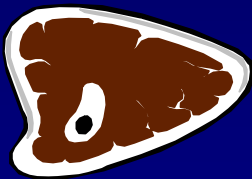


Implementing HACCP into your Facility

Dennis Burson
University of Nebraska

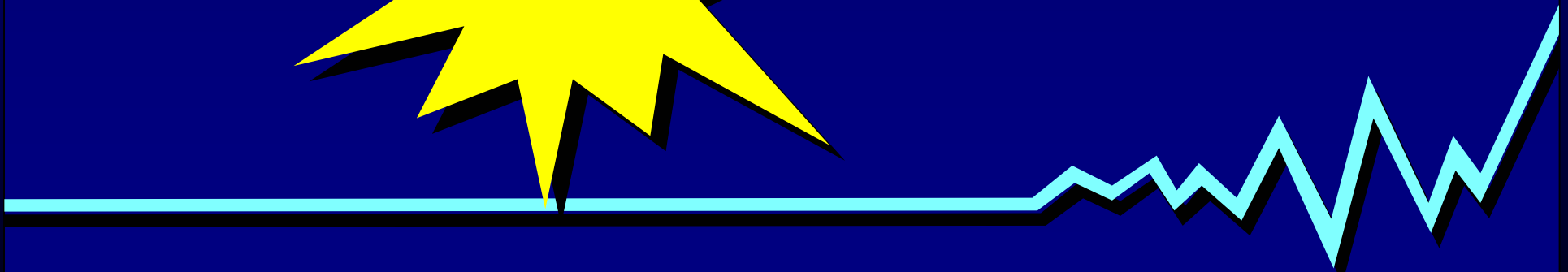
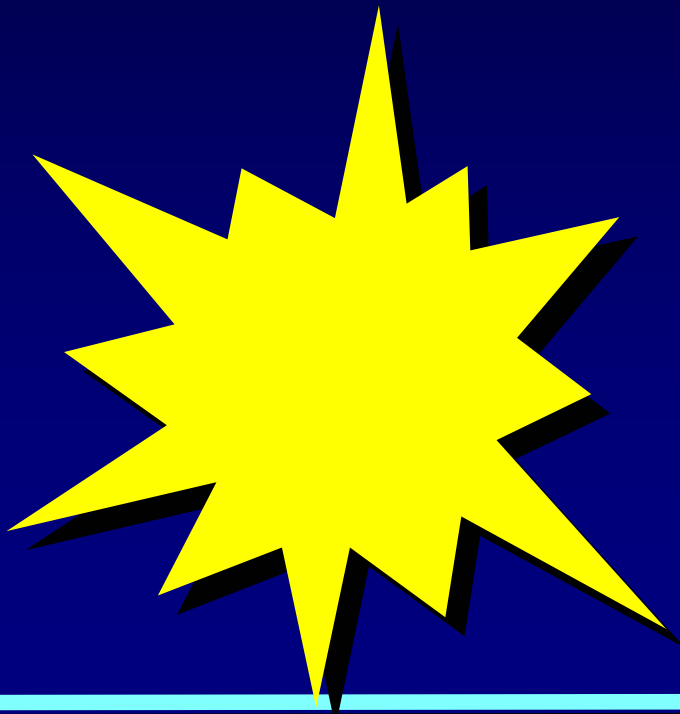


HACCP
and Food Safety
Help for Small Meat and Food
Processing Operations



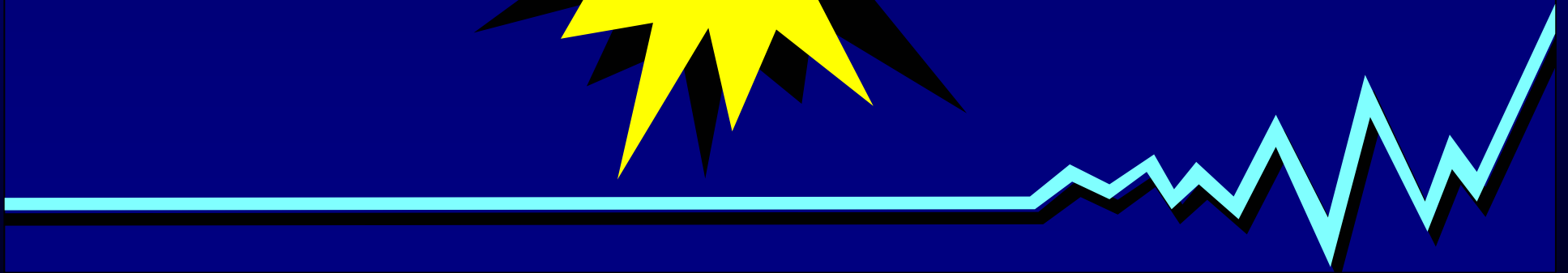
Expect Resistance

Resistance is the most common side effect of change.



Expect Resistance

Upset the status quo, and here comes the opposition.

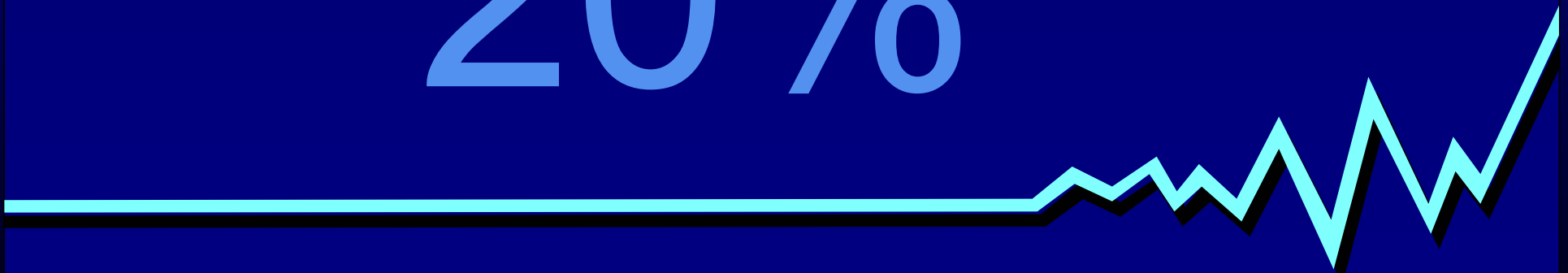


Expect Resistance

*Twenty percent of the people will be
against anything.*

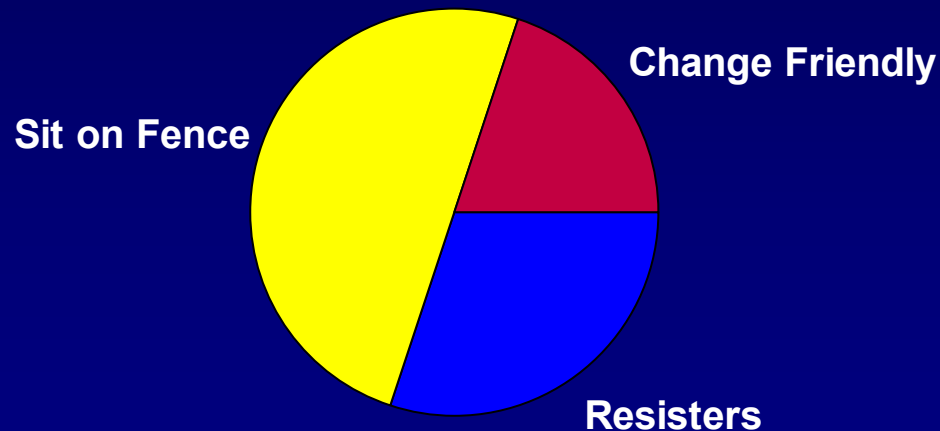
Robert Kennedy
US Attorney General

20%



Remember the 20-50-30 rule

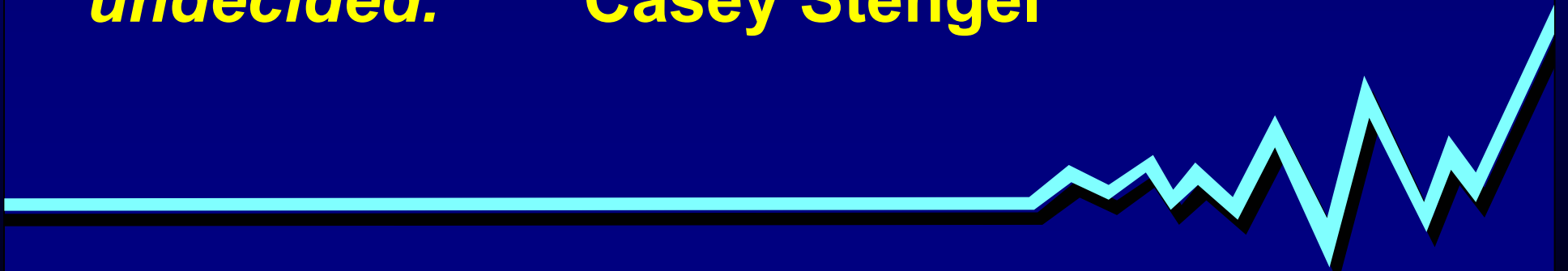
- 20 percent are change friendly.
- 50 percent of the folks sit on the fence.
- 30 percent are the resisters.



The Resisters

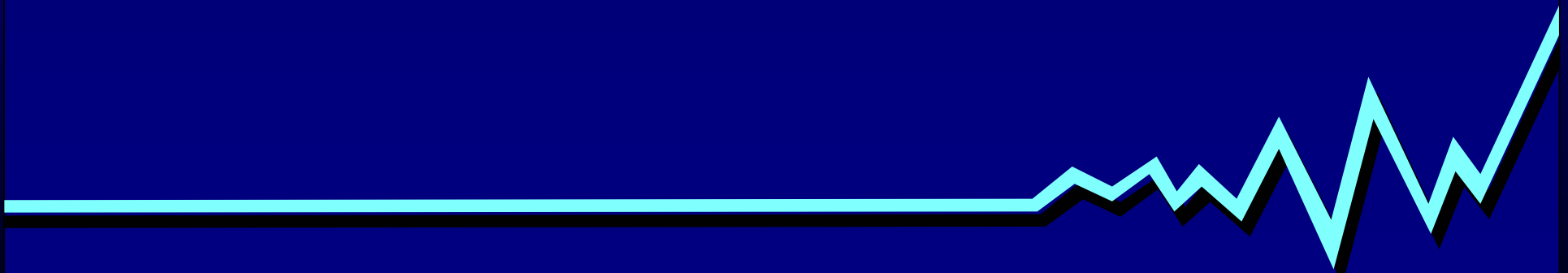
- The resisters make the most noise and soak up most management time and energy.

"The secret of managing is to keep the guys who hate you away from the guys who are undecided." Casey Stengel



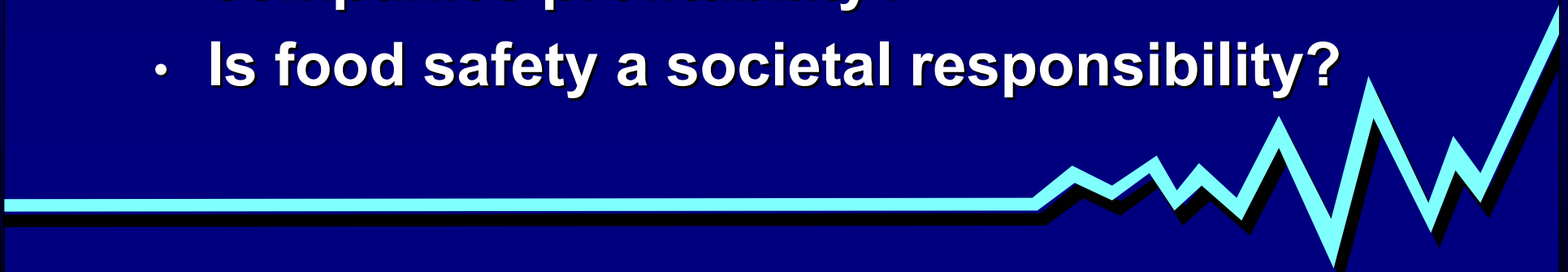
Explain the Rational for Change

- **Training of employees**
 - **Overview of food safety**
 - **Personal hygiene**
 - **Importance of HACCP**
 - **Monitoring and Corrective Actions**



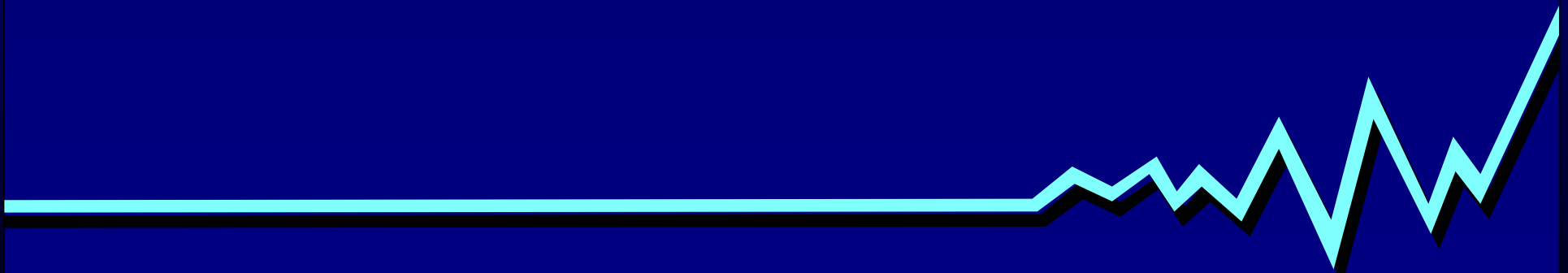
A Food Safety Attitude

- **The company must view producing a safe product as one of the important goals.**
 - **Can you relate it to personal experiences?**
 - **What are the economic consequences of a food-borne illness outbreak for you company?**
 - **Can process control increase you companies profitability?**
 - **Is food safety a societal responsibility?**



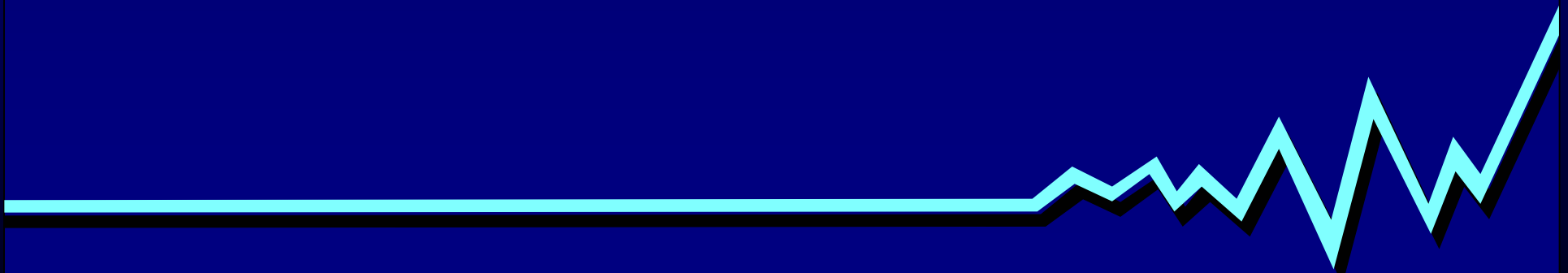
Support of the Management

- **Full commitment and support of the upper management or business owner is necessary.**
- **A company policy and HACCP objectives will be helpful.**



Choose Your Opening Moves Carefully

- **Some managers take change slow.**
- **Going slow is a big gamble as resisters may overpower the change.**
- **Big change calls for bold strokes.**



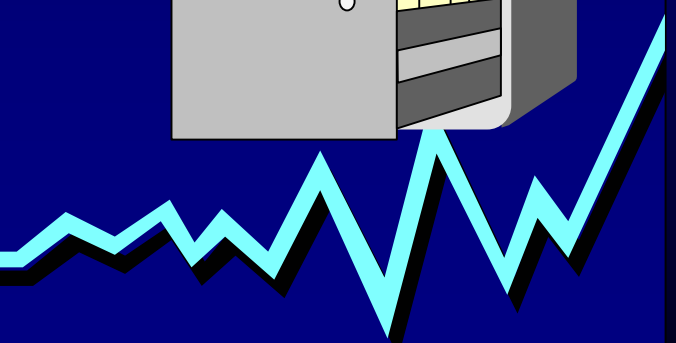
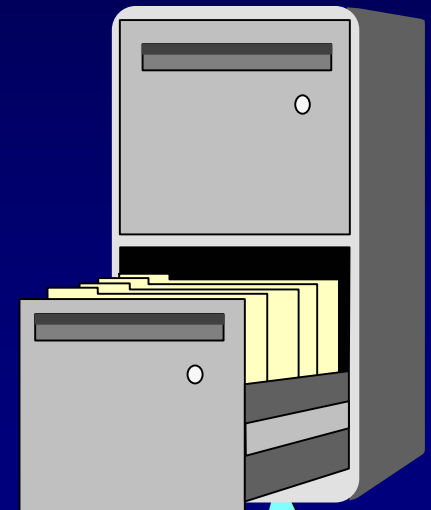
Development of the HACCP Program

- **Select a HACCP coordinator**
- **Develop a HACCP team**
 - **Association help**
 - **Help from other processors**
 - **University assistance**
 - **Government assistance**
 - **Consultants**
 - **Supplier assistance**



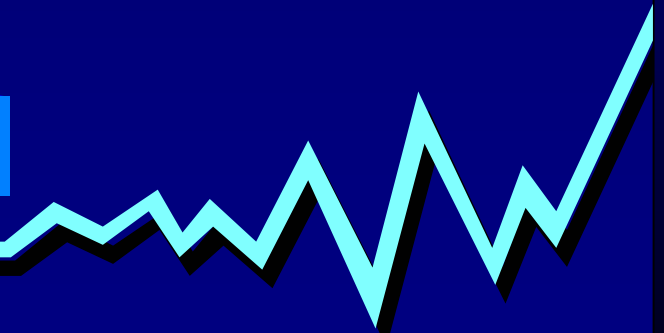
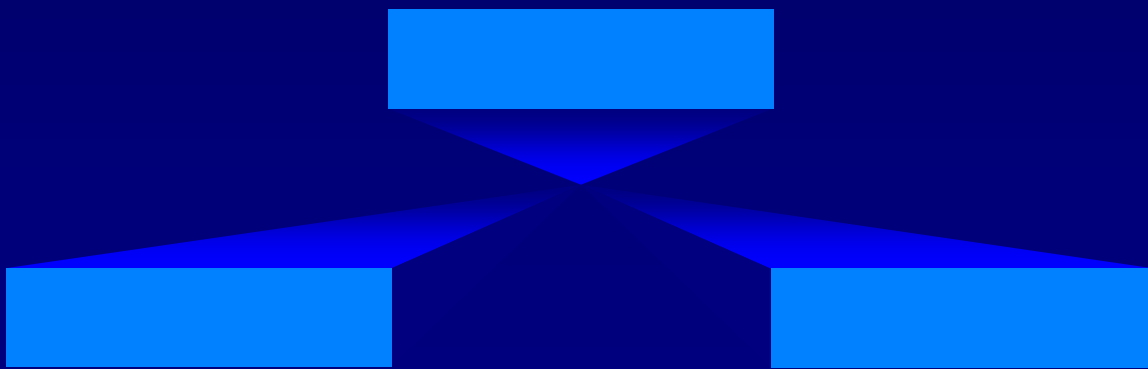
Changing to HACCP - Develop your resources

- Attend a HACCP workshop at Kansas State or the University of Nebraska
- Get copies of model HACCP programs
 - Use the most current examples
 - Ask suppliers for examples



Provide a Clear Aiming Point

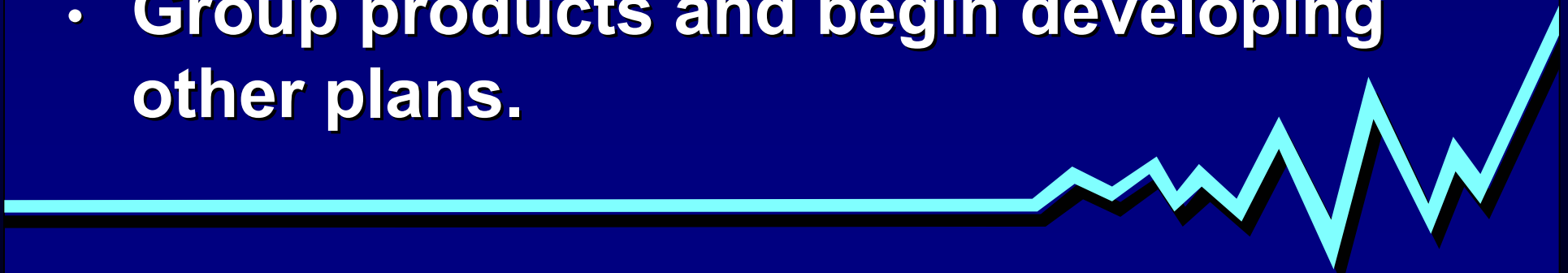
- **Include food safety as a goal for your company.**
- **Set time lines for developing a HACCP plan.**
- **Communicate progress to all employees.**



Changing to HACCP

Developing the first plan

- **Start at least one year before implementation.**
- **Select one product that has a small number and definite critical control points.**
- **Establish the initial plan, use it and review it before implementation of a second plan.**
- **Group products and begin developing other plans.**



Implementation of HACCP

- Use the seven HACCP principles and tools used in this workshop to develop your HACCP plan.
- Translate HACCP monitoring and corrective actions into practical operating procedures for employees to use.
- Never forget that it will require a team effort.



In closing.....Focus on your reaction to HACCP

- **Day in, day out, what sort of example do you set?**
- **Are you personally a role model for adaptability?**
- **Do you lead others in change...or do you lead them into resistance?**

