

AUDITOR SCARCITY

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PART ONE

INTRODUCTION

Auditing Food Safety and Food Systems

Current and Future Challenges ^{*1}

- **Integration is the Key** – transversal or cross-functional, process, risk-based, system, and critical thinking required.
- **Beyond compliance** – mastering but one step ahead of regulations and addendums in advance of the certificate, becoming a bridge-builder, handling non-prescriptive standards/checklists.
- **Data and more data** – creative and analytical thinking, strong communication, data mining, cleaning, and mapping skills expected, reporting burden.

INTRODUCTION

Auditing Food Safety and Food Systems

Current and Future Challenges ^{*1}

- **Food Systems focus** – qualification for different management areas and different categories a must-have.
- **Auditor scarcity** – talent recruitment and maintenance (also for technical reviewers and program managers), career management, addressing threats and opportunities...
- **How to ...?**

**1 Top 10 predictions for auditing food systems in 2030
Colin Christmas, Eagle Registrars*

INTRODUCTION

Context – General Characterization ^{*2}

- **There is a comprehensive lack of available food auditors,** and the problem is getting worse.
- **It is not exclusive of food safety/systems schemes,** similar aspects as for ESG (compliance/governance, social and environmental disciplines), ICT, medical devices, and other sectorial schemes (automotive, ...), innovative standards.
- **It is a global, not a regional, issue.**
- **Need for a multi-stakeholder approach** involving CPOs, ABs, CABs, market, etc.

^{*2} CAB industry survey 2022/2023
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PART TWO

WORKSHOP

**WHAT ARE THE MAIN CAUSES?
(15 MINS)**

WORKSHOP

**WHAT ARE THE
POSSIBLE SOLUTIONS?
(15 MINS)**

WORKSHOP

**DISCUSS OUTCOMES
(15 MINS)**

PART THREE

CONCLUSION

Context - Causes and Solutions ^{*2}

- **People leaving** – retirement, administrative and reporting burden, returning to industry/consultancy, work/experience not valued nor recognized.
- **Not enough people joining** – investment in initial qualification, competence requirements, uncertainty on the future, a profession not valued nor recognized, conciliation of personal-professional life (e.g., inducing gender imbalance).
- **Scheme complexity (and diversity)** – greater bureaucracy, time-consuming reporting, and productivity losses.

CONCLUSION

Context - Causes and Solutions ^{*2}

- **Incubator programs** – through engagement with universities, regulators, manufacturers, and retailers, focusing on young people awareness, scouting, tutorship, and capacity building.
- **Better communication** – dedicated campaigns, personal networking, problem handling assistance.
- **More support** – IT systems for productivity, financial support for initial qualification, process re-design aiming for efficiency, improving work conditions.
- **CAB Internal and external cooperation** – support for initial qualification, auditor sharing.

*2 CAB industry survey 2022/2023
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**THANK
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