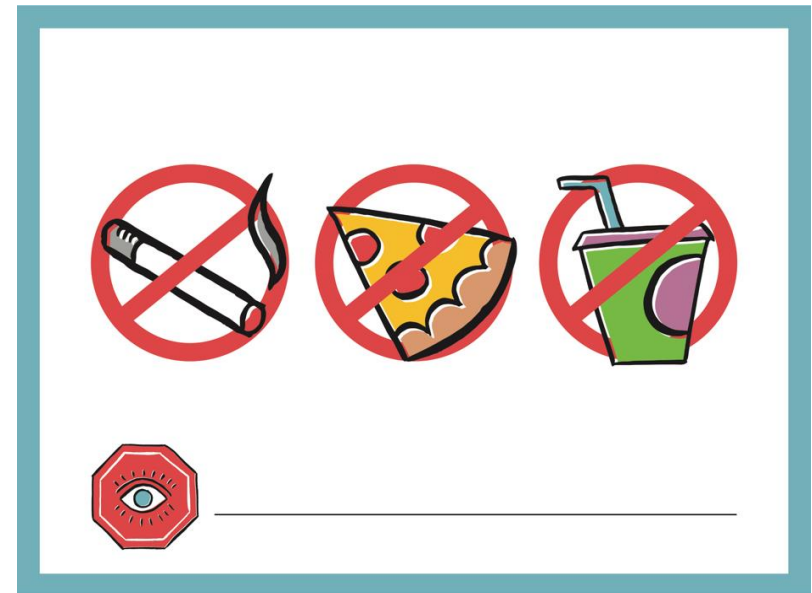


Who are your workers?



Training Techniques that Serve All

- Graphics/visuals
- Demonstrations
- Hands-on
- Interactive



Participatory Learning

- Ask farmworkers for their ideas:
 - How to solve a problem
 - How to do something more efficiently
 - How to improve a practice
- Work in small groups (3-5) on a particular question/problem
- Demonstrate and then let workers practice



Building a Produce Safety Culture on Farm

- View produce (product) as food (The bigger picture)
- Employee engagement and accountability
 - Ongoing training and improvement
 - Tracking metrics and rewarding behaviour
- Importance of food safety across the farm/organization
- Management Walk the Walk



Food Safety Culture. Maturity continuum

Food Safety Culture.

- | | |
|-------------------------------|----------------------------------|
| ➤ Lack of leadership. | ➤ Leadership from top to bottom. |
| ➤ Flexible morals. | ➤ Integrity. |
| ➤ Imbedded in priorities. | ➤ Imbedded in values |
| ➤ Reactive. | ➤ Proactive |
| ➤ Lack of employee engagement | ➤ Behavioural based FSMS |
| ➤ Stagnant behaviour. | ➤ All employees are engaged. |
| ➤ Educated not trained. | ➤ Long term. |
| ➤ Unsafe FSMS . | ➤ Mutual trust |
| | ➤ Shared importance of risk. |
| | ➤ Drives behavioural change |
| | ➤ Safe FSMS. |

Slide from “Developing Food Safety Culture Presentation” Crew (2015)



Farm Food Safety Norms

Table 4. Food safety practices survey questions related to the cleaning and sanitation of harvest tools.

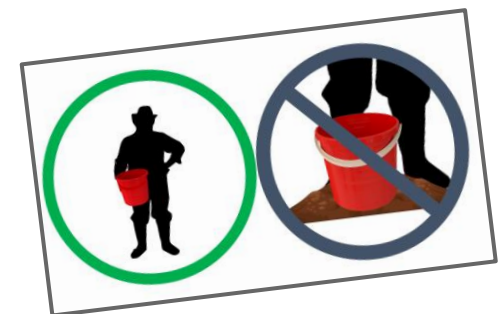
Survey question	1999	2015/16	T-test	
Did you...?	Percent		P value	Sig. ^a
Wash harvest tools daily	46.5	54.5	<0.01	***
Wash harvest tools weekly	1.3	21.4	<0.01	***
Wash harvest tools monthly	0.0	5.0	<0.01	***
Wash harvest tools seasonally	0.9	10.1	<0.01	***
Wash harvest tools at other frequency	21.2	6.6	<0.01	***
Never wash harvest tools	30.1	2.1	<0.01	***
Sanitize harvest tools daily	29.4	40.0	<0.01	***
Sanitize harvest tools weekly	1.2	16.9	<0.01	***
Sanitize harvest tools monthly	0.1	9.1	<0.01	***
Sanitize harvest tools seasonally	5.2	12.1	<0.01	***
Sanitize harvest tools at other frequency	10.6	9.7	0.27	
Never sanitize harvest tools	53.4	11.6	<0.01	***

Sources: 1999 Fruit and Vegetable Agricultural Practices Survey (NASS, 2001); 2015/16 Produce Grower Food Safety Practices Survey (Astill et al., 2018).



Ever Present Reminders

- Important aspect of food safety culture
- Ongoing training and improvement
 - Weekly mini-trainings
- Visual aids present and relevant to work in a specific area/location
- Checklists for completing specific food safety related tasks





Reinforcing Food Safety Training

- Post signs and reminders
 - Place signs where they will be most effective
 - Pictures are often better than words
 - Use appropriate language
- Conduct review and refresher training sessions throughout the season or when a problem arises
- Mix it up to keep information relevant and interesting to workers



Modeling Proper Food Safety Behavior and Practices

- Employees learn best from watching others
- Cannot stress enough importance of supervisors and crew leaders demonstrating proper food safety practices
- Also very important to use demonstrations in educational interventions
- Offer praise and positive feedback





When **Must** Hands Be Washed?

After using the toilet

Before starting or returning to work

Before and after eating and smoking

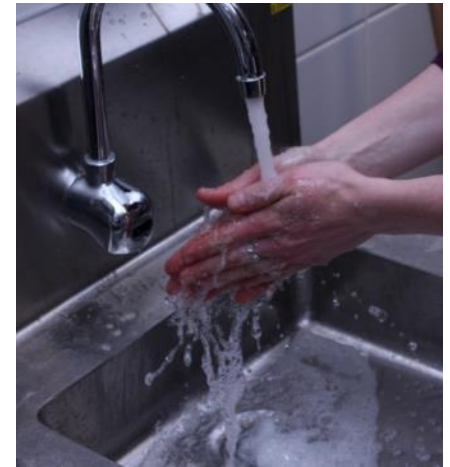
Before putting on gloves

After touching animals or animal waste

Any other time hands may become contaminated



Proper Handwashing



1. **Wet hands** with water
2. **Apply soap and lather.** Be sure to wash the front and backs of hands as well as in between the fingers. Rub hands together for **AT LEAST 20 seconds**
3. **Rinse** hands thoroughly with clean water
4. **Dry** with a paper towel (turn off faucet with used towel)
5. **Throw** the paper towel in a trash can

Antibacterial hand sanitizers CANNOT replace handwashing



Resources Provided to Support Food Safety Practices

- Toilets
- Toilet paper
- Soap
- Clean water
- Paper towels
- Container to catch wastewater
- Garbage cans
- First Aid Kit
- Break Areas





Toilet & Handwashing Facilities

- Provide a sufficient number of toilets and sinks to meet worker and visitors' needs
 - OSHA requires one facility per 20 workers within $\frac{1}{4}$ mile of the working area
- Facilities must be fully serviced on a regular schedule
- Toilet and handwashing facilities must be well stocked
- Facilities should be monitored every day when in use



Drinking Water & Break Areas

- Workers should be provided with drinking water to reduce the risks of dehydration and heat exhaustion
- Break areas do not need to be a separate building but must be in a designated area
- Healthy workers are better able to do their jobs and implement food safety practices!



Farmworker and Supervisor Relationship

- Unique skills required for supervisor
 - Bilingual
 - Solid understanding of science behind food safety
 - Earn respect of both farm manager and workers
- Asserting clear standards on food safety to workers and demonstrating those standards as a supervisor
- Accountability



Motivation: What Drives Employees

- Pleasure Seeking
 - Benefits of following food safety training
 - Create excitement
 - Praise/Reward for proper food safety practices
- Pain Avoidance
 - Discuss consequences of not following proper food safety practices
 - Personal stories of foodborne illness
 - For customers, entire farm and workers
- Incorporate both strategies to reach all workers



The “why” behind food safety video



Communication

- Good communication supports food safety by improving risk identification and reduction
- Trained workers know:
 - How to identify food safety risks
 - How to reduce risks they find
 - Who to tell if they see a food safety risk they cannot minimize or eliminate
 - That their food safety concerns will be taken seriously



Praise and Recognition

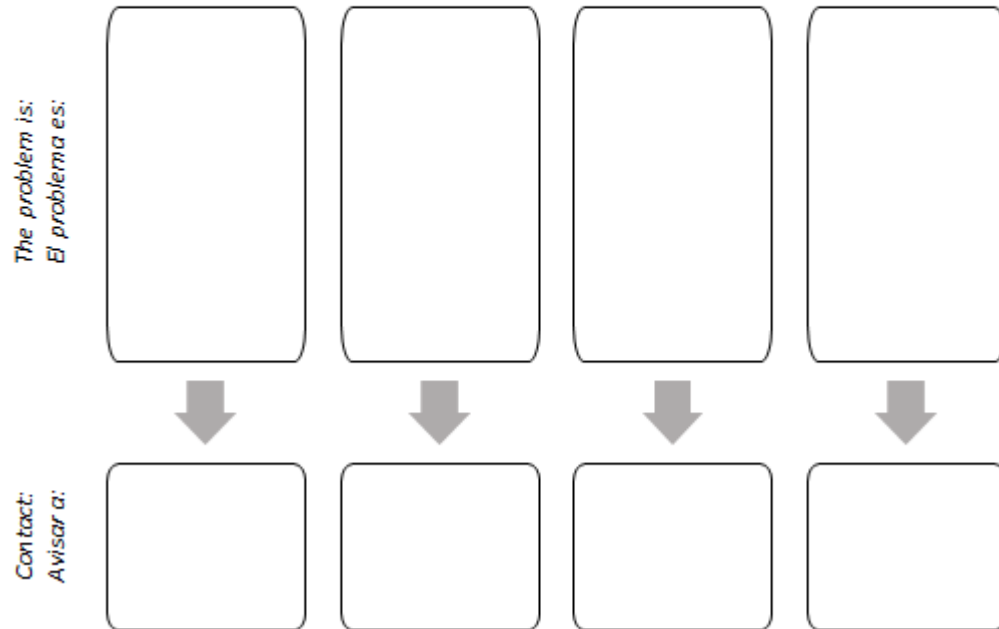
- Find unique ways to offer praise and recognize good food safety practices
 - “Gold Stars”
 - Weekly food safety awards
 - Offering praise daily
- Recognition is important for reinforcing a shared vision of food safety and ensures positive impact of food safety efforts beyond the farm



Activity: Communication Tree

Farm Food Safety Contacts

Recursos para más información sobre la Inocuidad de Alimentos Agrícolas



Everyone Needs Training



- Implementing food safety practices is a company wide task
 - Managers, farm workers, office staff, volunteers, interns, family members
- Everyone needs to know how to identify and reduce food safety risks
 - Practices they are responsible for doing
 - How to report food safety risks they see
- Owners, managers, and supervisors should set a good example and follow company policies





Visitors



- **Growers must:**
 - Make visitors aware of the farm’s food safety policies
 - Provide access to toilet and handwashing facilities
- **Other key information for visitors should include:**
 - Areas of the farm they are allowed to visit
 - The importance of not visiting the farm when ill
 - How to wash their hands
 - Instructions to keep pets at home

Mapping Activity: Who needs training on my farm?

01	Produce Safety Alliance Certificate or Equivalent	<ul style="list-style-type: none">• One person from each farm• Certificate is attached to the person, not the farm
02	Basic Hygiene Basic Sanitation Health & Injury Policies	<ul style="list-style-type: none">• All workers, including volunteers• Visitors?
03	Job Specific Training	<ul style="list-style-type: none">• Who?• What?





Training Programs **Must** Include

- Principles of food hygiene and food safety
- Recognizing symptoms of foodborne illness and the importance of personal hygiene for all personnel and visitors
- Other training relevant to the worker's job





Training Programs **Must**

- Be appropriate for the job and conducted upon hiring
- Include refresher training throughout the season (at least annually) or when a problem arises
- Be easily understood
- Be supervised by a qualified person
- Include a process for documenting the training



Worker Qualifications

Workers and supervisors **must** be qualified to conduct their job duties through:

- Education
- Training
- Experience





Training Workers to Identify and Reduce Risks at Harvest

- Evaluate contamination risks before and during harvest such as significant animal activity, presence of fecal matter, damaged crops, or extensive animal tracks
- Never harvest produce destined for the fresh market that is visibly contaminated with feces
- Never harvest dropped produce
- Only use clean harvest and packing containers



Training versus Practices

- The Produce Safety Rule includes requirements for
 - Training programs and resources that must be provided for workers and visitors
 - Practices workers must follow
- We just finished the training and resource slides
 - Do you remember what was required?
 - As a reminder, rule requirements are in the notes!
- Now we will cover practices workers must do to reduce microbial risks to fresh produce



Workers **Must**

- Maintain personal cleanliness
- Avoid contact with animals (other than working animals)
- Maintain gloves in a sanitary condition, if used
- Remove or cover hand jewelry that cannot be cleaned
- Not eat, chew gum, or use tobacco in an area used for a covered activity
- Notify their supervisor if they are ill
- Wash their hands





Proper Use of Toilets

- All urination and defecation should be done in a toilet, NEVER in the field or nearby production areas
- Toilet paper should be deposited into the toilet, not in a garbage can or on the floor
- Always wash hands after using the toilet





Worker Clothing

- Clean clothes should be worn each day
- Footwear cleanliness is important
 - Designated footwear helps prevent cross-contamination
- Gloves, if worn, must be changed when they become contaminated or torn
 - If reusable gloves are used, clean often or as needed
- Aprons, gloves, and other food safety equipment should be removed before using the toilet and should be stored in a clean, designated area when not in use





Worker Illness

- Workers who are sick or show signs of illness can contaminate fresh produce
- Ill workers must not handle fresh produce
- Symptoms of illness can include:
 - Nausea
 - Vomiting
 - Diarrhea
 - Fever
 - Jaundice





Worker Injury

- **Worker injuries may pose food safety risks**
 - A first aid kit should be available, stocked, and monitored
 - Clean and bandage all wounds
 - If the wound is on the hands, a glove should be worn to create a double barrier
 - Discard any produce that may be contaminated
 - Clean and sanitize any items that came in contact with bodily fluids
 - Report all injuries to supervisor





Monitoring

- **Develop a monitoring process to ensure:**
 - Workers are following food safety practices and farm policies every day
 - Facilities are available, clean, and well stocked every day
- **This can include:**
 - Training supervisors to observe employee behavior
 - Appointing someone to check facilities each day
 - Using monitoring logs





Corrective Actions

- Workers are not following food safety policies
 - Develop rewards to encourage positive practices
 - Implement deterrents for poor practices
- Facilities are not cleaned, restocked or are broken
 - Sanitation company contact on speed dial
 - Retraining workers or improving monitoring process
- Facilities leak in the field or packinghouse
 - Emergency plan for spills





Recordkeeping

- Document actions taken to support worker health, hygiene, and training on the farm such as:
 - Worker training programs
 - Monitoring and restocking of toilet and handwashing facilities
 - Illness and injury reporting
 - Restocking of first aid kits





Recordkeeping Tips

- Take advantage of template recordkeeping logs, but be sure to modify them to fit your farm

Illness/Injury Reporting log

Name of operation: _____
Please see the food safety plan for overall illness/injury reporting procedures.

Date	Name of Employee	Injury sustained/illness reported	Action taken (ice applied, bandaged, sent to hospital, etc.)	Did employee return to work? (Yes or No)	Initials

Reviewed By: _____ Title: _____ Date: _____

Worker Training Log

Name of operation: _____ Trainer: _____ Date: _____
Location: _____ Training Time: _____
Training material (Please attach any written materials to this log with a staple): _____

Employee Name (please print)

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____

Employee Signature _____

Reviewed by: _____ Title: _____ Date: _____



Recordkeeping

- **Example of documenting worker training**
 - Date
 - Name of trainer
 - Materials/information covered
 - Printed names & signatures of attendees
 - Manager signature

Worker Training Log		
Name of operation:	Date:	
Trainer:	Training Time:	
Location:		
Training material (Please attach any written materials to this log with a staple):		
Employee Name (please print)	Employee Signature	
1. _____	_____	
2. _____	_____	
3. _____	_____	
4. _____	_____	
5. _____	_____	
6. _____	_____	
7. _____	_____	
8. _____	_____	
9. _____	_____	
10. _____	_____	
11. _____	_____	
12. _____	_____	
13. _____	_____	
14. _____	_____	
15. _____	_____	
Reviewed by:	Title:	Date:



Summary

- Worker health and hygiene is critical to food safety because workers can introduce food safety risks
- Everyone should be trained but anyone who handles covered produce must be trained
- Visitors must be made aware of policies too
- Training should emphasize health and hygiene practices that reduce risks
- A written training program should be developed, implemented, and documented

Final Questions?

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