

*fssai*

FOOD SAFETY AND STANDARDS  
AUTHORITY OF INDIA

*Inspiring Trust, Assuring Safe & Nutritious Food*  
Ministry of Health and Family Welfare, Government of India

**fostac**

Food Safety Training & Certification

*fssai* committed to build a culture of self compliance

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AUTHORITY OF INDIA

*Inspiring Trust, Assuring Safe & Nutritious Food*  
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FSSAI



CREATING A CULTURE OF  
SELF-COMPLIANCE  
THROUGH CAPACITY BUILDING  
IN FOOD BUSINESSES

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## Foreward

In pursuance of Section 16 (3)(h) of the Food Safety and Standards Act 2006, FSSAI had initiated the Food Safety Training & Certification (FoSTaC) programme in July, 2017. This was aimed at creating a pool of food safety supervisors, who are trained in good hygiene and manufacturing practices as per requirements in Schedule 4 of Food Safety and Standards Licensing and Registration Regulations, 2011. To address training needs for all types of food businesses at various levels in the food system, a total of seventeen courses at three levels, basic, advanced and special have been developed. The courses are currently delivered through a wide network of training partners. An IT-platform has been developed to manage these training programmes end-to-end. Training is conducted in a cascading mode, where trainers are first trained and then they train hundreds of food safety supervisors. These food safety supervisors in turn train food handlers.

The Food Authority has decided on a regulatory requirement to have at least one trained and certified food safety supervisor for every 25 food handlers or part thereof on each business premises. This requirement would be enforced in a phased manner as the training capacity develops. A total of 63,000 food safety supervisors have been trained in over 2500 training courses in the past one year and half in the country. FSSAI is working through 143 training partners for the same. Organic growth of training capacity under FoSTaC shows that there is demand for these kinds of training courses. It is hoped that transition from the current voluntary training under FoSTaC to mandatory as per regulatory requirements would be quite smooth.

Development of such a large training capacity in the country under FoSTaC is testimony to the fact that country is undergoing major transformation as far as food safety is concerned. FoSTaC trainings are expected to bring in a culture of self-compliance on food safety measures amongst the food business and raise the bar for food safety and hygiene in the country.

This document captures the key features of the FoSTaC eco system and help different stakeholders to engage and enable them to take part in this initiative effectively.

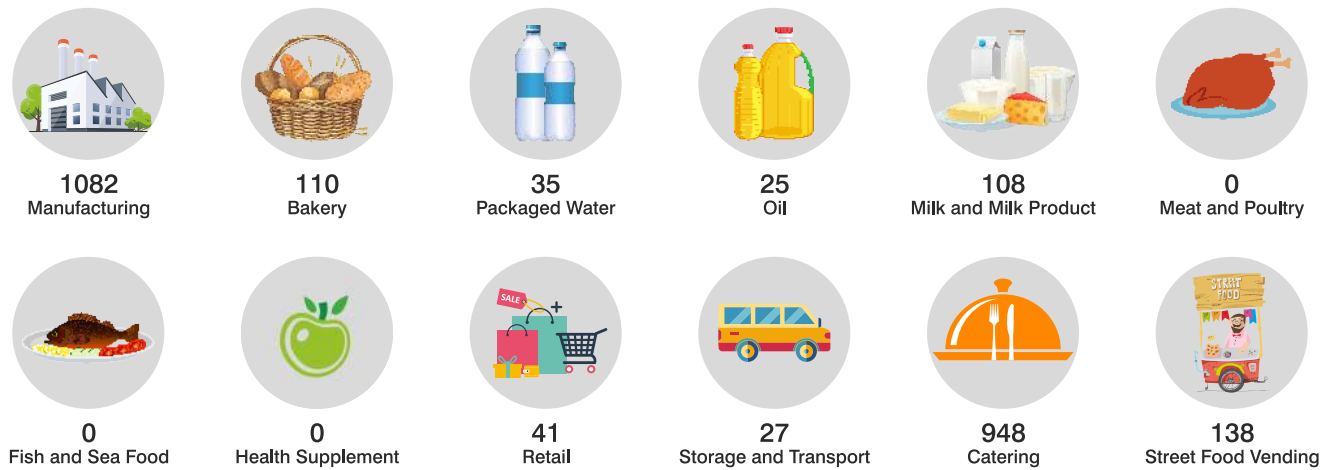
Pawan Agarwal  
CEO, FSSAI



# Summary Sheet (FoSTaC at a glance)

- **17 courses developed in three levels > Basic, Advanced and Special.** Basic and Advance courses covering entire food value chain like Manufacturing, Storage & Transportation, Retail & Distribution and Catering. Special courses are product specific and cover high-risk food products such as Milk & Milk Products, Poultry Meat & Meat Products and Egg, Animal Meat & Meat Products (Large Animals), Fish & Seafood, Water & Water based beverage, Edible Oil and Fat, Bakery, Health Supplement & Nutraceuticals, Street Food Vending. [Courses to be mentioned as infographic]

- **2514 trainings conducted in last 1.5 years.**



- 63000 people trained
- 1465 subject matter experts trained and certified as FoSTaC trainers who are providing training to Food Safety Supervisors.
- 143 training partners are responsible for managing entire training.
- FoSTaC portal, managed by FSSAI is the central monitoring system that monitors training end to end



- **Aim of FoSTaC is to create at least one trained and certified Food Safety Supervisor for every 25 food handlers or part thereof in each premise of the food business.** This capacity building initiative for food business operators will eventually create a culture of self-compliance.

# FoSTaC Ambassadors

FSSAI gratefully acknowledges contributions made by many experts, resource persons and trainers for developing the FoSTaC training ecosystem in the country. In recognition of the huge contributions made for FoSTaC, FSSAI would like to name the following experts as FoSTaC Ambassadors.

 <p><b>Dr. Pasupathy Venkat,</b> National Advisor (FHRAI) conducted the largest number of training courses and provided insights to develop training content for the catering sector.</p>	 <p><b>Ms. Chinmayee Deulgaonker</b> for contribution in developing training content for manufacturing, storage and transport and retail and distribution sectors.</p>
 <p><b>Dr. Senthil Kumar</b> for contribution in developing training content for the meat and meat products (large animal) sector.</p>	 <p><b>Dr. Siddheshwar Rindhe</b> for contribution in developing training content and mobilizing the Poultry and Egg, Meat &amp; Meat Products sector.</p>
 <p><b>Mr. Manoj Tomar,</b> Manager, Quality System (Parle) for contribution in developing training content and delivering training in the bakery sector.</p>	 <p><b>Dr. Indrani Ghose,</b> Lead expert (CII-FACE) for contribution in developing training manual for manufacturing sector, health supplement, street food vendors and catering sector.</p>
 <p><b>Praveen Andrews,</b> Technical Manager (Parikshan) has conducted maximum number of trainings in the manufacturing sector.</p>	 <p><b>Trupti Bhatt,</b> Food Safety Consultant for contribution in developing training content for mid-day meal workers and self-help group. She also mobilised and conducted trainings for basic manufacturing and basic catering specially training of mid-day meal cook-cum-helpers and self-help groups.</p>

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# A FoSTaC Framework



## 1. About FoSTaC

Food Safety Training & Certification (FoSTaC) is a large scale training programme of Food Safety & Standard Authority of India initiated with the aim to spread education and raise awareness on Food Safety & Standards Act, Rules & Regulation among food business operators.

## 2. Objective

Raising the bar of food safety in the country by

- A. creating an improved environment of self-compliance to FSS Act, Rules and Regulations by the responsible Food Businesses.
- B. bringing a behavioural change and inculcating a culture of Food Safety in the country.

## 3. Legal Context

In terms of Section 16(3) h of the Food Safety and Standards Act 2006, the Food Safety and Standards Authority of India (FSSAI) has to ensure training (whether within or outside their area) of persons who are or intend to become involved in food businesses, whether as food business operators or as employees or otherwise.

It is accordingly desired that all food businesses having central licences or state licenses should have at least one trained and certified food safety supervisor for every 25 food-handlers or part thereof on all their premises.

These supervisors should in turn carry out periodic onsite training of all food handlers, at least on a quarterly basis and maintain record thereof for the purpose of food safety audits and inspections.

Food handlers in all petty food businesses that are registered should be trained and certified.

While the Food Authority, in its 24th meeting held on 21st September 2017 approved the detailed working framework of FoSTaC, it has also further opined in its 25th meeting to incorporate the mandatory provision of "FoSTaC trained food safety supervisor in each FBO" in the Food Safety & Standards (Licensing & Registration) Regulation 2011.

## 4. Relevant definitions

The terminologies used in FoSTaC ecosystem are as follows:

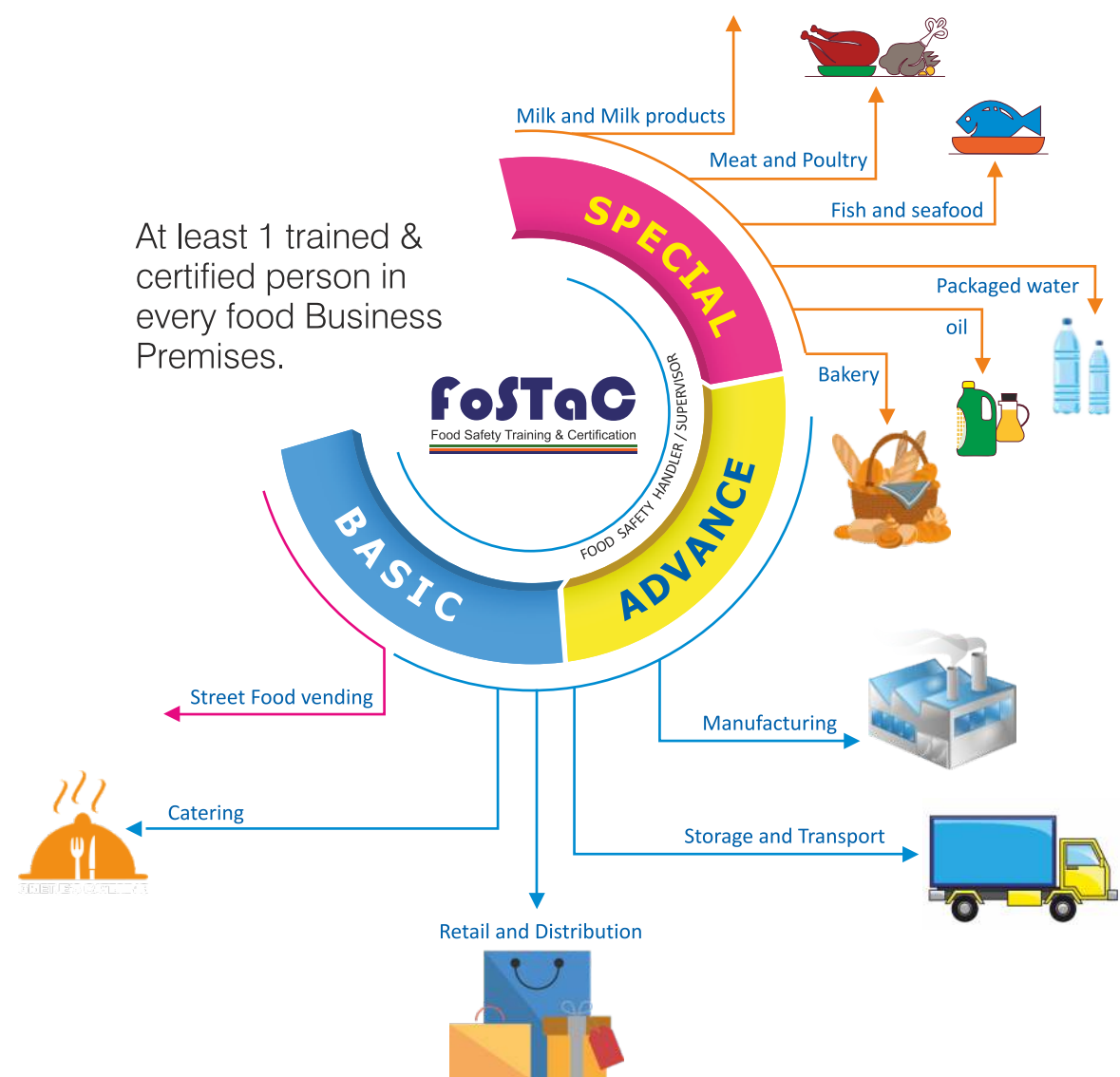
**Food Safety Supervisor:** Food Safety Supervisor (FSS) is a person who is trained to recognise and prevent risks associated with food handling in food business, holds a valid FSS certificate under Food Safety Training & Certification (FoSTaC) of FSSAI training programme or approved by Food Authority from time to time and shall be able to train and supervise the food handler.

**Food Handler:** Food Handler is any person who directly handles packaged or unpackaged food, food equipment and utensils, or food contact surfaces and is therefore expected to comply with food hygiene requirements.

**Training Partner:** Training partner is any organization who is involved either in training or is part of the food ecosystem as training providing agency, large food business, food safety audit or certification agency, food testing laboratory etc. and has been empanelled with FSSAI for imparting food safety training under FoSTaC.

**National Level Resource Person (NLRP):** National Level Resource Persons are those who have more than 10 years of experience from industry, academia and other related field and are being nominated into the direct resource pool of FSSAI. NLRPs are responsible for developing training manual, providing training to the trainers and large scale mobilization.

## 5. Food Safety Courses



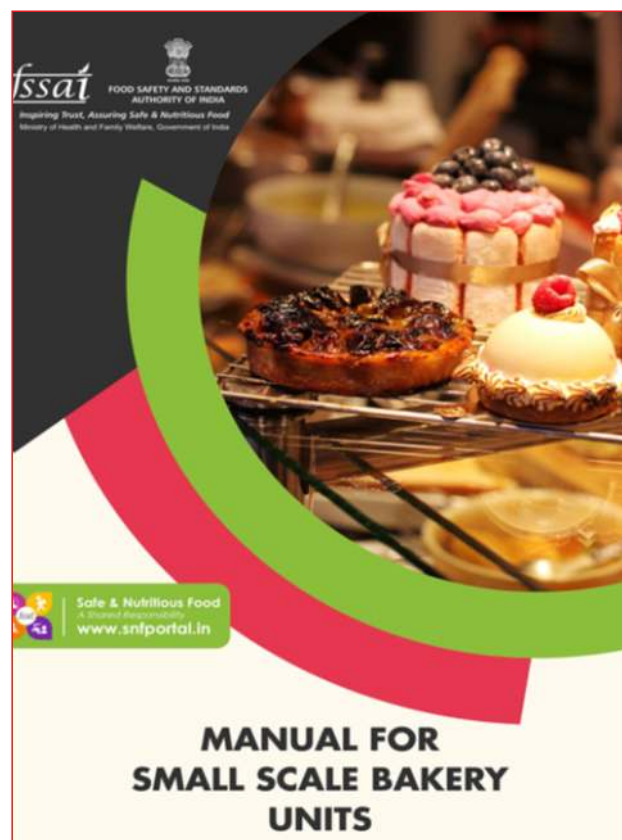
17 types of competency based certification programmes are available under FoSTaC. The duration of each course is 8 to 12 hours spreading over a period of 1 to 2 days. These courses are offered at three levels: Basic, Advanced & Special and mainly addresses working professionals in the food sector.



Special category of courses are product specific- mainly for high risk foods.



Manuals are available in 2 levels- Basic & Advanced.



Course curriculum & training manuals are developed by subject matter experts, vetted by FSSAI, translated in regional languages and are made available on FSSAI website <https://fostac.fssai.gov.in/fostac/course.jsp>

Some of the certification programme are mandatory for food business operators where as some of them are optional.

The courses are based on general hygiene or manufacturing practices as detailed under Schedule 4 of FSS Regulation. All kind of businesses have been covered under FoSTaC in line with Schedule 4. The kind of business for which specific guidelines have been provided in Schedule 4, are responsible to get their people trained in the respective courses mandatorily.

## DETAIL OF FoSTaC COURSES

SI No.	FoSTaC Courses	Duration	Mandatory/optional	Kind of Business for which applicable
1.	Manufacturing (Level 2)- Food Safety Supervisor	8 Hours/ 1 Day	Mandatory for all Manufacturing Units other than SI No 3 to 6	All Food Processing Units other than those at SI. No. 3 to 6
2.	Manufacturing (Level 1)- Food Safety Supervisor	4 Hours/ 1 Day	Recommended for petty Manufacturing Units	For all types of Petty Food Processing unit
3.	Milk and Milk Product - Food Safety Supervisor	12 Hours/ 1-2 Day	Mandatory for Milk and Milk Product Processing Units	Food Processing Units - Milk and Milk Products
4.	Meats and Poultry - Food Safety Supervisor	12 Hours/ 1-2 Day	Mandatory for Meat and Poultry Processing Units	Food Processing Units - Meats and Poultry excluding small slaughter houses
5.	Fish and Seafood - Food Safety Supervisor	8 Hours/ 1 Day	Mandatory for Fish and Sea Food Processing Units	Food Processing Units- Fish and other Seafood
6.	Health Supplements - Food Safety Supervisor	8 Hours/ 1 Day	Mandatory for Health Supplement Units	Food Processing Units- Health Supplements and Nutraceuticals
7.	Bakery (Level 2)- Food Safety Supervisor	8 Hours/ 1 Day	Optional for Bakery units	Food Processing Units - Bakery
8.	Bakery (Level 1)- Food Safety Supervisor	4 Hours/ 1 Day	Recommended for small Bakery units	Small scale Food Processing Units-Bakery
9.	Edible Oil and Fats - Food Safety Supervisor	8 Hours/ 1 Day	Optional for Edible oil and Fat Manufacturing Units	Food Processing Units - Vegetable Oils and Fats
10.	Water and Water Based Beverages- Food Safety Supervisor	8 Hours/ 1 Day	Optional for Processing Units-Water and Water based beverages	Food Processing Units- Water and Water Based Beverages
11.	Retail ( Level 2) - Food Safety Supervisor	8 Hours/ 1 Day	Mandatory for Retail Units	Retailers and Wholesalers
12.	Retail and Distribution ( Level 1) - Food Safety Supervisor	8 Hours/ 1 Day	Recommended for Petty Units	For all types of small Retail Shop
13.	Storage and Transport (Level 2) -Food Safety Supervisor	8 Hours/ 1 Day	Mandatory for Storage and Transportation Units	Food Storage & Transporters
14.	Storage and Transport (Level 1) -Food Safety Supervisor	8 Hours/ 1 Day	Recommended for Petty Units	For all type of small Storage and Transport Unit
15.	Catering (Level 2) - Food Safety Supervisor	8 Hours/ 1 Day	Mandatory for Catering Units	Catering establishments including Hotels, Restaurants, Dhaba's, Caterer's, Rail and Flight Catering, Canteens etc
16.	Catering (Level 1) - Food Safety Supervisor	8 Hours/ 1 Day	Recommended for Petty Catering Units	For all types of small Catering Units
17.	Street Food Vendor	4 Hours/ 1 Day	Recommended for Street Food Vendors	Street Food Vendors

## 6. Mode of delivery

Food Safety Supervisor certification programme for various courses are being delivered in face to face class room training either in the premise of food businesses (in-house training) or in the premises provided by training partners (open class).

Further, courses are also being adapted in the form of audio visuals and online programmes for greater outreach.

A large graphic on the right side of the page. It features a dark blue background with a pattern of small white dots. Overlaid on this is a large, teal-colored shape with a white border, resembling a speech bubble or a callout box. Inside this teal shape, at the top, is a smaller yellow circle containing a blue letter 'B'. Below the 'B', the text 'Stakeholder's Engagement' is written in white, bold, sans-serif font. The teal shape is partially overlapping a larger, darker blue shape that also has a white dot pattern. At the bottom left of the teal shape, there are two overlapping circles: a yellow one and a light blue one.**B**

**Stakeholder's  
Engagement**



## 1. Categories of stakeholders

The food safety training programme has been built up within food ecosystem itself involving all the stakeholders engaged with food sector in one way or other.

The stakeholders of FoSTaC are as follows:

### A. Main stakeholders

- a) FSSAI
- b) State FDA
- c) Food Business Operators (FBOs)

### B. Implementing stakeholders

- d) Training Partners
- e) National Level Resource Person(NLRP)
- f) Trainer cum assessor
- g) Trainee

## 2. Eligibility conditions of implementers

It is the responsibility of the regulatory body as well as food business operators to ensure safety and hygiene standards of their premises and workers as specified in the Schedule 4 for different categories of food businesses. To achieve the same, it is required to consistently train workers in the food ecosystem responsible for maintaining hygiene of workers as well as premise. FSSAI, State FDA and FBOs are the integral stakeholders of the ecosystem serving as the main driving force.

On the other hand, the implementing stakeholders are the lifeline of FoSTaC. Therefore, it is required to fulfil some basic eligibility conditions which will actually ensure quality & quantity of training.

Eligibility conditions of various stakeholders are as follows:

### Training Partner:

There are five categories of training partners which include -

- A. Big food businesses (central licensees and big state licensees)
- B. Academic and vocational Institutions
- C. Training agencies approved by various Skill Councils and other government schemes
- D. Industry Associations, Scientific and Technology Associations in the food sector at National, State or Regional levels with a membership of at least 100 members.
- E. Other training agencies who have at least three years of experience at national or international level in training on food safety and/or nutrition.
- F. Civil Society Organisations

It is desired that big food businesses, particularly owning central licenses and state licenses should take the ownership of training and certification of food safety supervisors and food handlers in their own premises and also of the suppliers, distributors, retailers and transporters in their entire food value chain.

### National Level Resource Person:

- A. Educational qualification: Minimum graduate in science/food technology/food science/chemistry/biology/microbiology or other related subjects
- B. Training experience as trainer and implementation experience: Minimum 12 years of experience in training and implementation on food safety and systems regulations in the related sector of the industry (as per the course)
- C. General training received: Knowledge of FSS Rules & Regulations
- D. Skills: Should have good communication and motivational skill

### Trainer cum assessor:

FSSAI has developed a team of sector specific trainers for 17 FoSTaC courses targeting 12 kinds of food businesses. A detail of the eligibility conditions has been laid down to ensure quality training. The details are as follows:

Criteria	Basic Level	Advanced Level	Special Level
Education qualification.	Minimum graduate in science/food technology/ food science/chemistry/ biology/microbiology or other related subjects. For graduates in other field, minimum 5 years of experience in relevant food industry (Catering, Manufacturing, Retail etc.) required.	Minimum graduate in science/food technology/food science/chemistry/biology/microbiology or other related subjects. For graduate in other field, minimum 7 years of work and implementation experience in relevant food industry (Catering, Manufacturing, Retail etc.) required.	Minimum graduate in science/food technology/food science/chemistry/biology/microbiology or other related subjects. For graduate in other field, minimum 7 years of work and implementation experience in a particular sector of the industry (Meat, Fish ,Milk etc.) required.
Training experience as trainer and implementation experience.	Minimum 3 years training experience on food safety and hygiene including FSMS, HACCP and other similar food safety systems in the relevant food industry.	Minimum 5 years training experience on food safety and hygiene including FSMS, HACCP and other similar food safety systems in the relevant food industry.	Minimum 5 years training and implementation experience on food safety and systems regulations in the particular sector of the industry.
General training received	Knowledge of FSS Rules & Regulations.	Knowledge of FSS Rules & Regulations.	Knowledge of FSS Rules & Regulations.
Skills	Should have good communication and motivational skill Shall be available for training at least 20 days in a year.	Should have good communication and motivational skill Shall be available for training at least 20 days in a year.	Should have good communication and motivational skill Shall be available for training at least 20 days in a year.

**Trainees :**

An individual who meets the eligibility criteria for training can enrol for the course. However, the trainees shall be awarded the 'Food Safety Supervisor's Certificate' from FSSAI after completion of training and assessment for they course enrolled.

**A. For the Basic level course:**

- a. Matriculation with 6-month of experience in relevant sector (depending on the course selected) is required if the individual is working in the food business.
- b. Students or other individuals intending to enter the food business, can enrol for the Basic level course if they are pursuing final year of under graduation in food science/nutrition/hospitality or other allied fields.

**B. For Advanced level course:**

- a. Graduates in science with 1-year of experience in a supervisory role in the relevant sector (depending on the course selected)/Graduates in non-science discipline with 2-years of experience in a supervisory role in the relevant sector (depending on the course selected)
- b. Students or other individuals intending to enter the food business, can attend Advanced level, if they are pursuing final year of under-graduation in food science/nutrition/hospitality or other allied fields.

**3. Roles & responsibilities**

The ecosystem of FoSTaC will run smoothly and grow exponentially when all the stakeholders will contribute their part remaining within their own forte.

**Role of FSSAI:**

- A. All activity related to training content such as course identification, curriculum finalisation, development and vetting of training material, power point presentations, audio-visuals, translation etc.
- B. Empanelment of Training Partners, finalisation of their eligibility condition and review of their performance regularly.
- C. Empanelment of trainer/NLRP, finalisation of their eligibility condition.
- D. Feedback and impact analysis of training.
- E. Maintenance and regular upgradation of FoSTaC portal.
- F. Overall monitoring at macro and micro levels.
- G. Mobilisation of FBOs, Training Partners, resource persons and coordinating with stakeholders.

**Role of State FDA :**

States/UTs are most important medium to propagate the initiative up to the grass root level. The States have the following responsibilities to promote the initiative:

- A. Designate a senior officer as Nodal Officer (FoSTaC)
- B. Contact the empanelled training partner in the state and plan FoSTaC training for the various food sectors under state license.
- C. To help in translation and validation of training content as required.
- D. To coordinate with other department for convergence with Government Schemes.

**Role of FBO :**

As part of regulatory compliance, each FBO irrespective of their licensing category, has to nominate one responsible food safety supervisor from each premises for Food Safety Supervisor's training. Furthermore, FBOs can ensure training for third parties.

**Role of Training Partner :**

Training partners are the driving force of FoSTaC programme. The entire ecosystem of FoSTaC has been built on the ideology of partnership where every contributor will mutually have benefitted from this initiative. Hence, it has become a self-sustaining model of training stimulating a culture of self-compliance around food safety.

At present, the trainings imparted under FoSTaC are based on Schedule 4 compliance, which can be extended to other provisions of regulations also in the interest of food business operators.

However, this will only become possible when the wide network of training partners and resources thus built, form a strong infrastructure to percolate/disseminate relevant information across the food value chain.

Therefore, understanding the role and significance of training partners is extremely important to build on the FoSTaC ecosystem. Some of main roles of training partners are mentioned below. An exhaustive roles and responsibilities has been annexed as "Declaration Form of Training Partner" for reference.

- A. Big food businesses (central licensees and big state licensees)-
  - a. Train other smaller FBOs including FBOs they work with either upstream/downstream, contractual manufacturers and their own staff.
  - b. Coordinate with other training partners and jointly organize training of petty vendors, manufacturers etc embedding it into their CSR strategy.
  - c. Provide trainers or resource personnel.
- B. Academic and vocational Institutions-
  - a. Universities, colleges, Technical Institutions, Hotel Management Institutes and other Academic Institutes of relevant sector can integrate FoSTaC Course curriculum in their existing course or offer these as specific course.
  - b. Train the final year students or former students placed in various food businesses.
  - c. Provide trainer and resource person.

- d. Help in regionalization or translation of the training manual.
  - e. Utilize the FoSTaC training for petty vendors as the project for their interns.
- C. Training agencies approved by various Skill Councils and other government schemes
- a. Integrate training programme of FoSTaC with other Government schemes. For example, where, food processing training is being provided to any individual or group under PMKVY, FoSTaC training can also be combined and conducted in one go.
- D. Industry Associations, Scientific and Technology Associations
- a. Create awareness around FoSTaC programme
  - b. Aggregate participants or member industries
  - c. Coordinate with other training partner and conduct training.
  - d. Provide trainers and resource person.
- E. Other training or audit agencies
- a. Train their own clients
  - b. Provide resources

#### Role of NLRP :

- A. Mobilize the industry and create awareness about the FoSTaC program.
- B. Should be available for a minimum of 30 days in a calendar year for Training/Mobilizing programs.
- C. Create and Update of the question bank for the FoSTaC courses.
- D. Revise and update the course content regularly.

#### Role of trainer & assessor :

- A. Should be available for a minimum of 15 days in a calendar year for Training/Mobilizing programs.
- B. Help in creating and updating of the question bank for the FoSTaC courses
- C. As an assessor, he or she has to mark attendance of participants on FoSTaC portal on the day of training, take assessment & upload result on the portal at the end of each training.

## 4. How to participate?

This section serves as a simple guide for stakeholders to understand the steps for getting engaged with FSSAI for FoSTaC programme.

### Training Partner

*Step 1:* Check the eligibility before applying to become a training partner

*Step 2:* Eligible training partner can apply in a specific format which is available at <https://fostac.fssai.gov.in/fostac/doc/EOI.pdf> and can forward the same to [tp.fostac@fssai.gov.in](mailto:tp.fostac@fssai.gov.in)

*Step 3:* Applications will be thoroughly scrutinized and approved by competent authority. The empaneled Training Partners can register themselves on FoSTaC Portal after which they will receive a dedicated User ID & Password for operating their account on FoSTaC Portal.

### NLRP, Trainer & Assessor

*Step 1:* Domain experts from industry, academia or other food safety professionals like auditor, researchers can submit their resume at [tr.fostac@fssai.gov.in](mailto:tr.fostac@fssai.gov.in).

*Step 2:* After scrutiny, the experts eligible as NLRP are being called for competency based NLRP workshop for orientation whereas, trainers are being called for course specific Training of Trainers programme.

*Step 3:* In the TOT programme, each participant got assessed and the detail of successful candidates got transferred automatically to the Trainer's pool in FoSTaC portal. In addition, NLRPs & senior trainers got registered themselves in the portal as assessor.

*Step 4:* Once the credentials of trainers/assessors/NLRPs got uploaded in the FoSTaC portal, they receive a dedicated user ID & Password for accessing the portal. It is required for further activity, such as attendance marking, generation of question bank, uploading of result etc.

### Trainee

*Step 1:* Trainee will register themselves on portal and receive User ID & Password which can be used for accessing their own training account.

*Step 2:* Trainee can enroll themselves in the desired course, if eligible and generate admit card to attend classroom training as per the schedule.

*Step 3:* Submit feedback and get certificate from portal which is a post session activity.

## 2. Use of FoSTaC Portal

The entire food safety training is being managed through the FoSTaC Portal. Therefore, it is very essential to understand the working of FoSTaC portal and the services provided through it.

- A. The Portal brings together all the stakeholders linked to FoSTaC under a common platform. Each stakeholders including training partner, NLRP, trainer, assessor & trainees will receive unique User ID & Password.
- B. Training partners can create calendars on the portal selecting course specific trainers & assessors. This will ensure that the training partner appoints an FSSAI trained resource persons which will help in maintaining uniformity throughout the programme.
- C. Training material and question bank is available on the portal and can be accessed by trainer and assessor respectively. Question bank is randomly generated and can only be accessed by the assessors offering transparency in assessment/evaluation.
- D. Trainees can enroll for one or multiple courses as per their requirement. They can download system generated certificate after completion of course from their trainee account.
- E. Trainee attendance during face to face training is validated only after the assessor marks live attendance on the FoSTaC portal.
- F. Assessors can download question bank on the date of training and upload the marks secured by the trainees.



- G. Certificate of training are then generated for the qualified trainees.
- H. Certificate contains a unique number and is required for mandatory compliance of FSS regulation.
- I. All the information uploaded on the portal after each scheduled training is used to automatically provide statistics on the status of training in the entire country.

Thus, through the optimum use of technology and partnership of various stakeholders a unique and blended model of training has been developed.



**Progress  
Till Date**

## 1. Major milestones

FoSTaC was launched by FSSAI officially on 16th May 2017. Since then, it has grown exponentially and acquired a momentum of its own, and is now poised enough for a take-off which can sustain itself. A quick look at some of the major milestones reveals the extent of the FoSTaC initiative.

Sl. No	Item	Achievement
1	Number of Training Partners	143
2	Pool of Trainers created	1468
3	Number of training programs conducted	2691
4	Number of people trained	67207
5	Number of States and UTs covered	26
6	Number of Cities covered	950

## 2. Segment analysis

Sl. No.	Course/sector	Number of Training Programmes	Food Safety Supervisors Trained
1	Catering	941	25784
2	Manufacturing	1177	26667
3	Retail and Distribution	41	1087
4	Bakery	150	3126
5	Edible Oil and Fat	35	876
6	Milk and Milk Products	128	3766
7	Water and Water Based Beverages	35	728
8	Street Food Vending*	138	4124
9	Storage and Transport	27	498
10	Meat and Meat Product	13	345
11	Health Supplement	6	206

\*Prior March 2016, 23000 street food vendors were trained by partners of FSSAI. This mega capacity building endeavor of FSSAI is the precursor of FoSTaC.

## 3. State wise performance

Sl. No	Name of State	Number of Training Conducted
1	Andhra Pradesh	58
2	Arunachal Pradesh	1
3	Assam	18
4	Bihar	12
5	Chhattisgarh	158
6	Goa	33
7	Gujarat	128
8	Haryana	102
9	Himachal Pradesh	29
10	Jammu & Kashmir	16
11	Jharkhand	1
12	Karnataka	253
13	Kerala	115
14	Madhya Pradesh	183
15	Maharashtra	612
16	Manipur	15
17	Meghalaya	0
18	Mizoram	0
19	Nagaland	0
20	Orissa	17
21	Punjab	81
22	Rajasthan	64
23	Sikkim	04
24	Tamil Nadu	353
25	Telangana	93
26	Tripura	0
27	Uttar Pradesh	193
28	Uttarakhand	27
29	West Bengal	125
	<b>Total</b>	<b>2691</b>

#### 4. Food business scenario

FoSTaC* Course	KOB* mapped with FoSTaC	SL* COUNT	CL* COUNT	Total FBO
Catering	Hotel	15881	265	16146
	Club/Canteen	8726	5	8731
	Restaurants	48345	61	48406
	Food Catering Service	67	313	380
	Mid day meal	570	1	571
	Caterer	15366	42	15408
<b>Sector Total</b>		<b>88955</b>	<b>687</b>	<b>89642</b>
Manufacturing	Food Processing Unit	65349	8597	73946
	FBO Manufacturing	0	278	278
	Packer/Repacker	0	2	2
	Food Ingredient	0	22	22
	Proprietary Food	0	466	466
	Manufacturer Exporter	0	383	383
<b>Sector Total</b>		<b>65349</b>	<b>9748</b>	<b>75097</b>
Milk & Milk Product	Dairy units including milk chilling unit	7901	606	8507
<b>Sector Total</b>		<b>7901</b>	<b>606</b>	<b>8507</b>
Retail & Distribution	Marketer	2948	974	3922
	Re-labeler	0	8	8
	Retailer	141646	886	142532
	Supplier	16463	1447	17910
	Food Vending Agency	1	0	1
	Distributor	56119	1935	58054
<b>Sector Total</b>		<b>217177</b>	<b>5250</b>	<b>222427</b>

FoSTaC* Course	KOB* mapped with FoSTaC	SL* COUNT	CL* COUNT	Total FBO
Street Food Vendor	Food vending establishment	7580	7	7587
	Petty Retailer of snacks/ tea shops	141	1	142
	Hawker (Mobile food vendor)	49	1	50
<b>Sector Total</b>		<b>7770</b>	<b>9</b>	<b>7779</b>
Meat & Poultry	Slaughtering units	381	135	516
	Meat processing units	187	251	438
<b>Sector Total</b>		<b>568</b>	<b>386</b>	<b>954</b>
Storage & Transportation	Wholesaler	102004	3258	105262
	Transportation	7441	263	7704
	Storage (Cold / Refrigerated/controlled)	5590	436	6026
	Merchant Exporter	0	882	882
	Storage (Except Controlled Atmosphere and Cold)	9616	2107	11723
	<b>Sector Total</b>		<b>124651</b>	<b>6946</b>
Oil	Vegitable Oil processing Unit	1782	1580	3362
<b>Sector Total</b>		<b>1782</b>	<b>1580</b>	<b>3362</b>
<b>Total FBO</b>		<b>514153</b>	<b>25212</b>	<b>539365</b>



## 5. Best Practices

A. CII-SKA trained Mid-Day Meal cooks where cooks were mobilized by Banks, State FDA, CSO and Education department. The venue was arranged by CII & programme sponsored by Kelloggs through their CSR arm.



B. Sadiq Massih Medical Servant's Society, a civil society organization trained street food vendors which was sponsored by KFC. State FDA, Chennai, extended support by arranging for the venue & other logistics.



C. State FDA, Odisha mobilized small hoteliers. The venue, refreshment and faculty for the programme was arranged by CII-SKA. This Food Safety Supervisor's training for Catering was sponsored by GSK through their CSR arm.



D. DNV GL trained their clients in the premise of the concerned sugar mill itself. The FBO provided logistics and took care of the other expenses.



E. Nestle Food Safety Institute, India trained the employees of Nestle in FoSTaC training for Food Safety Supervisor



F. Amity University trained their senior students. These youngsters are prospective food safety professionals of the food industry. On the other hand, Food Safety Services charged fees from the food safety professionals working in the different sector of the food ecosystem. All of them are trained as food safety supervisor in Manufacturing sector.





G. The Kinley Parivartan organized training for Street Food Vendors jointly with the State FDAs/FSAs, Local municipal bodies and Coca Cola India(CCI) representatives. CCI has designed a special Classroom on Wheels – a modified bus, fully equipped with infrastructure required for quality training delivery bringing the program benefits at the doorsteps of the food vendors, adding to its impact and convenience. The program was conducted in the states of Punjab (Ludhiana, Chandigarh) and Maharashtra, where approx.3,100 street food vendors have been certified in the first 10 months of the program launch.

6. FoSTaC Training Partners : strong handhold in Swasth Bharat Yatra





**D**  
Future  
Road Map



It is expected that, by 2020, there should be at least one trained & certified food safety supervisor per 25 food handlers in each premise of all food business operators irrespective of their licensing category.

In one year, over 30000 food safety practitioners were trained but it is yet to train millions of food handlers in next two years.

However, presently the main focus area of FoSTaC is to train people from catering & manufacturing sector. As per FLRS, the number of trainees to be trained for both of these sectors may reach up to 89,642 & 87,920 respectively.

Uniqueness of FoSTaC is in its self-sustainable model where ecosystem grows itself in a snowball effect. All stakeholders work in a coordinated manner by fulfilling their mutual interests and thus as time goes, number of training increases in multiplication. Thus, in a short time span, maximum number of training can be achieved.

This section of the document explains possible scope or opportunities of all the stakeholders involved in the programme. It will help potential training partners to express their interest in joining hand with FSSAI for FoSTaC initiative.

## A. Future road map

### 1. State FDA:

Pan India network of training partners and trainers can be utilized by the states for capacity building of all the FBOs. Trained food safety supervisor at each food business will actually lead to a culture of self-compliance which in turn will be beneficial for enforcement activity.

Apart from the routine work of coordination with FoSTaC training partners, State FDA can launch the FoSTaC initiative which will help in sensitization of food ecosystem & thus, mobilization of FBOs. Here, following activities can be taken up by the State.

- a. A launch event can be planned where dignitaries, prominent FBOs, regional industry associations, media & other potential training partners may be invited
- b. The first training in any of the FoSTaC courses can be planned along with launch event.

### 2. Food Business Operator:

It is the high time of the food business operators to train their food handlers on FSS Regulation. It will help in self-compliance. As a training partner, large food businesses can contribute in the capacity building by getting associated with FSSAI. FBO can train their own people as well as food businesses in their supply chain.

### 3. Potential training partners:

Chapter 2 may be referred for eligibility condition of training partners. However, scope of the training partners is detailed below:

Aim of food authority is to have trained & certified manpower in the food ecosystem. FoSTaC is a tool to achieve the same. Each training partner has their own strength and all of them are already contributing in the food ecosystem in one way or other. Now, through FoSTaC, all these fragmented efforts can easily be integrated in a more structured manner and get optimum use of it in the interest of public.

To gauge the huge scope of FoSTaC, it is necessary to have a clear idea of entire workforce of food industries who are involved in day to day food handling operations, directly or indirectly. Entire manpower can grossly be divided into following two categories.

**New entrants**  
to food industry
**Existing workforce**  
of food industry

Possible scope of capacity building by different training partners has been detailed in the following matrix. This matrix considers the specific workforce of food industries who are involved in day to day food handling operations, directly or indirectly.

Category of existing/possible workforce in food industry	Target group for training	Category of Training Partner who can provide training for the respective section
New entrants	Students	Academic Institutions or Vocational Institutions, Hotel Management institutes, ITI, Universities Online course can also be provided to this section
	Other than student who are with educational or/& industrial background	Training providing agency which includes Auditing agencies, Certification bodies, Placement agencies and Trade or Scientific associations Online course can also be provided to this section
	Other than student who are not with educational or/& industrial background	Skill training centers, Training providers of different Government schemes, Civil Society Organization
Existing workforce	Daily wages worker or labor class	Skill training centers, Training providers of different Government schemes, Civil Society Organization, Placement agencies
	Educated or/& experienced in relevant field for organized sector	Training providing agency which includes Auditing agency, Certification bodies and Trade or Scientific associations, Food Business Operators
	Educated or/& experienced in relevant field for unorganized sector	Skill training centers, Training providers of different Government schemes, Civil Society Organization, Placement agencies

### Academic Institution & Vocational Institutions

Scope: Role of academic institutions are important as students enter into the food ecosystem after passing out. Hence, this is the first check point, where new entrants can be trained on food safety. Therefore, universities, colleges, technical institutions, hotel management institutes and other academic institutes of relevant sectors can either integrate the FoSTaC course curriculum in their existing course or offer FoSTaC as a specific course.

There are 15 academic institutions already empaneled as training partner for FoSTaC. Some of them are as follows:



### Associations

Scope: Trade, professional and scientific associations in the food sectors at National, State or Regional level can contribute largely as aggregator. Trade associations can reach out to the member industries and can be the bridge between FSSAI & FBO. Association of professionals can be big resource pool for FoSTaC. Members of such association can be potential National Level Resource Person or trainer and contribute to FSSAI in developing content, sharing knowledge, providing training.

As of now, FoSTaC has 18 associations as training partner. Few name to mention here.



### Training partner empaneled by other Government departments and Civil Society Organization

Scope: All Basic level courses of FoSTaC are meant for small scale food businesses who are either in their existing business or intend to enter into the business. This is the largest segment which is unorganized and untrained. Training agencies of various Government Schemes can offer FoSTaC Courses to these small scale food businesses for improvement of their livelihood, quality of life as well as food safety & hygiene as this is their primary activity. Hence the network of FoSTaC can be utilized by other Government Departments for optimal use of beneficial schemes.

Presently, one civil society organization and ten training partners of various Skill Sector Councils has been empaneled by FSSAI.



**Different Government Bodies** who are directly involved in training, certification, promotion of skill & livelihood can also become training partner of FSSAI. Two prominent training partners are KVIC & National Productivity Council (NPC)



**Big Food Businesses** can train their own employees as well as can take responsibilities of training of their entire value chain. The catchment area of large food business is huge. Hence it is most worthwhile to use food business operators as training partners.





### Training Providing Agency

Training providers which includes Auditing agency, Certification bodies, Food testing laboratories, Placement organizations etc can provide training to this huge manpower of food industries. As of now 78 such training providers have been engaged with FSSAI for FoSTaC.



Potential training partners can express their interest at [tp.fostac@fssai.gov.in](mailto:tp.fostac@fssai.gov.in)

However, all the contacts are being shared as below for any further query:

### Contacts

- For submission of resume as trainer, NLRP : [tr.fostac@fssai.gov.in](mailto:tr.fostac@fssai.gov.in)
- For submission of application of training partner: [tp.fostac@fssai.gov.in](mailto:tp.fostac@fssai.gov.in)
- For any general queries related to FoSTaC: [fostac@fssai.gov.in](mailto:fostac@fssai.gov.in)
- For general understanding on FoSTaC please visit: [www.fostac@fssai.gov.in](http://www.fostac@fssai.gov.in)

### Few other prominent partners of FoSTaC whose names are worthy to mention for their contribution



Main training partner  
for Bakery sector



Conducted more than  
100 trainings



Main training partner  
in Punjab



Maximum number of  
training conducted



Main training partner  
in Street food vendor's  
training



Trained 450 Mid-Day  
Meal workers in Bihar  
in a month



Trained FBOs in Self Help  
Group along with State  
Rural Livelihood Mission



Trained workers  
of Government  
Departmental Canteen



Conducting maximum  
Training in remote areas  
Of Chhattisgarh, MP  
Maharashtra



Taken leadership  
in Bakery sector &  
conducting training  
even in the remotest area



Most promising training  
partner conducting training  
all over the country



Most important  
training partner  
of North East

# E Annexures



## 1. Annexure 1: FAQs

### 1. Who are the target group for FoSTaC?

- FoSTaC is meant for food safety professionals who is in food business or intend to enter to the business. But it is not for the Food Safety Officer, Designated Officer or any other person who is not involved in food business or going to be involved.

### 2. How is FoSTaC being disseminated? Is there any online course under FoSTaC?

- FoSTaC is being disseminated in classroom training through trained trainers. There are no online courses under FoSTaC

### 3. Can FoSTaC be implemented by an organization who is not an empaneled Training Partner?

- FoSTaC can only be implemented through empaneled Training Partner of FoSTaC & empanelment can be done by FSSAI only.

### 4. What is the role of State FDA, Regional Office & FSSAI Head Quarter in FoSTaC?

- Role of State FDA, Regional Office & FSSAI Head Quarter is complete supervision & monitoring of the whole process. FSSAI will empanel training partner, trainer, develop the training manual, revise the training manual from time to time. They will also help training partner in mobilization of trainee.

### 5. What is the eligibility criteria for Food Safety Supervisor?

- FSSAI has suggested that Food Business Operator may nominate experienced food handlers from respective premises to attend the Food Safety Supervisor Training under FoSTaC. The criteria for Food Safety Supervisor (FSS) are available at the FoSTaC portal.

[https://fostac.fssai.gov.in/fostac/trainee\\_details.jsp](https://fostac.fssai.gov.in/fostac/trainee_details.jsp)

### 6. Who can be the Training Partner under FoSTaC?

- Training partners can include -
  - 1) Big food businesses (central licensees and big state licensees)
  - 2) Academic and vocational Institutions
  - 3) Training partners approved National Skill Development Corporation (NSDC), Sector Skill Councils (SSCs) and State Skill Development Missions.
  - 4) Training agencies approved under other government schemes
  - 5) Industry Associations, Scientific and Technology Associations
  - 6) Civil Society Organizations

### 7. How to become a Training Partner?

- The Training Partner needs to fill up the EOI (the link for the EOI is given on the home page of FoSTaC as 'EOI for Training Partner') and send it to [tp.fostac@fssai.gov.in](mailto:tp.fostac@fssai.gov.in).

### 8. How one can become a Trainer/Assessor?

- An individual willing to become a Trainer/ Assessor needs to submit his CV in the prescribed proforma which is available on the FoSTaC portal. The CV is scrutinized by the FoSTaC Team and the eligible people are invited to attend the Training of Trainer (ToT) programme conducted from time to time. After successful completion of the ToT, the person is certified as the Trainer/Assessor.

### 9. Is there any eligibility criteria for Trainer/Assessor?

- The prescribed eligibility criteria for Trainers w.r.t. different category of courses are available on the FoSTaC portal.

### 10. It is necessary to conduct training through FoSTaC Portal?

- Yes, training partner, assessor & trainer have to register themselves on the FoSTaC Portal to perform the following functions online.
  - ◆ Training Partner will upload the training calendar on the portal for a course & mark attendance on the date of training
  - ◆ Trainee will enrol themselves online for a course, generate Admit Card for particular training session.
  - ◆ Trainee will download the system generated certificate after completion of training.
  - ◆ Assessor will upload the result at the end of the training session. Once result will be uploaded, the certificate will generate.

### 11. Who can give Food Safety Supervisor's certificate under FoSTaC?

- The certificate generates online with unique number for each trainee. Once the Assessment is uploaded by the Assessor, the Trainee can generate is online certificate through his trainee account after submission of feedback of the training.

### 12. Can any other organization issue the Food Safety Supervisor's certificate?

- It is a specific certificate with unique number which can be issued only through FoSTaC portal.

### 13. Is there any validity period of the certificate?

- The validity of the certificate is 2 years.

### 14. What are the charges for the FoSTaC courses?

- Training Partner may charge a small fee for a training course based on the infrastructural and other expenditure. FSSAI does not charge anything.

## 2. Annexure 2: Declaration form by the Training Partner

The food safety training programme has been built up within food ecosystem itself involving all the stakeholders engaged with food sector in one way or other.



### Self-Declaration Form

#### Terms & Conditions for an Empanelled Training Partner (TP) under FoSTaC

##### Conditions with respect to Training of Trainers (ToT)

1. Training Partner has to identify trainer for each course as per eligibility criteria prescribed by FSSAI & will share CV of each resource for respective course to [fostac@fssai.gov.in](mailto:fostac@fssai.gov.in) for approval.
2. Training Partner will organise Training of Trainer (ToT) programmes in association with FSSAI to create pool of trainers.
3. TP can provide training only through its pool of Trainers or Trainers from FSSAI resource pool who are eligible as per conditions laid down by FSSAI and are trained & certified by FSSAI.
4. FSSAI will nominate the National Level Resource Person (NLRP) / State Level Resource Person (SLRP) for conducting the ToT Programme.
5. Training Partner shall ensure that all the Trainers trained in ToT Programme will be utilized for Food Safety Supervisor (FSS) Trainings.

##### Conditions with respect to Food Safety Supervisor (FSS) Training

1. Mobilisation of the trainees for the FSS training programmes. While mobilising the trainee, in some case, TP may have to take responsibility of registering the trainee in the FoSTaC portal.
2. In case of cancellation or postponement of any training, it is the responsibility of the Training Partner to inform trainees about rescheduling the programme.
3. Training Partner will ensure that there will be one Trainer and one Assessor in each FSS Training. Trainer and Assessor will not be the same person.
4. Assessment is mandatory in FSS Training.
5. For FSS Training, written exam will be conducted. Training Partner can develop the Assessment Paper and will share the with FSSAI for approval or can ask for Assessment Paper from FSSAI at least 3 days before the training date.
6. Training Partner will ensure that Assessor will upload the result for online generation of certificate within the time as prescribed under FoSTaC Portal.



7. Training Partner will ensure that maximum persons can be trained in a batch is 40 in FSS Training

##### General Conditions

1. Training Partner will arrange training venue /centre with adequate infrastructure.
2. Prepare and upload a quarterly calendar of trainings on FoSTaC portal preferably three weeks in advance for ToT and FSS level of training.
3. TP/Trainer will provide training for a particular course for which they have been empanelled.
4. Training Partner will adopt the training content prescribed by FSSAI for the course for which it has been empanelled.
5. Further approval from FSSAI is required for initiating training in new sector.
6. Training Partner shall not reduce the minimum prescribed duration for each course.
7. Training Partner is responsible for maintaining legible records of assessment of all Trainees for period of two years (hard copy or in electronic form).
8. TP agrees for surveillance and witness audit of the training as per the random choice of FSSAI.
9. Training Partner will nominate a Single Point of Contact with FSSAI on all matters related to FoSTaC including training schedule, attending complaints, coordinates with FSSAI's Training Division etc. with whom the interaction can be done.
10. If any complaint is received at FSSAI against the TP regarding FoSTaC training, FSSAI will do necessary investigation and corrective action will be taken by TP.
11. Performance of TP will be reviewed on a periodic basis by FSSAI.

As an empanelled Training Partner of FSSAI under FoSTaC, I agree to abide by the above T&C and provide necessary support to FSSAI

##### Training Partner/Representative of Training Partner

Signature : \_\_\_\_\_  
 Name : \_\_\_\_\_  
 Designation : \_\_\_\_\_  
 Name of Organisation: \_\_\_\_\_  
 Date : \_\_\_\_\_





### 3. Annexure 3: Orders related to FoSTaC

F.No. 1—2/Correspondence/FoSTAC/FSSAI/2017  
 Food Safety and Standards Authority of India  
 (A Statutory Authority Established under the Food Safety & Standards Act, 2006)  
 (Training Division)  
 FDA Bhawan, Kotla Road, New Delhi – 110002.

Dated the 6<sup>th</sup> October, 2017

#### ORDER

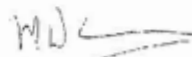
**Subject: Mandatory Training of all Central and State Licensed FBOs under FSS Act, 2006.**

1. In terms of Section 16(3)(h) of the Food Safety and Standards Act, 2006, the Food Safety and Standards Authority of India has to ensure training of persons who are, or intend to become involved in Food Businesses, whether as Food Business Operators or employees or otherwise. It has accordingly been decided that it would be mandatory for all food businesses having Central License or State License to have at least one trained and certified Food Safety Supervisor for every 25 food handlers or part thereof on all their premises.

2. To implement this policy, FSSAI has designed a large scale Food Safety Training & Certification Program (FoSTaC) for food businesses across the value chain. The curriculum and content for the training have been created centrally. The training is to be delivered through Training Partners including large Food Business Operators; Academic and Vocational Institutions; Training Partners approved under Skill Development Councils and Missions; Industry, Scientific and Technology Associations and Civil Society Organizations. FoSTaC is to be steered and managed by each State/UT who would create an action plan and mobilise Food businesses and other Training Partners to undertake the training. FSSAI has set up a website for managing the training program, assessment and certification. Further details are available in the enclosed note and at <https://fostac.fssai.gov.in>

3. The policy to make training and certification mandatory for all Central and State licencees was discussed in the 20<sup>th</sup> CAC Meeting held on 22<sup>nd</sup> August 2017 and approved in principle by the Food Authority in its meeting held on 21.09.2017.

4. All States/UTs are now advised to initiate a special drive to take up and facilitate FoSTaC for the licensed FBOs under their respective jurisdiction immediately. The above training is to be made mandatory in phases over the next two years. States/UTs need to designate a senior officer as a Nodal Officer for FoSTaC to implement the policy. States/UTs are also required to fill in and submit the attached FoSTac form within 4 weeks.

  
 (Madhavi Das)  
 CMSO, FSSAI  
 Ph: 011-23216582

To

All Commissioners of Food Safety

F.No.1-2/Correspondence/FoSTaC/FSSAI/2017  
 Food Safety and Standards Authority of India  
 (A Statutory Authority established under the Food Safety & Standards Act, 2006)  
 (Training Division)  
 FDA Bhawan, Kotla Road, New Delhi-110 002

Dated 25<sup>th</sup> April, 2018

**Sub: Training programmes in food safety and standards for food business operators.**

In pursuance of Section 16(3)(h) of the Food Safety and Standards Act, 2006, the Food Safety and Standards Authority of India (FSSAI) has to provide training programmes in food safety and standards for persons who are or intend to become involved in food businesses, whether as food business operators or employees or otherwise.

2. The Food Authority, in its 24<sup>th</sup> meeting held on 21.9.2017, approved in-principle the guidelines of Food Safety Training & Certification (FoSTaC) that envisage inter-alia, that all food businesses having either Central License or State License should have at least one trained and certified "Food Safety Supervisor" for every 25 Food Handlers or part thereof in each of their premises. These supervisors would carry out periodic training of all Food Handlers in the premises and maintain records for food safety audit and inspections. Accordingly all Food Business Operators are advised to nominate at least one Food Safety Supervisor for every 25 Food Handlers or part thereof in each of their premises and get them trained under FoSTaC by 31<sup>st</sup> December, 2018 through the Training Partners empanelled for the purpose.

3. List of the Training Partners and other details regarding FoSTaC are available on [fostac@fssai.gov.in](mailto:fostac@fssai.gov.in).

4. This is in continuation of Order of even No. dated 06<sup>th</sup> October, 2017.

  
 (Madhavi Das)  
 Chief Management Services Officer

To

1. All State Food Safety Commissioners
2. All Regional Directors, FSSAI
3. All Central Designated Officers of FSSAI

Copy for information to:

1. PPS to Chairperson