

Day one food safety induction

Everything a new starter needs before their first shift, on one sheet they read, sign and keep. Nothing here is optional and none of it is difficult. It is the part of the job that protects the guest, the team and the licence.

WHAT BACTERIA NEED TO GROW — FAT TOM

Bacteria need six things at once. Take away or control any one of them and they stop multiplying. Every control in this kitchen exists to remove one of these six.

	CONDITION	WHAT IT MEANS	HOW WE TAKE IT AWAY
F	Food	Bacteria feed on protein and carbohydrate. High-risk foods are meat, fish, dairy, eggs, cooked rice and pulses.	Keep high-risk food covered, dated and separated from everything else.
A	Acidity	Most bacteria prefer food that is neutral or slightly acidic. Very acidic food slows them down.	Use marinades, vinegar and citrus where the recipe allows. Never rely on acid alone.
T	Time	Bacteria double roughly every twenty minutes in the danger zone. Four hours out is a different food from four minutes out.	Work in small batches. Label with time. Nothing sits out because someone forgot it.
T	Temperature	The danger zone is 5 °C to 60 °C. That is where they grow fastest.	Cold below 5 °C, hot above 60 °C, and probe rather than guess. Record it.
O	Oxygen	Most need air. A few of the most dangerous do not, which is why vacuum packing is not a free pass.	Vacuum and cover where it suits the product, and keep the chilled chain intact regardless.
M	Moisture	They need available water. Dry, salted and sugared foods hold much longer.	Dry storage stays dry. Curing, brining and drying all work on this principle.

THE TEMPERATURES YOU HAVE TO KNOW

STAGE	TARGET	WHY
Frozen storage	−18 °C or below	Growth stops. It does not kill what is already there.
Chilled storage	0 °C to 5 °C	Below the danger zone. Check and record twice a day.
The danger zone	5 °C to 60 °C	Fastest growth. Move food through it, never park it in it.
Cooking and reheating	75 °C core	Probe the thickest part. Reheat once, and only once.
Hot holding	63 °C or above	Below this, holding becomes incubating.
Cooling down	60 °C to 5 °C in 90 min	Divide into shallow trays. A stockpot in a fridge cools from the outside only.

The whole point. You do not have to remove all six. Remove one and the chain breaks. Refrigeration takes away temperature, a time label takes away time, dry storage takes away moisture. That is why the routine matters more than any single rule.

THE FOUR WAYS FOOD GETS CONTAMINATED

TYPE	WHAT IT IS	WHAT YOU DO ABOUT IT
Biological	Bacteria, viruses, parasites and fungi. Invisible, and the cause of most foodborne illness.	Wash hands properly and often. Cook to core temperature. Keep raw away from ready-to-eat. Store cold food cold.
Chemical	Cleaning chemicals, pesticides, machine lubricants, or an additive used wrongly.	Chemicals stored below and away from food, never above it. Everything labelled. Nothing decanted into a food container.
Physical	A foreign object in the food: metal, glass, hair, stone, plastic, wood, jewellery, an insect.	Correct uniform and hair covering. No loose jewellery. Check deliveries. Report and remove damaged equipment.
Allergen	A trace of an allergen reaching a dish that is supposed to be free of it. A trace is enough to be serious.	Separate boards and utensils. Clean between tasks. Read every label. If you cannot confirm it, do not serve it.

BEFORE EVERY SHIFT

- Clean uniform, hair covered, no jewellery beyond a plain band.
- Nails short and clean, no nail polish, no false nails.
- Hands washed on arrival, after every break, after raw handling, after the toilet, after touching your face.
- Cuts covered with a blue detectable plaster and a glove over it.
- Report illness before the shift, not during it. Vomiting or diarrhoea means forty-eight hours clear.
- Taste with a clean spoon, once, and never back into the pot.
- Check and record fridge and freezer temperatures at the start of the shift.
- If something looks, smells or feels wrong, stop and ask. Nobody is ever in trouble for asking.

Food safety is a culture, not a checklist. An audit is one morning. What protects a guest is the habit you keep on the ordinary Tuesday when nobody is watching.

NAME

ROLE AND SECTION

SIGNED

DATE AND TRAINER