## **URS/PK**

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Training Courses on International Standards and Regulations for the Food Industry

Funded By European Union



Implemented By
United Registrar of Systems (Pakistan)





#### **Disclaimer**

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**URS Pakistan Project Management Team** January 2007



#### **Abbreviations**

**BSE** Bovine Spongiform Encephalopathy

URS United Registrar of SystemsCPC Consumer Protection Council

**CSP** Country Strategy Paper

**CRCP** Consumer Right Council of Pakistan

**EBM** English Biscuit Manufacturers

**EU** European Union

**FPCCI** Federation of Pakistan Chambers of Commerce and Industry

**FSAI** Food Safety Authority of Ireland

**FSMS** Food Safety Management System

GAP Good Agriculture PracticesGMP Good Manufacturing Practices

HACCP Hazard Analysis and Critical Control Point
IRCA International Register of Certificated Auditors
KCCI Karachi Chamber of Commerce & Industry
MINFAL Ministry of Food, Agriculture and Livestock

NARC National Agricultural Research Centre

PCSIR Pakistan Council of Scientific & Industrial Research
PFSSRP Pakistan Financial Service Sector Reforms Program

PNAC Pakistan National Accreditation Council

PSQCA Pakistan Standards & Quality Control Authority

SAARC South Asian Association for Regional Cooperation

SME Small and Medium Enterprise

**SMEDA** Small and Medium Enterprise Development Authority

**TDAP** Trade Development Authority of Pakistan (formerly known as Export Promotion

Bureau)

**TNCP** The Network for Consumer Protection

ToR Terms of Reference

**UKAS** United Kingdom Accreditation Services

WTO World Trade Organization

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#### A Overview

Increasingly open trade in food and farm products can potentially benefit both consumers and producers through greater variety of foods/products or new export income earning opportunities. However, the potentially negative impacts of this trend include the possibility that food-borne diseases are more easily transmitted among countries even more rapidly - posing health risks to consumers and financial risks to food producers/processors who fail to attain rigorous and increasingly *globalised* food safety standards. Increased trade also implies potentially increased costs, as food scares become increasingly global.

As a result, globalisation of food trade requires the development of a more integrated and preventive approach to food safety. As international trade in food and farm products increases, it is becoming increasingly difficult to resolve the food safety problems of any one country without collaborative international efforts to develop integrated, preventive strategies.

The economic consequences of contaminated food and farm products can be potentially devastating, with the estimated US\$6 billion in costs incurred by the United Kingdom in response to the Bovine Spongiform Encephalopathy (BSE) crisis is just one recent example. Failure to attain international food safety standards can result in significant financial losses for food exporting countries (for example, exports of red chilli spices from Pakistan to the EU being with affected by aflatoxin problems – a food quality issue related to safety).

Whereas, food safety systems in developed countries have evolved over time through the incorporation of many diverse scientific, technological, legal and societal advances. In the developing countries, food safety systems are still extremely diverse and tend to be far less organised, comprehensive and effective. Most food safety systems in developing countries are challenged by problems of rapidly growing populations, urbanisation and natural environments that expose consumers to a wide range of potential food safety risks. The informal sector is often a significant producer and distributor of fresh and processed food products (including 'street' foods) for direct consumption. Self-provisioning occurs in rural and urban areas and is correspondingly important in terms of food supply. All of these factors make effective food safety regulation and control much more difficult to achieve.

Even when food standards in developing countries like Pakistan are aligned with recognised international standards, the lack of technical and institutional capacity to control and ensure compliance essentially makes the improvements in regulation and standards less effective. Inadequate technical infrastructure - in terms of food laboratories, human and financial resources, national legislative and regulatory frameworks, enforcement capacity, management and coordination - weakens the ability to confront these challenges. Such systemic weaknesses may not only threaten public health but will also result in reduced trade access to global food markets.

The EU-Pakistan Country Strategy Paper (CSP) notes the interest of the European Commission to support the economic and financial services sector reforms undertaken by the Government of Pakistan. The CSP makes particular reference to the far reaching implications of the capacity building efforts aimed at the SME sector and relevant institutions, if implemented successfully. Overall, the CSP identifies clearly the link between a prosperous SME sector and economic development.

Against this backdrop, the EU-Pakistan Financial Services Reform Program initiated a project to strengthen food safety management practices amongst entrepreneurs, workers, regulators and policy makers in the food industry. The project aimed to address the barriers to international trade faced by the Food Industry and thus introduce food safety management practices through training & facilitation.

Particular attention was paid to SMEs' in the Food Sector and to agencies in the Public Sector that are regulating and/or supporting the Food Industry.



#### **B** Project Partners

#### **United Registrar of Systems**

United Registrar of Systems is the pioneer in introducing food safety certification and training schemes in the region. Through its resource of auditors and trainers, URS has been offering training and 3 Party Certification services to the food sector for over seven years. URS was the first certification body in the world that successfully designed a verifiable HACCP/Food Safety Management Systems and achieved accreditation from United Kingdom Accreditation Services (UKAS). URS Pakistan played a key role in designing and approval of this scheme.

URS partners, Business Edge, is the first training organization in Pakistan offering IRCA Approved Auditor/Lead Auditor Training Courses in the Food Safety. URS has an in-house capability of delivering these courses and have been delivering courses in the region.

URS has been quite active in introducing the concept of Food Safety Management to all scores of the society through its Annual National "Safe Food" conferences. Safe Food Conference has been successfully organized since 2002 and has become a mega event creating a common platform for the food professionals, industrialists, academia representatives, regulators and consumer councils. Over 2500 delegates from 300+ organizations form various food processing, packaging, trade, academia and regulatory sectors have attended our Safe Food Conferences.

URS has a proven track record of working with over 100 organizations for their food safety and quality management systems needs including firms like Mitchell's, National Foods, English Biscuit Manufacturers and Pakistan Beverages (Pepsi).

#### Ministry of Food, Agriculture and Livestock (MINFAL)

The WTO wing of MINFAL supported the overall delivery of the training course. The MINFAL has already developed a national SPC-TBT Strategy for Pakistan aimed at developing competence and competitiveness to help Pakistan's Trade in high value food and agriculture.

The Ministry has also proposed the establishment of a National Food Standards Agency that will be the apex body responsible for the enforcement of food safety standards in Pakistan.

The current project fully supported the above strategy. MINFAL was not only one of the beneficiaries of this training; it also shared its strategic objectives and policy directions for food safety regulations and enforcement with participants of the capacity building workshop. The current intervention also helped in capacity development of the MINFAL through interactions with the Food Safety Authority Ireland on the food safety regulations, compliance and enforcement infrastructure.

#### **Food Safety Authority Ireland**

The Food Safety Authority of Ireland was established under the Food Safety Authority of Ireland Act, 1998. The principal function of the Food Safety Authority of Ireland (FSAI) is to take all reasonable steps to ensure that food produced, distributed or marketed in the State meets the highest standards of food safety and hygiene reasonably available and to ensure that food complies with legal requirements, or where appropriate with recognised codes of good practice.

The Authority is a statutory, independent and science-based body, dedicated to protecting public health and consumer interests in the area of food safety and hygiene. It comes under the aegis of the Minister for Health and Children and currently has a board of ten. It also has a 15 member Scientific Committee that assists and advises the Board. Therefore, decisions relating to food safety and hygiene take account of the latest and best scientific advice and information available.

For this Intervention, FSAI shared its experience of working with European legislations on Food Safety, Food Safety Regulatory Infrastructure, Enforcement Protocols and EU's Perspective on the future of SPS/TBT. Our intention was to present the Irish experience of managing food safety as a role model for the regulators and policy makers of Pakistan.



#### **Business Edge, Ireland**

Business Edge is an Irish owned and managed Consulting, Training and education, outsourcing and research organization with a growing international presence and reputation for excellence, innovation, service and value for money.

Business Edge has over 9 years experience developing and delivering training courses, mainly in the field of Management Systems Auditing registered with IRCA. In partnership with URS Pakistan, Business Edge has been working on developing a delivery infrastructure for food safety management systems auditors/lead auditors in the region. Together with URS, BE has already delivered FSMS Auditor/Lead Auditor courses in Karachi and Istanbul, Turkey. Business Edge provided training resource for Food Safety Management, Accelerated Learning Methodology and EU regulatory compliance expertise during this intervention.

#### **EBM Centre of Excellence**

English Biscuit Manufacturers have developed a Centre of Excellence for Food Testing, Analysis and Safety with an investment of Rs. 20 million. The Centre is an integral part of processing unit and will play key role in quality assurance, process control, supplier development, value addition and new product development. The centre will is being utilized by the post graduate students of various academic institutions for their research and development work.

During this project, the centre of excellence provided access to most modern technology for food analysis, processing and quality control. As EBM is currently working on the latest processing technology and has also implemented international standards like ISO 9001, ISO 14001, and HACCP / ISO 22000, the interaction with Centre of Excellence helped trainees understand these standards, benefits of working with these standards and their practical implications in the industrial environment.



#### C An Overview of the Food Sector in Pakistan

Agriculture is an important element in the social fabric of Pakistani society and plays an essential role in the formation of its cultural identity. Whatever the economic structure has been in the past or is today, unquestionably Pakistan's economy is, and will continue to be, based on agriculture in the foreseeable years. A vibrant agriculture in Pakistan is central to the wellbeing of the largest and most rapidly growing section of the population living in approximately 45,000 rural villages, as well as for the welfare of the urban population and those working in agro-industrial enterprises.

Pakistan's agricultural sector contributes more than 24% of GDP, employs about 44% of the labour force; directly sustains 75% of the population and accounts for 30% of exports. More importantly, it accounts for about 50% of total foreign exchange earnings. If the processed raw material from this sector is included, then its share of total exports is more than 60%. Moreover, this sector provides raw material to domestic agro-based industries such as sugar, ghee, leather, and textiles. Hence, the importance of agriculture to the economic growth of Pakistan and the well being of its people cannot be overstated.

Major products of the Pakistani food processing industry include dairy products (milk, butter, yoghurt, cheese, ice cream, etc.), edible oils (cooking oils, hydrogenated vegetable oils), fruits and vegetable products (fruit juices, fruit juice drinks, canned fruits, etc.), carbonated beverages, sugar, flour, snack foods (potato crisps, salted nuts, extruded products from rice flakes and corn grits, lentil and gram snacks), processed chicken, jams, jellies, squashes, sauces, pickles, cereals (corn flakes, rice cereal, porridge, etc.), fish, meat, biscuits, breads, confectionery (toffee, bubble gum and chocolate), and spices (pepper, coriander, turmeric, ginger).

#### Other key factors:

- A vital crop for the Pakistan agriculture industry is cotton, the bulk of which is grown in the Punjab province.
- Other important crops for Pakistan include: grain, sugar cane, oil seeds and tobacco.
- Large quantities of wheat are produced in Pakistan for domestic needs, as it is a staple part of the Pakistani diet.
- Pakistan's total land area is about 803,940 square kilometres, 60% of which is considered unusable for agriculture as it consists mostly of desert terrain, mountain slopes, and urban settlements.
- Pakistan's agricultural sector is being strained by the rapidly increasing population of the country, as a result the country has to rely more and more on importing food for consumption.
- In 2002 the government initiated a major irrigation project to repair and replace the current dilapidated system that farmers rely on. The project has faced several delays, but when finished it will increase the crop production of many farms in the country.
- The local food processing industry relies heavily on imported ingredients to meet domestic demands.
- Pakistan's food processing industry is large and rapidly growing, currently accounting for 17% of the manufacturing output in the country; 1/3 of the food processing industry is located in the major port city of Karachi. Despite the growth in the industry Pakistan is not expected to become an exporter of processed foods in the near future, and will need to rely on imports to meet domestic demand.
- Pakistan's most cultivated areas are the Indus River plain in Punjab and Sindh.



1/3 of Pakistan's farmers are tenant farmers, who are typically required to relinquish almost 50 percent of what they produce to landlords.

#### **Problems**

- Out-dated and incomplete Food Safety legislation with poor enforcement capacity.
- Absence of a "competent authority" recognized by the importing country to implement and certify basic Food Safety requirements.
- Under-funded regulatory agencies (MINFAL, PSQCA) lacking skilled staff, appropriate infrastructure and adequate inspection, monitoring and certification capabilities.
- Insufficient public-private dialogue and cooperation in standards development, implementation, domestic enforcement and export market strategy.
- Lack of technical capacity and available resources to engage in standards development and to assess the technical justification and economic implications of new standards and their application domestically or by export partners.
- Absence of national strategy on food safety, animal and plant health combined with ad hoc mechanisms for resource allocation.
- Lack of information on export market Food Safety requirements in both the public and private sector.
- Inability to monitor, manage and report data on plant pests and animal diseases. Weak institutional capacity to respond to requests for information on disease and pest prevalence.
- Inability to control plant and animal pests and diseases through initiatives such as surveillance, eradication or zoning. Problems in securing international recognition of disease free areas of production.
- Problems in sharing responsibilities between the public and private sector
- Insufficient awareness of international food standards and poor institutional capacity to implement and enforce these standards, e.g Codex general standard on food hygiene and related hazard analysis and critical control points (HACCP) and to apply good agricultural practice (GAP), good manufacturing practices (GMP), etc.
- Weak private sector technological capability, shortage of trained staff, outdated processing, quality and safety systems, poor management of coordinated supply-chains (especially those involving smallholders).
- Lack of institutional capacity to engage in market access negotiations, provide data for importing country risk assessments and to exercise rights and obligations under the WTO SPS Agreement.

#### **Opportunities**

- Opportunities in the food processing and packaging industry (especially dairy products, fruits and vegetables, fish and sea food), based on a very large agricultural sector and a large and expanding fishing fleet, are primarily related to upgrading of the underdeveloped collecting, processing, packaging and distribution system.
- There is some potential for exporting processed food to the Middle East, South and Central Asia as well as Europe and the USA if the present phyto-sanitary constraints can be resolved.



- The local emerging middle class also provides an outlet for good quality processed and packaged food in the medium term.

#### Recommendations

- There is need to address the requirements of the WTO phyto-sanitary measures and Codex standards through the formation of a qualified, dedicated and independent food safety authority.
- Investment in this sector should definitely be long-term, in view of the necessity to organize the supply chain as well as the distribution network in a rather primitive environment, be it in the fruit, vegetable, dairy or fishing sectors.
- Growth in this sector also depends heavily on the packaging industry, including plastics, film, carton boxes, tin can, or freezing processes, most of which are facing capacity and/or technical constraints. These constraints need to be addressed immediately to support this sectors growth.
- There is also a need for the improvement in collection processes for dairy, fruit and vegetable inputs, namely through channeling investment towards cold warehousing and the transport chain;



#### **D** Main Activities Carried Out

#### D1 Needs Assessment

A formal need assessment process was conducted for various segments of the food sector. The intention of this need assessment process was to specifically identify the training needs of the food related businesses with a particular focus on the SMEs. The need assessment process was in continuation to the already existing data that was collected by the URS as part of proposal development.

The training needs identified through this assessment activity helped URS refine the contents of the training program and made it more focused, relevant and customized to address the prevailing issues concerning food safety.

See exhibit A for the format of the need assessment form.

#### D2 Establish Criteria for Selection of Participants

URS project management, PFSSRP and URS trainers narrowed down the target sectors where the need for training was greatest. It was ensured that the target groups came under the project criteria and interested parties identified in the project ToR issued by PFSSRP.

For the purpose of this project, following sectors were targeted in seven major categories; SMEs, Government, Universities, Trade Associations, Consumer Associations, Government Research Laboratories and Research Institutes. Under each major category, various sub-sectors were identified and stakeholders within each sector were informed of the intervention through a formal letter of invitation and application forms. Following is the category wise coverage of the project.

#### **SMEs**

- Confectionery / Biscuits
- Fruit & Vegetables,
- Snacks and ready to eat meals
- Pulses, Grains & Cereals
- Fruit Juices & Beverages
- Packaging
- Spice
- Sugar
- Fats & Oils
- Rice
- Food Ingredients (Aroma & flavourings)

#### Government

- Pakistan National Accreditation Council (PNAC)
- Pakistan Standards & Quality Control Authority (PSQCA)
- Ministry of Commerce
- Ministry of Food, Agriculture and Livestock (MINFAL)
- Ministry of Science and Technology
- Trade Development Authority of Pakistan (TDAP)
- Small and Medium Enterprise Development Authority (SMEDA)
- Pakistan Horticulture Development & Export Board
- Directorate General of Food, Sindh
- Agricultural Livestock Marketing & Grading Department
- Pakistan Oilseed Development Board
- Federal Seed Certification & Registration Department
- Federal Water Management Cell
- Planning & Development Department



#### Universities (HEC Recognized)

- University of Karachi
- Sindh Agricultural University, Tandojam
- University Of Arid Agriculture, Rawalpindi
- NWFP University Of Agriculture, Peshawar
- The Aga Khan University Hospital, Karachi
- Allama Igbal Open University, Islamabad
- University Of Agriculture, Faisalabad

#### Research Institutes

- HEJ Research Institute of Chemistry
- Pakistan Council of Scientific & Industrial Research (PCSIR)

#### Trade Associations

- Pakistan Sugar Mills Association
- Pakistan Vanaspati Manufacturers Association
- Pakistan Citrus Fruits & Persimmons Processors Association
- Pakistan Flour Mills Association
- Pakistan Vanaspati Manufacturer Association
- All Pakistan Fruit & Vegetable Exporters Importers & Merchants Association
- Fruits Vegetables Processing & Exporters Association
- Oil Seed Extract Association
- Rice Exporters Association of Pakistan
- Women Chamber of Commerce
- Karachi Chamber of Commerce & Industry (KCCI)
- Federation of Pakistan Chambers of Commerce and Industry (FPCCI)

#### **Consumer Associations**

- Consumer Rights Commission of Pakistan
- The Network for Consumer Protection
- Consumer Protection Council

#### Govt. Research Laboratories

- National Agricultural Research Centre (NARC)
- Rice Research Institute

Once these target sectors were identified, the criteria for selection of trainees from within this pool was formally defined and documented. This criterion was also supported by an application that was floated to the target sectors.

#### See

Annexure B for Selection Criteria Annexure C for Application Form

#### D3 Training Program Development

The training development process started with compilation of the training needs into structured training programs. The program content was essentially based on the emerging issues with respect to food industry in general and food safety in particular in a local business perspective. The program content included both, the knowledge resource available in Pakistan and abroad. The initial program contents were shared with project sponsors PFSSRP, various trainers in food business, food entrepreneurs and other stakeholders. Later during the short listing of the applications forms, courses where participants did not show enough interest were replaced by the courses where high level of interest was shown.

URS utilized its international and national network for identification of suitable trainers for the identified training courses. Experts were invited from MINFAL, Academia and Industry. URS's



internal resource of trainers was also used in a number of trainings. The pool of trainers included following national and international trainers;

- Mr. Raymond Ellard Director Compliance, Food Safety Authority of Ireland
- Mr. Micheal Gerard Kelly CEO, Business Edge, Ireland
- Dr. Syed Wajid H. Pirzada Chief WTO Cell, MINFAL
- Dr. Abid Hasnain Chairman, Department of Food Science & Technology, University of Karachi
- Dr. Syed Asad Sayeed Head of Quality, Research and Development, National Foods Limited
- Mr. Zeeshan Zafar Food Safety Trainer & Auditor, URS Pakistan
- Mr. Jehanzeb Ali Khan Food Safety Specialist, Trainer and Auditor, URS Pakistan
- Mr. Shahzad Khalid Lead Auditor & Trainer, URS Pakistan
- Mr. Shadab Fariduddin Management Consultant & Trainer, FrontlinePk
- Mr. Khalid M. Nasir HR Manager, Dawlance Pakistan Limited

Training programs were hosted at centrally located training venues in Islamabad, Lahore and Karachi. Boarding and lodging arrangements were made for the participants traveling from the other cities.

#### See

Annexure D for the details of the training programs Annexure E for Tutor Profiles Annexure F for Training Schedule

#### D4 Website Development for the project

URS hosts a website for promotion of Food Safety in Pakistan, <a href="www.safefood.org.pk">www.safefood.org.pk</a>. This website is aimed to become a single knowledge resource for food business. A separate section was developed for the current project that included all information pertaining to the FSMS trainings. The website provided following information;

- Brief Introduction of the project
- Program Aims & Objectives
- Relevance to the Government and SMEs
- Downloads (Application Form, General Information, Course Program, Training Schedule, and Selection Criteria)
- Project Contacts

The website can be viewed at <a href="http://www.safefood.org.pk/training/overview.htm">http://www.safefood.org.pk/training/overview.htm</a>. The project website will also be used to disseminate the project outcomes and maintaining archives for later reference.

#### D5 Invite Applications

URS sent written invitations along with copies of application forms to the target sector identified (see D2 above). Various modes of communication were used including mailshots, emails, personal contacts, network of trade associations and project website. A follow up was maintained with contact persons from the group to encourage balanced representation from the selected sectors. The Applicant's were asked to submit the application in printed format duly recommended by the Head of the Organization. A total of 300 applications were received out of which 232 (77%) were selected for the participation in the training programs.

See Annexure G for a complete log of received applications



#### D6 Select Participants (Target Group)

All the applications were reviewed against the established criteria by the URS Project Management Team and Trainers. The review process also included verification of the information contained within the application and ensuring completeness of the data. Where information provided was incomplete, URS operations team contacted each applicant and collected the requisite information. It was ensured that the selected pool of trainees in each course follow the participants mix of various stakeholders and was gender-balanced.

An initial list of selected candidates was developed for each course. URS operations team informed the selected participant and confirmations were obtained in writing. Wherever any applicant refrained from the identified training program, a replacement applicant was included in the list. After obtaining confirmations, a final list of selected delegates was published and circulated to all participants during the course. The same was also posted on the project website.

#### See

Annexure H for List of Selected Candidates
Annexure I for Sectoral Analysis of Participants

#### D7 Stakeholder Conference

The project was launched with a stakeholder's conference in Islamabad. The three days' conference shared the program aims and objectives with interested parties, key stakeholders and trainees selected to participate in the intervention. The conference also aimed to develop capacity of the regulatory authorities of Pakistan on the Enforcement Infrastructure for the Food Safety. The key topics covered during the stakeholder's conference include;

- Mr. Raymond Ellard, FSAI
  - o Food Safety Infrastructure in Ireland
  - o Role of FSAI in promoting Food Safety in Ireland
  - Legislatory framework within FSAI
  - Food Safety enforcement & surveillance
  - Food Alerts & Consumer Awareness
  - o Impact of EU food safety requirements on export from developing countries
- Dr. Syed Wajid H. Pirzada, Chief WTO Cell, MINFAL
  - o Pakistan's SPS & TBT Strategy -
  - o MINFAL's strategy of food safety standards in Pakistan
  - o Food Legislation and enforcement
- Mian Ibrar Hafeez, Consumer Right Council of Pakistan (CRCP)
  - Role of NGO's in Food Safety
- Mr. Ayaz Kiani, The Network for Consumer Protection (TNCP)
  - Consumer perspective vis-à-vis safety & quality of food product
- Mr. Abrar Hasan, CEO, National Foods Limited
  - o Pakistan's spice exports- current challenges and future actions.

The conference was well attended by a select group of SME entrepreneurs, government functionaries, academia representatives, researchers, regulators and trainers.

See Annexure J for the Recommendations of the Stakeholders' Conference



#### D8 Design of Training

The program objectives, needs assessment and baseline study helped the project manager, food safety expert and trainers design and customize each training module. The following issues were considered in the design process.

- Course / workshop content
- What inputs are required by resource persons / extent of resource person involvement in delivery process
- Methodologies to be used
- Venue selection
- Materials required (hand outs, documents, distribute beforehand or during training event)
- Supplies and equipment (cards, chart paper, flip charts, multimedia projector, and computer, pens etc.)
- How to evaluate implementation / delivery
- How to measure achievement of objectives / impact of courses
- What support staff is required (for documentation, other forms of administrative support)
- What cultural (language etc.), gender specific issues need to be considered

The design stage resulted in detailed training pack for each training module. A typical training pack included the following;

- Training Manual
- Training Presentation
- Course Handouts / Exercises
- Pre and Post Course Evaluation Exercises
- Delivery Requirements

In addition to the above-standardized formats were designed to collect records of attendance, Inprocess QA and Course Feedback. Trainers were also responsible to design the delivery methodology based on the principles of accelerated learning and adult learning. Course Delivery was essentially based on participative course work that ensured maximum grasp of knowledge and helped delegates improve their ability to retain the concept for further use in their respective organizations. However, the design process was limited to customization only where course material used is standardized at the international level by the delivery organizations i-e IRCA certified Auditor/Lead Auditor Courses and Accelerated Learning.

See Annexure H for the Copies of Training Material.

#### D9 Assess and establish the Trainees baseline

Each trainee's initial competence and understanding of food safety was assessed and documented through a formal pre-course exercise. This information along with the information on the application form helped the trainers establish the initial baseline for the target group and customize the course contents and delivery to the specific needs of the participants. This baseline was also used to benchmark improvement in the knowledge and understanding of the trainees with the help of post-course exercise.

See Annexure H for Pre-Course work for Each Course

#### D10 Training Delivery

All the training courses were delivered as per training package designed. The delivery processes not only involved the course tutors, but it was also supported by the URS Operations Team in terms of managing Logistics, Venue Arrangements, Registration, Monitoring and QA. All courses followed strict timelines and attendance in all sections of the course was a mandatory requirement for issuance of certificates.



The course delivery process included both the theoretical explanation of the food safety concepts and practical examples to support the theory. Delegates of two courses (Food Borne Hazards & Introduction to ISO 22000) were taken to visit the English Biscuit Manufacturers' Plant site & the Centre of Excellence. The visit provided delegates a chance to understand practical implications of identifying and controlling food borne hazards. As the EBM plant is certified to HACCP, the participants also observed the food safety standards implemented on the floor. The Management and Experts from Centre of Excellence gave an insight to modern food analysis, R&D, and QA practices and introduced the most modern facilities available at the CoE.

#### D11 Quality Assurance

A formal system for ensuring quality during the training process was designed in order to make sure that the courses are delivered in an structured, consistent and controlled manner so as the maximize the effectiveness. A URS representative was specially deputed to monitor the delivery process and tutors' effectiveness a following a pre-designed Training QA Form. Feedback was given to the tutors at the end of each day and actions were taken where deemed necessary.

The quality of the transfer of knowledge was measured through a post-course Exercise. The results of the post-course exercise were benchmarked against pre-course assignments in order to monitor the improvement in the knowledge and understanding of the delegates. In case of IRCA Auditor/Lead Auditor course a formal examination was taken as per requirements of IRCA, results of which will lead to the internationally recognized IRCA certification.

A course feedback form was also used to assess the quality of trainers, training program contents and delivery methodology. The data obtained was analyzed to obtain overall trends, which showed a very high level of satisfaction among a majority of delegates.

#### See

Annexure K for the format of Training Process QA Annexure H for the post-course exercises of each course Annexure L for format and Analysis of Course Feedback Form

#### D12 Award of Training Certificates

All the delegates who successfully completed the requirements of the trainings were issued with a Certificate of Participation along with a group photograph as memoir. For IRCA Auditor/Lead Auditor course, candidates who have passed the final exam will be issued with internationally recognized certificate of successful completion while other delegates will only receive certificates for participation.

See Annexure M for the sample training certificates.

#### D13 Project Records

A project archive was developed as an evidence of the whole activity. This archive is maintained in the form of a project record file and is being submitted as part of this report as Annexure H. A total of 12 files have been developed containing following records;

#### Annexure H

- Group Photographs
- Delegate Workbooks
- Course Feedback Forms
- In-Process QA Record
- Pre & Post Course Evaluation
- Attendance Record
- List of Participants with their contact details
- Application Forms

Annexure N – A collection of Pictures taken during various training sessions.



#### E Main Achievements/Results

#### E1 Direct Impacts

- A total of 266 delegates trained in subjects related to Food Safety
- A total of 75 key personnel from the Public Sector and NGO's attended the Stakeholders' Conference and were exposed to Best Practices in establishing and managing Food Safety Regulations at a National Level.
- 21 Trainers were Trained during this project as a future training resource for both Industry and the Government
- A website with information on Food Safety and this project hosted and maintained during and beyond this project.
- Training Materials and Presentations developed and maintained as a result of this project for future use by Trainers, Consultants, SME's and Government Bodies.
- 13 Lead Auditors in ISO 22000 Food Safety Management Systems have been qualified to deliver Food Safety compliance and implementation advice to the private and public sector.

#### E2 Indirect Impacts (Multiplier Effects)

- Raised awareness amongst various levels of society. Over 500 flyers and 300 plus emails about this intervention were sent to stakeholders.
- The capacity of URS as a future resource for SME's and the Government on issues related to Food Safety has been enhanced.
- A Partnership with the Irish Food Safety Authority has evolved resulting in a second visit by Raymond Ellard in March 2007.
- As a result of this intervention, URS have developed a working relationship with various Academia and Research Institutions resulting in identification of avenues for cooperation in developing and managing industry focused research and development project.
- As a majority of delegates are currently working in the organizations relevant to the food sector, they will apply the learnings during the program in introducing, managing and improving food safety practices within their organization which will in turn enhance the competitiveness of the local food business.
- A number of students and faculty members from the Department of Food Science and Technology, University of Karachi were trained as part of this program. This has raised awareness level on the need and importance of understanding food safety concepts. A series of talks will be arranged in the department and Chairman has agreed to include food safety and quality assurance as part of the lecture series for the degree program at the Masters Level.
- The stakeholders' conference invited a discussion on European Mechanism of managing food safety compliance and regulatory infrastructure. As the conference was attended by a large number of regulators and government officials, it is expected to effect the policy decisions and will help Pakistani authorities in developing the local compliance and legal framework.
- A large number of teachers, students and researchers were invited to attend the training program which has far reaching benefits. The teachers can inspire the next breed of food technologists and develop their basic understanding on the food safety and quality assurance techniques. The student will come out with a better understanding of the issues and



challenges faced by the food sector and will be more effective in terms of developing the solutions for the same. This will in turn boost the country's overall economy by helping the SMEs and other food sector organizations in increasing their competitiveness to the international level.

- A number of new courses were developed as part of this project which had never been offered in this region including Genetically Modified Foods, Food Packaging, labeling and Nutrition, Accelerated Learning and Food Borne Hazards. The knowledge resource developed as part of this intervention, therefore, will be useful over a longer period of time and will remain available through Safe Food Pakistan.



#### F Main difficulties encountered and measures taken to address them

- The project team faced challenges in securing commitment from various stakeholders at the start of the project. A majority of people were unclear on the objective and benefits of the training program. URS had invested ample time in responding to queries and discussing project activities in order to help them understand the implications of food safety practices in the context of local organizations.
- A number of applicants who had initially confirmed their participation in writing, cancelled their nominations at the last minute making it difficult to ensure that the programs are run at the full capacity. URS had already developed a waiting list of delegates who were contacted in order to replace the initial selection. Care was taken in keeping the mix balanced and representative of all stakeholders' segments. However, no action could be taken on the noshow delegates on the day of the delivery and in all such cases, the courses were run undercapacity.
- All the delegates were selected on the basis of established criteria, relevant experience and background. A number of delegates were not clear (or not interested) in the training program for which their application was initially approved and requested to change the nomination to other programs. The URS Project Management Team and Trainers reviewed each case carefully and tried to explain the justification and relevance to each selected candidate. Where these requests were genuine and justified, the delegates were accommodated in the program of their interest.
- The process of collection of application was initially very slow and people took a lot of time in responding to the invitations sent by the URS project management team. In order to speed up the process, URS operations team utilized its network in the Food Sector and facilitated the application process while maintaining the independence. A deadline was advertised through project website for the submissions of application forms that was strictly followed in all cases.
- The URS Project Management team had to face enormous pressure from various stakeholders for the selection of their nominated representative. URS had to explain that the selection is purely based on the criteria established in line with the guidelines provided in the Project ToR issued by PFSSRP.
- The food sector SMEs could not understand the project content and benefits initially. The response and interest from SMEs was very slow rather non-existent. In order to cope up with this issue, URS contacted all major SME and Industrial Associations and utilized their networks to generate interest. URS also utilized its network in large scale food based industries and used their supply chain (suppliers that fall under the category of SME) in order to attract applications.
- In some of the cases, the program contents proved to be rather too advanced for the target audience and it was felt that the industry is currently not ready to learn the new concepts with a high pace of knowledge transfer. A typical example can be the course requirements for the extensive five-day training for Auditor/Lead Auditors. Wherever possible and practical, the course contents were customized to the level of understanding of the participants and were supported by real life example in a Pakistani food businesses' context.



#### G Important next steps/actions

- There is a need to strengthen the industry and academia relationships in order to better utilize the concepts of food safety and making the whole food supply chain safe from "farm to fork". The networks developed during this intervention can be leveraged to identify areas for further development. URS can play a seeding role by introducing the latest concepts and international best practices to the industry and Academia, and help them identify possibilities of joint efforts for R&D and other capacity building initiatives.
- The current intervention can also be linked to other capacity building initiatives funded by various donor organizations. This can not only help the current project in terms of long term sustainability, but it can also use the momentum developed by this intervention thus effecting the bottom line of food sector's overall economic development. The support will also help the other initiatives in achieving their program objectives and developing the country's knowledge resource at a grass root level.
- This FSMS training initiative can also act as a role model as an example of effective donor funded intervention. The program has been very effective in terms of maximizing the outreach, enhancing the stakeholders' value, involving "the triple helix" of the economic development (i-e government, industry and academia) and catering to the needs of the business community.
- One of the project outcomes was to develop a pool of future trainers for food safety equipping them with the most modern tools and techniques based on internationally accepted principles of adult learning & accelerated learning. This trainer resource will be utilized to further disseminate the knowledge and experience acquired during various training programs. URS will develop a database of these trainers with their areas of specialization which will be available to the general public and industry through the Safe Food Pakistan website (www.safefood.org.pk). URS will also assist these trainers in further developing their capabilities by providing opportunities of shadowing and co-delivering with experienced URS trainers.
- The outcome and learning from this project will be shared with a larger group of audience from various segments of the society in the upcoming National Conference of Food Safety, "the Safe Food 2007". URS hosts this annual event for the promotion of food safety in Pakistan in partnership with EBM. The current intervention will be integrated to URS overall efforts on developing a food safety culture in Pakistan through the platform of Safe Food.
- URS is currently discussing this project with various stakeholders in the region. The idea is to use the knowledge & expertise gained from this project, and introduce this concept to SAARC and other countries in the region. The economies in South Asia are largely based on Agriculture and any food safety initiative will improve the overall economic condition of the region. URS is already developing a project with partnerships in Sri Lanka, Bangladesh, Nepal, Bhutan and Afghanistan. The project will be presented to various donor organizations operating in the region for support and funding such as EU under Asia Invest Instrument. URS's experience of managing large scale funded projects will be a key to the success of these programs.
- As the current project also involved a number of teachers, researchers and students from the Academic institutions across the country, it has raised awareness on the importance of understanding modern food safety and quality assurance techniques. It is envisaged that these concepts will be included as a part of the curriculum of the degree programs. URS can help academia in developing the contents and building the capacity of the institutions through teacher training for onward delivery of these courses.
- URS has developed an archive of the training material and database of the participants of this project. This archive will be made available for any future use through the project



website. This information can be used for any onward dissemination of the information and developing the capacity of food sector enterprises.

- The capacity building workshop was an important step towards learning from the international experience in order to develop the local food safety regulatory and compliance infrastructure. The Irish and European experience of developing, enforcing and monitoring food safety legislations can be benchmarked by Pakistani Authorities such as MINFAL who is geared up for creating a Food Safety Agency in Pakistan.
- The same knowledge can be utilized for development of food compliance monitors and inspectors responsible for food safety and quality assurance in the market place. This training will make this process more effective by shifting from inspection based approach to the audit and conformity assessment approach. This methodology has already being used in various parts of Europe and North America.
- URS can also educate the consumers directly through the platform of Safe Food Pakistan and indirectly by developing the capacity of consumer pressure groups such as CPC, CRCP, and TNCP. These organizations were also part of the current project and already have some level of understanding on the importance of food safety from a consumer's perspective



#### <u>H</u> **List of Annexes**

- Α Format of the need assessment form.
- В Selection Criteria
- **Application Form**
- Details of the training programs
- **Tutor Profiles**
- C D E F Training Schedule
- G Complete log of received applications
- Н Training Record Files
- Sectoral Analysis of Participants ı
- Recommendations of the Stakeholders' Conference J
- Κ Format of Training Process QA
- Format and Analysis of Course Feedback Form L
- Μ Sample training certificates.
- Ν A collection of Pictures taken during various training sessions.

# Annexure - A Need Assessment Form



United Registrar of Systems Limited Needs Assessment for the Food Industry			
 Dear			
Secto	or, in thi	riated a bid to help develop capacity within the Pakistani Food is regard we would like to request inputs from your organization is and constraints facing the Pakistani Food Sector.	
interv inforn	entions	ck will help URS develop a strategy for possible donor supported in your business sector. If you could please provide us some on the topics indicated below, this will help us align our proposed ne needs of your organisation.	
URS	will kee	ep you posted on developments as a result of this proposal.	
Than	k you		
1.0	Your 1.1	Organisation Organisation Name & Location of Factory	
	1.2	No of employees	
	1.3	Types of Products	
	1.4	Markets where these products are sold and consumed	

2.0		ness Environment
	2.1	Do you feel that the current business environment (Infrastructure, Government Support, Access to Finance etc) supports your business? If the answer is No to the above, what obstacles do you face in the local business environment?
	2.2	Do you feel that the current legal and regulatory environment (e.g. food laws, inspectors, PSQCA etc) is supportive of your business? If the answer is No to the above, what obstacles do you face in the local regulatory structure?
	2.3	Do you feel that export markets, specially the EU can easily accessible to Pakistan Food Exporters? If the answer is No to the above, what obstacles do you face in developing business with the EU?

3.0	Technical			
	3.1	Is there upto date knowledge and information available on the technological needs of your business? If No, what constraints are you facing in this regard?		
	3.2	Is the current production and technology of your organisation capable of meeting the demands of your product, the market and competition? If No, what constraints are you facing in this regard?		
	3.3	Is there sufficient in-house or external inspection & testing facilities available to your business to meet local and international standards and requirements? If No, what constraints are you facing in this regard?		

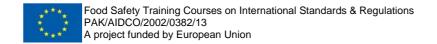
4.0	Huma	an Resource
	4.1	Are the Food Scientist & Technologist graduating from our local academic institutions capable of meeting the demands of your business? If No, what constraints are you facing in this regard?
	4.2	Is there a sufficient number of graduates available to your business to meet your current and future needs?
	4.3	What are the key training needs of your staff?
	4.4	Are there available training and vocational resources available to meet your organization's training needs? If No, what constraints are you facing in this regard?

5.0	Marke	et	
	5.1	What immediate steps do you need to take in order to meet the demands of your local and international customers?	
	5.2	Can your organisation meet the standards required by developed markets like the EU and USA? If No, what constraints are you facing in this regard?	
	5.3	Is there any sharing of resources & information between businesses in your sector? If No, what do you propose in this regard?	
	Any other suggestions & comments ?		

# Annexure - B

### Selection Criteria







#### **GUIDELINES: 1**

#### Strategy and Criteria for Selection of Participants

- 1. As there are limited seats for these courses, there will be a selection process for nominating the final list of delegates for each course.
- 2. Applications will be invited via the National Press and through the internet from SMEs', Regulators, Standards Authorities and the Academia.
- 3. The selection committee will have members from the URS Project Team, PFSSRP, MINFAL and Project Trainers.
- 4. The Pakistan Financial Services Reform Program will make the final decision based on the recommendations of the selection committee.
- 5. Applications from the SME sector will only be invited from the following sectors:
  - a. Confectionery & Biscuits
  - b. Spice
  - c. Rice
  - d. Sugar
  - e. Pulses, Grains & Cereals
  - f. Fruit & Vegetables
  - g. Snacks & ready to eat meals
  - h. Fats & Oils
  - i. Food Ingredients (Aromas, flavouring and colours)
  - j. Fruit Juices & Beverages

A majority of the SMEs' will be from Karachi & Lahore, however, it will be ensured that the NWFP, Islamabad, Baluchistan and rural areas are well represented in the training sessions.

- 6. Applications will also be invited from the following Public Sector Organizations:
  - a. PSQCA
  - b. MINFAL and its associated institutions
  - c. PNAC
  - d. PCSIR
  - e. EPB
  - f. Higher Education Institutions (HEC recognized only)
  - g. Government Research Laboratories
  - h. SMEDA



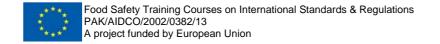
- 7. Consumer Associations registered as NGO's can also apply.
- 8. The criteria for selection will consider:
  - a. The sector from which the application is received (See point list in section 5 & 6 above)
  - b. The commitment and/or role of this organization to Food Safety in Pakistan
  - c. The role of this organization in exports of food products
  - d. The ability of the applicant to absorb the knowledge URS intends to transfer to participants
  - e. The availability of the applicant to attend scheduled courses
  - f. The capability of the applicant in sharing his/her learning's with a wider audience (post intervention)
- 9. There will a general composition for each course to ensure a fair representation from all interested parties. The selection committee has proposed the following delegate mix to be maintained throughout the delivery:
  - a. At least 40 % of the delegates must be from the Public Sector (See List in Section 6 above).
  - b. At least 40 % of the delegates must be from SMEs' (See List in Section 5 above).
  - c. The remaining 20 % will be from Consumer Associations, Universities, NGO's & Trade Associations.

#### In addition:

- a. From the Public Sector pool at least 5 delegates will be Food/Agri regulators.
- b. From SMEs' at least 6 Sectors out of the 14 mentioned in Section 5 must be represented.
- c. At least 1 delegate per session should be from Consumer Associations.
- d. At least 2 delegates from Higher Education Institutions offering Food Sciences.

#### Other criteria:

- a. The selection committee will ensure appropriate gender mix during each session.
- b. Only Pakistani Nationals are eligible to apply
- A maximum of 30 delegates will be enrolled for each session except ISO 22000 Lead Auditor (IRCA Registered) courses, which are limited to 20 delegates per session.





### GUIDELINES: 2 General information:

The Food Safety trainings to be conducted by United Registrar of Systems are funded by the European Union through their Pakistan Financial Services Sector Reforms Program.

The strategy and selection criteria for the nominees are detailed separately. For delegates that are selected by the review committee, the following information will be relevant with respect to the administrative requirements.

#### 1. Travel and accommodation:

- 1.1 For local traveling within city, trainees will arrange for their own transportation to the venue of the course.
- 1.2 As the courses are being held in all major cities of Pakistan the selection committee will select the delegates from the city where the course is being conducted.
- 1.3 For out of station trainees URS will arrange for economy class return air tickets for the following sectors:

Karachi Lahore Karachi -Islamabad Karachi -Multan Karachi Peshawar Karachi Quetta Islamabad -Multan Islamabad -Quetta Lahore Multan

Lahore - Peshawer (via Islamabad)

Lahore - Quetta

These tickets will be open and delegates will make their own bookings.

1.4 Delegates traveling from destinations other than the list above will be reimbursed a fixed amount of Rs. 1,000/- per course for travel.

#### 2. Accommodation:

URS will arrange appropriate accommodation for outstation delegates or will provide a fixed allowance to the delegates against rental receipts.

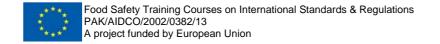
#### 3. Applicants will advise URS for the following:

Air ticket (if required)

If trainees purchase their own ticket, then payment will be disbursed by draft/pay order on the conclusion of the training course. The title of the account for the issuance of the DD/PO must be communicated to URS in writing.

The payment will be released when applicant provides the arrival boarding card tab as evidence of travel, and the trainer confirms full attendance to the course.

URS/FS/Form 3





#### 4. Cancellation and Transfer Policy

If a trainee cannot attend the course, he must advise URS in writing at least five working days in advance.

The nomination is not transferable to another trainee from the same organization and it will be offered to the next candidate from the URS's reserve list.

#### 5. Training course material

All handouts and training course material will be given on the actual training day, except for the Lead Auditor Course ISO 22000:2005 pre-course material which will be forwarded to the selected delegates. This must be completed 7 days prior to the course & returned to URS office.

#### 6. Documentary evidence required

On the training day, all delegates attending the URS training course will need to submit the following:

- copy of their national identity card or company ID card
- business card
- confirmatory copy of their nomination e-mail

#### 7. Attendance

Attendance in all sessions of the training courses is a must. Absence or persistent lateness will result in the disqualification of the delegate from the course.

In case of disqualification no payment will be reimbursed to the delegate.

#### 8. Training Certificates

At the end of each course, all participants who have successfully completed the course requirements will be presented a certificate of attendance.

For ISO 22000 Lead Auditor courses the certificates will only be issued after successful completion of the course examination work. Delegates failing to pass the IRCA Lead Auditor Course Exam can avail one opportunity to re-sit, charges of which are not covered under the current program.

#### 9. Code of Conduct

- Delegates attending the courses will follow the dress code which will be smart casual.
- Delegates will be required to keep their mobile phones switched off during the training sessions.
- In the event of any conflict or disagreement during the training sessions, the decision of URS and/or PFSSRP will be final.

# Annexure - C

# Application Form





#### **INSTRUCTIONS**

- 1. Please read the complete information from the project website <a href="www.safefood.org.pk/training.htm">www.safefood.org.pk/training.htm</a> before completing the application form.
- 2. Application form should be completed in full.
- 3. Last date of receipt of application is September 17, 2006.
- 4. Names of applicants selected for each training session will be hosted on project website.



## **APPLICATION FORM**

## Section 1:

## 1.A Personal Details

	etters as it would appear on the cert		
Drganisation Name  SECTOR SME  Confectionery / Biscuits Fruit & Vegetables, Snacks and ready to eat meals	☐ Spice ☐ Sugar ☐ Fats & Oils	Government & NGO's  PNAC	nistry of Commerce
□ Pulses, Grains & Cereals □ Fruit Juices & Beverages □ Packaging  Mailing Address	<ul><li>□ Rice</li><li>□ Food Ingredients</li><li>(Aroma &amp; flavorings)</li></ul>	<ul> <li>□ SMEDA</li> <li>Others</li> <li>□ Universities (HEC Recognized</li> <li>□ Trade Associations</li> <li>□ Govt. Research Laboratories</li> </ul>	) Research Institutes Consumer Association
Phone (Office)		Mobile e-mail	
(Mandatory field) How did you know about this programe □ p		(Mandatory ue □ Other	/ field)



## 1.B About Your Organization (Public sector organizations do not have to complete this section 1.B)

For SMEs' only							
Number of employees in		0-5	5-20	20-50	50-75	75-100	(Organizations above 100 employees are no
	(Please tick one)						considered as SMEs' for the purpose of this project.)
Annual turnover:				_			project.)
Does your organization	export any products a	and if s	o what	are they?	·······		
Major Markets served:							
-	-		-	_	-		SO 9001:2000, ISO 22000:2005, or has your
		e Cont	trol, Inte	grated P	est Mana	agement, H	ACCP, etc to ensure that your food products
are safe for human cons	sumption.						
Explain:							
•							





## 1.C About Yourself

Age Group: Between	<b>2</b> 0 -29	<b>30 - 39</b>	<b>4</b> 0 - 49	<b>50 - 59</b>			
Qualification	n:						
Experience	(number of ye	ears in food rela	ated business)				
Describe the	e nature of yo	ur work?					
How many	people do you	ı manage: Dire	ectly?		Indirectly?		
Whom do y	ou report to?						
Name :				Designation	n:		
Contact nur	mber:			e-mail	(Mandator	v field)	
Have you a participated		ood Safety trai	ning previously	y? If yes, please identify	•	,	nferences you have
What type o	of food safety	training would l	oe useful to you	u as your next developm	ental experience?		



## **1.D Course Options**

Find below a list of courses offered through this project, please select either 1 or 2 courses that are more relevant to your needs

Description	Course ID	Location	Course length
Capacity Building Workshop	URS/FS/001	Islamabad	3 days
☐ Training of Trainers	URSFS/002	Karachi	2 days
☐ Accelerated Learning	URS/FS/003	Karachi	2 days
☐ SPS Trade Protocol	URS/FS/004	Lahore / Isl.	1 day each
☐ Intl Agreements on Agriculture	URS/FS/005	Lahore	½ day
☐ HACCP	URS/FS/006	Lahore	2 days
☐ Intro to ISO 22000:2005	URS/FS/007	Lahore	2 days
☐ ISO 22000 Lead Auditor (IRCA)	URS/FS/008	Karachi	5 days
☐ ISO 22000 Lead Auditor (IRCA)	URS/FS/009	Islamabad	5 days
☐ Genetically Modified Products	URS/FS/010	Karachi	1 day
☐ Food Borne Hazards	URS/FS/011	Karachi	2 days
☐ Packaging & Labeling	URS/FS/012	Karachi	1 day
Note: The selection committee will co	onsider applications fro	om delegates, being	in the city where the courses will be held, as a first preference.
☐ Most of our training content is in E. let us know so that we can conside			nd you prefer delivery in Urdu please, Tick the box and
Signature		Date	

Return application by mail to: United Registrar of Systems, United House, D/6-A, Block 9, Kehkashan, Clifton, Karachi Note: Applications will be accepted by mail only, e-mail/fax will not be considered.





## 1.E Recommendation from Organisation

#### Recommendation:

I recommend the subject applicant for the above-mentioned Food Safety Management System Training/(s) and verify that the particulars provided above are correct to the best of my knowledge. He/She will be available/given time off from work to attend the Training/(s).

(Signature with Official Seal)	Date	

(Note: The recommendation can only be given by the Managing Director/Chief Executive / Director of the current employer organization or your sector related trade association.)





## Section 2

2.A For URS (for office u	A For URS (for office use only, not to be completed by the applicant)					
Application received on:		Recei	ved by:			
Application reviewed for com	pleted content by:			Date:		
In case of incomplete information The applicant was contacted		ne 🛭 fax	□ email	□ mail		
Contacted by:			Date:			
2.B For Review Committee						
Applicant Evaluation and S	Selection					
The above applicant is being	proposed for the	following course	/(s) by the select	ion committee. Ple	ase approve / disa	approve in the relevant box.
	□ URS/FS/001	□ URS/FS/002	□ URS/FS/00	3 <b>U</b> RS/FS/004	□ URS/FS/005	□ URS/FS/006
a) URS &/or Trainer	□ URS/FS/007	□ URS/FS/008	□ URS/FS/00	9 🗆 URS/FS/010	□ URS/FS/011	☐ URS/FS/012
b) PFSSRP &/or Trainer	☐ URS/FS/001	□ URS/FS/002	□ URS/FS/00	3 □ URS/FS/004	□ URS/FS/005	□ URS/FS/006
☐ URS/FS/007 ☐ URS/FS/008 ☐ URS/FS/009 ☐ URS/FS/010 ☐ URS/FS/011 ☐ URS/FS/012						
c) MINFAL &/or Trainer	☐ URS/FS/001	□ URS/FS/002	□ URS/FS/00	3 □ URS/FS/004	□ URS/FS/005	□ URS/FS/006
o, white AL wor traille	☐ URS/FS/007	□ URS/FS/008	□ URS/FS/00	9 🗖 URS/FS/010	☐ URS/FS/011	☐ URS/FS/012





Comments: a)						
·						
b)						
,						
c)						
,						
Final Decision	on: 🗖 Approved	☐ Not	Approved			
			•			
Signature:				Date:		
Ü	(PFSS	RP)				
2.C Applic	cant Notificatio	on of the Sta	tus			
Via	☐ phone	☐ fax	☐ email	☐ mail		
	4.					
2.D Confi	rmation					
Delegate has	s re-confirmed that	he/she will be a	available for the cours	se/(s) as per invitat	ion.	
Confirmed b	y:			D	ate:	

# **Annexure - D**

## Details of Training Program





Title : Capacity Building Workshop Ref : URS/FS/001

Keynote Speakers : Mr. Raymond Ellard

Dr. Syed Wajid H. Pirzada

02.15 p.m. to 03.30 p.m. Role of FSAI in promoting Food Safety in Ireland

Mr. Raymond Ellard, Food Safety Authority Ireland

3.30 p.m. to 4.00 p.m. Tea Break

4.00 p.m. to 5.00 p.m. MINFAL's strategy of food safety standards in Pakistan

Dr. Syed Wajid H. Pirzada, Chief WTO Cell





Title : Capacity Building Workshop Ref : URS/FS/001

Second Day : Thursday, November 2, 2006

9.15 a.m. to 10:30 a.m. Legislatory framework within FSAI

Mr. Raymond Ellard, Food Safety Authority Ireland

10.30 a.m. to 11.00 a.m. Tea Break

11.00 a.m. to 11:30 a.m. Food Safety enforcement & surveillance

Mr. Raymond Ellard, Food Safety Authority Ireland

12.00 noon to 12.45 p.m. Food Legislation and enforcement

Dr. Syed Wajid H. Pirzada, Chief WTO Cell

12.45 p.m. to 2.00 p.m. Lunch break

2.00 p.m. to 3.00 p.m. Food Alerts & Consumer Awareness

Mr. Raymond Ellard, Food Safety Authority Ireland

3.00 p.m. to 3.30 p.m. Tea break

3.30 p.m. to 4.00 p.m. Role of NGO's in Food Safety

Mian Ibrar Hafeez – CRCP

4.00 p.m. to 4.30 p.m. Consumer perspective vis-à-vis safety & quality of food product

Mr. Ayaz Kiani TNCP

4.30 p.m. to 5.00 p.m. Q&A session



Title : Capacity Building Workshop Ref : URS/FS/001

**Third Day**: Friday, November 3, 2006

9.30 a.m. to 10:30 a.m. Impact of EU food safety requirements on export

from developing countries

Mr. Raymond Ellard, Food Safety Authority Ireland

10.30 a.m. to 11.00 a.m. Tea Break

11.00 a.m. to 11:30 a.m. Q&A session

11.30 a.m. to 12.00 noon Pakistan's spice exports- current challenges and future actions.

Mr. Abrar Hasan, CEO, National Foods Limited

12.00 noon to 12.30 p.m. Question & Answer session

12.30 p.m. to 12.45 p.m. Certificate presentation ceremony.

Vote of thanks by Mr. Khalid Aslam Malik

12.45 p.m. Workshop concludes

followed by lunch





Course title: Food Borne Hazards Ref: URS/FS/011

Course Trainer: Dr. Asad Sayeed

04.30 p.m. to 05.00 p.m. Day wrap up session

## **Course Outline:**

Time	Areas
Day 1	
09.00 a.m. to 10.30 a.m.	Introduction, historical background, key terminologies.
10.30 a.m. to 11.00 a.m.	Tea break
11.00 a.m. to 12.30 p.m.	Types of hazards; Biological hazards
12.30 p.m. to 01.00 p.m.	Discussion and Q & A session
01.00 p.m. to 02.30 p.m.	Lunch followed by prayer
02.30 p.m. to 03.30 p.m.	Types of hazards; Chemical hazards
03.30 p.m. to 04.30 p.m.	Types of hazards; Physical hazards



### Day 2

09.00 a.m. to 10.30 a.m. Foodborne illness, Diagnosis and management. Overview of global

perspective of regulatory actions e.g. by USFDA, EU etc to manage the foodborne hazards (risk assessment techniques, strategies for

managing the outbreaks etc.)

10.30 a.m. to 11.00 a.m. Tea break

11.00 a.m. 12.30 p.m. session continued

12.30 p.m. to 01.00 p.m. Discussion and Q & A session

01.00 p.m. to 02.30 p.m. Lunch followed by the prayer

02.30 p.m. to 03.30 p.m. Industrial processing techniques for controlling foodborne hazards

(hurdle technology, food processing techniques and its effectiveness

in controlling individual hazards-cons & pros, use of food safety

management systems for controlling hazards)

03.30 p.m. to 04.00 p.m. Tea break

04.00 p.m. to 05.00 p.m. Post course exercise and discussion



Title : Genetically Modified Products Ref : URS/FS/010

Trainer : **Dr. Asad Sayeed** 

9 a.m. -10.30 a.m. Introduction to Genetically Modified Foods

What is Genetically Modified Products/Organisms?

History of Genetically Modified Food.

World Contribution of GM Foods

10.30 a.m. - 11 a.m. Tea Break

11 a.m. to 12.45 p.m. Rationale for Foods being Genetically Modified?

How common are GM Foods?

Some Examples of Common GM Foods How is Genetic Modification Possible?

12.45 p.m. to 1 p.m. Discussion Q & A session

1 p.m. to 2.15 p.m. Lunch

2.15 p.m. to 3.30 p.m. Potential Benefits of GM Foods

Possible harmful effect/disadvantages of GM Food

Genetically Modified Organisms (GMO's)

Implications of use of GMO's for Food Labelling

3.30 p.m. - 4 p.m. Tea break

4 p.m. to 4.45 p.m. Certification of Organic food chain

GMO related regulations/specification of major export markets

(EU/US/Middle East)

Status of GMO/GMP's in Pakistan (Opportunities,

problems)

4.45 p.m. to 5 p.m. Discussion, Q & A session



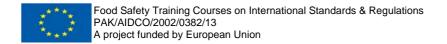


Course title: Hazard Analysis and Critical Points (HACCP) Ref: URS/FS/006

Course Trainer: Jahanzeb Ali Khan

## **Course Outline:**

Time	Areas
Day -1	
09.00 a.m. to 10.30 a.m.	Introduction to HACCP
10.30 a.m. to 11.00 a.m.	Tea break
11.00 a.m. to 01.00 p.m.	Pre-requisite programs (PRPs)
01.00 p.m. to 02.30 p.m.	Lunch followed by prayer
02.30 p.m. to 03.00 p.m.	Discussion and Q & A session.
03.00 p.m. to 04.00 p.m.	Constructing flow diagrams
04.00 p.m. to 04.30 p.m.	Tea break
04.30 p.m. to 05.00 p.m.	Exercises
05.00 p.m. to 05.30 p.m.	Day wrap up session





## Day - 2

09.00 a.m. to 10.30 a.m.	Hazard identification and determination of acceptable measures
10.30 a.m. to 11.00 a.m.	Tea break
11.00 p.m. to 12.30 p.m.	Determination of CCP's; Establishment of HACCP plan
12.30 p.m. to 01.00 p.m.	Discussion and Q & A session
01.00 p.m. to 02.30 p.m.	Lunch followed by prayer
02.30 p.m. to 03.30 p.m.	HACCP verification and validation
03.30 p.m. to 04.00 p.m.	Tea break
04.00 p.m. to 05.00 p.m.	Post course exam and discussion





Course title: Introduction to ISO 22000:2005 – Food Safety Ref: URS/FS/007

**Management System** 

04.30 p.m. to 05.00 p.m. Day wrap up session

Course Trainer: Jahanzeb Ali Khan

## **Course Outline:**

Time	Areas
Day 1	
09.00 a.m. to 10.30 a.m.	Introduction to ISO 22000:2005
10.30 a.m. to 11.00 a.m.	Tea break
11.00 a.m. to 12.30 p.m.	Process approach
12.30 p.m. to 01.00 p.m.	Discussion and Q & A session
01.00 p.m. to 02.30 p.m.	Lunch followed by prayer
02.30 p.m. to 03.30 p.m.	Section 4 – General requirements for the food safety management system
03.30 p.m. to 04.30 p.m.	Section 5 – Management responsibility



## Day 2

09.00 a.m. to 10.30 a.m. Section 6 – Resource management

10.30 a.m. to 11.00 a.m. Tea break

11.00 a.m. 12.30 p.m. Section 7 – Planning and realization of safe product

12.30 p.m. to 01.00 p.m. Discussion and Q & A session

01.00 p.m. to 02.30 p.m. Lunch followed by the prayer

02.30 p.m. to 03.30 p.m. Section 8 – Validation, verification and improvement of the food

safety management system

03.30 p.m. to 04.00 p.m. Tea break

04.00 p.m. to 05.00 p.m. Post course exercise and discussion



Course title: NUTRITION through LIFE CYCLE Ref: URS/FS/012

Course Trainer: Dr. Syed Asad Sayeed – Head of QA / R&D, National Foods Ltd.

### **Course Outline:**

- History of Nutrition As Science
- Development of Nutrition Cycle
  - o Areas of Investigations that Lead to the Development of the Science of Nutrition
  - Left Extreme Malnutrition
  - o Under Nutrition
  - o Malnutrition
  - o Right Extreme Obesity
- Classes of Nutrients
- Dietary Recommendations
  - Essential Nutrients
  - o Development of Nutrition Cycle
  - o Types of Carbohydrate
  - o Fiber
  - o Carbohydrates
  - o Types of Protein
  - o Recommended Dietary Allowances of Calories & Protein For Children & Adolescents
  - o Types of Fat
  - Level of Cholesterol in Different Food Commodity
  - o Vitamins
  - o Minerals
  - o Sites of Secretion & Absorption in the Gastrointestinal Tract
  - o Water
- Energy Requirements
  - o Energy Value of Foods
  - o Energy Consumption of Various Activities
  - o Selection of Foods
- Food For Fitness (A Daily Food Guide)
- Body Mass Index (BMI) Table
- World Scenario
- Future Trends



## Role of Spices In Reducing Weight

- o Functions of Spices And Condiments in the Cookery
- o Spices Burn Fat
- o Red Chilli
- o Garlic
- o Onion
- o Cinnamon
- o Fenugreek Seed
- o Cabbage
- o Turmeric
- o Mint

### Non Permitted Color

- Sudan Dye History
- Conclusion
- Acknowledgement

# Annexure - E

## Tutor Profiles





### **Trainers' Profiles**



Raymond Ellard Course # 001

Raymond Ellard holds a Masters degree in Food Science & Health Services Management. He is a qualified environmental health officer in Ireland & has worked as an expert and consultant with WHO.

With nearly a decade's experience with the Food Safety Authority of Ireland, Raymond will share his involvement in the development and enforcement of food safety legislation both in Ireland and within the EU.



Michael Gerard Kelly Course # 002/009

Michael Gerard Kelly is a co-founder, President and CEO of Business Edge. Gerard has extensive experience implementing and auditing ISO 9001; ISO/TS 16949; ISO 9100; ISO 22000; Management Systems. Gerard is the main architect behind Business Edge's training and educational programmes.

Gerard has an MBA, is an IRCA Registered ISO 9001:2000 Lead Auditor (IRCA Reg. No. A005232) and an ISO 9001:2000 Lead Assessor with QSAC (QSAC Reg. No 113).



Jahanzeb Ali Khan Course # 006/007

Jahanzeb Ali Khan is a Masters in Food Science and Technology from Karachi University. He has extensive experience in Quality Assurance, Product Development and Food Safety, while working in leading food manufacturing organizations such as Unilever & IFFCO. He is an IRCA approved Lead Auditor for ISO 9001:2000 and ISO 22000. He is also a member of Royal Society of Public Heath and Hygiene, UK.

Jahanzeb is working as Lead Auditor and Trainer for Quality and Food Safety Management Systems with United Registrar of Systems. He is also actively involved in the promotion of Safe Food concept in the country and is Chief Organizer for National Conference on Food Safety.



Zeeshan Zafar Course # 008

Zeeshan Zafar is s Food Safety trainer with United Registrar of Systems, Pakistan. He has a Masters degree in Applied Chemistry and Business Administration. In addition to conducting audits he has also been delivering training programmes on quality management, environment management, social accountability & compliance, Investors in People, Food Safety & Hygiene, integrated management systems & statistical process control etc

He is an approved IRCA Tutor for ISO 22000:2005 & also an accredited practitioner & Assessor for leading HR best practices Investors in People, UK.



Dr. Mohammad Asad Course # 010/011/012

Dr. Asad is an M.Sc. Applied Chemistry with majors in Food Science & Technology from the KU.

He was awarded the Ph.D degree on "Structure and Functionality of Flavonoid and Flavonoid-Proteins in Tropical Fruits" from Karachi University.

Dr. Asad has been working as Food Processing and Quality Consultant for over ten years. Dr. Asad was also associated with the Department of Food Science & Technology, University of Karachi as an Associate Professor & Ex Chairman. He will draw from his teaching experience and practical exposure in the industry to deliver quality training in GMO and Food Borne Hazards.

Presently, he is working as Head of R&D in National Foods Limited.





Dr. Abid Hasnain Course # 012

Dr. Abid Hasnain, Chairman, Department of Food Science & Technology, University of Karachi, with a vast Teaching & Research experience of more than 21 years is considered to be one of the leading figures of this field in Pakistan.

He is one of the founder faculty members of the Department of Food Science & Technology and the First Ph.D. in Food Science & Technology from University of Karachi.

He had several foreign trainings in Germany, UK and U.S.A. and presented papers in many conferences. He has published 37 research papers in local and international journals.

He has supervised Research Projects of more than 40 M.Sc. students while 4 M. Phil. and 4 Ph.D. students are presently working under his guidance.

# Annexure - F

## Training Schedule







# **GUIDELINES : 3 Food Safety Training Courses**

No:	Course	Trainer	Duration	Location/ Venue	Schedule
URS/FS/001	Capacity Building Workshop	FSAI - Raymond Ellard	3 days	Islamabad Holiday Inn	November 1- 3, '06
URS/FS/002	Training of Trainers	Ms. Kathy Mellish 3h Solutions	2 days	Karachi Marriott Hotel	November 17-18, '06
URS/FS/003	Accelerated Learning	Business Edge Micheal Gerard Kelly	2 days	Karachi Marriott Hotel	November 15-16 '06
URS/FS/004	Intro to 22000:2005	Shahzad Khalid	1 day	IsI - Best Western	November 21, '06
URS/FS/005	Intro to 22000:2005	Jahanzeb Ali Khan	2 days	Karachi Marriott Hotel	December 4-5, '06
URS/FS/006	НАССР	Jahanzeb Ali Khan	2 days	Lahore Pearl Con. Hotel	November 27-28 '06
URS/FS/007	Intro to 22000:2005	Jahanzeb Ali Khan	2 days	Lahore Pearl Con. Hotel	November 29-30 '06
URS/FS/008	ISO 22000 LA (IRCA)	Zeeshan Zafar & Jahanzeb Ali Khan	5 days	Karachi Marriott Hotel	December 18-22 '06
URS/FS/009	ISO 22000 LA (IRCA)	Joe Carroll & Shahzad Khalid	5 days	Islamabad Best Western	December 4-8 '06
URS/FS/010	Genetically Modified Products	Dr. Asad Sayeed	1 day	Karachi Pearl Continental	December 11, '06
URS/FS/011	Food Borne Hazards	Dr. Asad Sayeed	2 days	Karachi Marriott Hotel	November 21-22 '06
URS/FS/012	Food Packaging, Labeling & Nutrition	Dr. Abid Hasnain & Dr. Asad Sayeed	1 day	Karachi Marriott Hotel	November 23, '06

# **Annexure - G**

Complete log of Received Applications



Name	Position	Organisation	Sector	Mailing Address	Phone No.	Fax No.	Cell No.	Emial Address	Company Certified	Applied For
		Roshan	Fruits &	B-51, Rizwan Society, Main University Road,	021-4545717	021-	0300-			URS/FS/001
Ar Khalid Eijaz Ouraahi	CEO		Vegetables	Karachi	021-4545717	4652518	8251062	roshan@cvber.net.pk	HACCP	URS/FS/001
Ir. Khalid Eijaz Qureshi	Business	Enterprises	vegetables	B-51, Rizwan Society,	021-4645919	4652518	8251062	rosnan@cyber.net.pk	HACCP	URS/FS/008
	Developmenet	Roshan	Fruits &	Main University Road,	021-4545717	021-	0333-			
/ls. Imrana Shakoor	Manager	Enterprises	Vegetables	Karachi	021-4645919	4652518	3372849	roshan@cvber.net.pk	HACCP	URS/FS/008
is. Illiana Shakooi	Manager	Enterprises	vegetables	B-51, Rizwan Society,	021-4045919	4032316	3372049	TOSTIATI@Cyber.flet.pk	HACCE	UR3/F3/006
	Documentation /	Roshan	Fruits &	Main University Road,	021-4545717	021-	0300-			URS/FS/002
Mr. Shafiq Ahmed Khan	CR	Enterprises	Vegetables	Karachi	021-4545717	4652518	8245362	roshan@cyber.net.pk	HACCP	URS/FS/002
II. Shanq Anneu Khan	CK	Enterprises	vegetables	B-51, Rizwan Society,	021-4045919	4032316	0243302	TOSTIATI@Cyber.flet.pk	HACCE	UK3/F3/006
	Manager	Roshan	Fruits &	Main University Road,	021-4545717	021-	0300-			
Mr. Sohail Ahmed Khan	Administration	Enterprises	Vegetables	Karachi	021-4545717	4652518	2021134	roshan@cyber.net.pk	HACCP	URS/FS/012
vii. Soriali Arimed Khan	Auministration	Enterprises	vegetables		021-4045919	4032316	2021134	TOSTIATI@Cyber.flet.pk	HACCE	UK3/F3/U12
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/ls. Khawer Qureshi	Business Executive	Enterprises	Vegetables	Karachi	021-4645919	4652518	9296695	roshan@cyber.net.pk	HACCP	URS/FS/010
	Company	<b>5</b> .		B-51, Rizwan Society,	004 4545747	004				1100/50/000
	Representative for	Roshan	Fruits &	Main University Road,	021-4545717	021-	0300-			URS/FS/002
Syed Sabeehuddin	HACCP Project	Enterprises	Vegetables	Karachi	021-4645919	4652518	8221251	roshan@cyber.net.pk	HACCP	URS/FS/006
		Roshan	Fruits &	19/21, ACRE Scheme,		042-	0300-			
Mr. Quasim Ajaz Qureshi	Director	Enterprises	Vegetables	Samanabad, Lahore	042-7589957	7563646	8460092	roshan@cyber.net.pk	HACCP	URS/FS/004
								roshan@cyber.net.pk		
		Roshan		71.A, Ahmed Block, New		042-	0300-	zaki@roshanpackages.co		
/lr. Zaki Eijaz Qureshi	Director	Enterprises	Packaging	Garden Town, Lahore	042-5855324-7	5855331	8460093	<u>m</u>	HACCP	URS/FS/012
				PNAC, M/O Science and						
				Technology 4th Floor						URS/FS/002
				Evacuee Trust Complex,		051-	0300-			URS/FS/006
Or. Muhammad Faroog	Director	PNAC	Government	F-5/1, Islamabad	051-9222313	9222313	8335516	farooq@pnac.org.pk		URS/FS/008
•				PNAC, 4th Floor,						
				Evacuee Trust Complex,						
				F-5/1, Agha Khan Road,	051-9222312	051-	0333-			
Ms. Ismat Gul Khattak	Director (IL)	PNAC	Government	Islamabad	051-9214059	9222312	5226339	ismat@pnac.org.pk		URS/FS/009
	(/			PNAC, 4th Floor,						
				Evacuee Trust Complex,						
				F-5/1, Agha Khan Road,		051-	0300-			URS/FS/001
Mr. Pervaiz Ahmed	Dy Director	PNAC	Government	Islamabad	051-9222310	9214065	7484749	pervezgill@pnac.org.pk		URS/FS/009
III. I ervaiz Arimed	Dy Director	INAC	Government	Islamadau	031-3222310	3214003	7404743	pervezqiir@priac.org.pk		013/13/003
				No. 2.3, Karachi Market,						
		Imtiaz	Fruits &	New Sabzi Mandi		021-	0333-			URS/FS/006
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Mr. Imtiaz Hussain	Managing Director	Enterprises	Vegetables	Superhighway, Karachi	021-6871660	4985942	2111495	Info@Imtiaz.biz		URS/FS/010
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				222, Hyderabad Colony						
				BYJ Road, Karachi						
		L		Office: 408, Fortune	1	l	l			
	Quality &	Arif Fresh Fruit		Centre, Shahra-e-Faisal,	L	021-	0345-			URS/FS/006
Mr. Muhammad Azad	Production Mgmt.	Company	Vegetables	Karachi	021-4549810-9	4536100	2066945	azadoo@hotmail.com		URS/FS/008
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		Pakistan		Centre, PARC, Old Block	1	1	1			
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	Senior Scientific	Research		Campus, Karachi		021-	0301-			URS/FS/003
Dr. Zahida Parveen	Officer	Council	Research lab	University, Khi.	021-9243188	4821478	2117911	drzahidap_02@yahoo.com		URS/FS/011
		Pakistan		Soulhern Zone Agri. Res.	1	1	1			
	Chief Scientific	Agricultural		Centre, PARC,		1	1			
	Officer / Director	Research		University Campus,	1	021-	0300-			

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Mr. Saqib Arif	Scientific Officer	Council	Research lab	CAMPUS, KARACHI.	021-9243188	4821474	9217794	saqiawan@yahoo.com		URS/FS/008
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Ma Naissas Oakas	Assistnt Scientific	Research	D l. l. h	KARACHI UNIVERSITY	004 0040400	021-	0300-	shiningstar965@hotmail.co		URS/FS/008
Ms. Najmus Sahar	Officer	Council	Research lab	CAMPUS, KARACHI.	021-9243188	4821474	3533909	<u>m</u>		URS/FS/011
		Deldeten		October 7-1- April Dec						
		Pakistan		Soulhern Zone Agri. Res.						
		Agricultural		Centre, Pakistan.		004				1100/50/000
Ms. Iffat Abdul Tawab		Research		University Campus,	004 0040400	021-	0300-			URS/FS/008
Khan	Research Fellow	Council	Research lab	Karachi University, Khi.	021-9243188	4821474	8969122	iffku@yahoo.com		URS/FS/011
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		Agricultural		GQTL, SARC, PARC,						
	Assistant Scientific	Research		KARACHI UNIVERSITY	004 0040400	021-				URS/FS/005
Mr. Riaz-Ud-Din	Officer	Council	Research lab	CAMPUS, KARACHI.	021-9243188	4821474		gqtl-pare@hotmail.com		URS/FS/011
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Mr. Muhammad Abbas	Scientific Officer	Council	Research lab	CAMPUS, KARACHI.	021-9243188	4821474	3805567	abbabhutto@hotmail.com		URS/FS/008
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		Research		KARACHI UNIVERSITY		021-	0321-			URS/FS/003
Ms. Qurrat-Ul-Ain Afzal	Research Fellow	Council	Research lab	CAMPUS, KARACHI.	021-9243188	4821474	2124550	ga-afzal@yahoo.com		URS/FS/010
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		Agricultural		GQTL, SARC, PARC,						
	Principal Scienific	Research		KARACHI UNIVERSITY		021-	0300-			URS/FS/001
Mr. Mubarik Ahmed	Officer	Council	Research lab	CAMPUS, KARACHI.	021-9243188	4821474	9215732	ggtl-pare@yahoo.com		URS/FS/004
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Mr. Allah Dino Shah	Research Officer	Oceanography National	Institutes	Karachi	021-9251172-8	9251179	+	niopk@cubexs.net.pk		URS/FS/011
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Mc Saira lebag	Research Officer (BPS-17)	Institute of	Research Institutes	ST-47, Block-1, Clifton Karachi	021-9251172-8	021- 9251179		niopk@cubexs.net.pk		URS/FS/011
Ms. Saira Ishaq	(DF 3-17)	Oceanography NWFP	moulules	Dean Faculity of Nutrition		9231179		mopk@cubexs.net.pk		UK3/F3/UTT
		Agricultural	Universities	Science, NWFP						
	Professor And	University	(HEC	Agricultural University,	1	091-	0321-	pan/07		URS/FS/007
Dr. Panyaz lahal Brasha	Professor And Dean	,	`	,,	091-9216556	9216520	9037851	parvez- paracha@yahoo.com		URS/FS/007 URS/FS/010
Dr. Parvez Iqbal Pracha	Dedii	Peshawar	Recognized) Confectionery	Peshawar	091-9210000	3Z 103ZU	9037031	paracina@yanoo.com		UK3/F3/UIU
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Mr. Syed Abid Sultan	Executive	(Pvt) Ltd	meals, Spice	Karachi	6364906	6313498	2916249	syed211@hotmail.com	ISO 9001:200	URS/FS/012
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Mr. Homid I IIIa Chah	Professor And	University	(HEC	Agricultural University	004 0240002	091-	0300-	drhomidohoh @ushsa sa		URS/FS/011
Mr. Hamid Ulla Shah	Chairman	Peshawar	Recognized)	Peshawar	091-9216903	9216520	5935576	drhamidshah@yahoo.com		URS/FS/012

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				S-29, Mauripur Road,	004 005 4004	204	0000		100 0004 000 100	LIDO/FO/000
Mr. Mushtaq Ahmed	Q.A. Manager /	Metatex (Pvt)		S.I.T.E., ear PAF Base	021-2354301-	021-	0333-		ISO 9001:200 ISO	URS/FS/006
Khan	Q.M.R.	Ltd.		Masroor, karachi	10	2354894	3157743	qad@metatex.com.pk	22000(In Process)	URS/FS/008
				Kausar House, 13-C,						
		Kausar Group	Rice, Fats &	New Muslim Town,	042-111-528-	042-	0300-		l	URS/FS/011URS/F
Dr. Attique Ahmed Malik	Director Production	of Companies	Oils, Grains	Lahore	727	5847327	8436399	info@kausar.com.pk	<u> </u>	S/012
				84/12, Korangi Industrial					l	URS/FS/010
		Indus	Confectionery	Area, Korangi Creek,		021-	0300-		1	URS/FS/011
Mr. Sohail Ilyas	Managing Director	Corporation	/ Biscuits	Karachi	021-5092956-9	5092960	8234491	industtd@cvber.net.pk	1	URS/FS/012
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		Pakistan	Training &	Management House					l	
Mr. Muhammad Aslam		Institute of	Development	Shahrah-e-Iraq, Clifton		021-	0320-		1	URS/FS/007URS/F
Mustafa	General Manager	Management	Institute	karachi	021-9251711-4	9251715	5093714	aslam@pim.com.pk	l	S/008
iviustala	Gerierai iviariagei	iviariagement		Karaciii	021-9251711-4	9231713	30937 14	asiain@piin.com.pk	<del></del>	3/006
		D 11.4	Management						1	
L		Pakistan	Training &						l	
Mr. Mohammad Abid	Chief Management	Institute of	Development	PIM, 70-B/II, Gulberg III,			0300-		1	URS/FS/007URS/F
Hussain	Cunceller	Management	Institute	Lahore	042-9263031		9495272	abidsabri@gmail.com		S/009
			Management						l	
	Deputy Chief	Pakistan	Training &	Management House		I		1	1	
	Management	Institute of	Development	Shahrah-e-Iraq, Clifton		021-	0321-		l	URS/FS/007URS/F
Mr. Laiq Ur Rehman	Counceller	Management	Institute	karachi	021-9251711-4	9251715-6	3803230	laig@pim.com.pk	l	S/008
		Ŭ	Management							
		Pakistan	Training &	Management House					l	
	Deputy General	Institute of	Development	Shahrah-e-Iraq, Clifton		021-			1	URS/FS/007URS/F
Mr. Owais Malick	Manager	Management	Institute	karachi	021-9251711-4		300-2488376	owais@pim.com.pk	l	S/008
IVII. Owais ivialick	iviariagei	iviariagement		Karaciii	021-9251711-4	9231713	300-2400370	owais@pim.com.pk	<del></del>	3/006
		D 11.4	Management						1	
l		Pakistan	Training &	Management House					l	
Mr. Muhammad Syed Ul	Deputy General	Institute of	Development	Shahrah-e-Iraq, Clifton		021-	0333-		1	URS/FS/007URS/F
Haque	Manager	Management	Institute	karachi	021-9251711-4	9251715	2275042	syedpim@yahoo.com		S/008
			Management						l	
		Pakistan	Training &	Management House					1	
	Chief Management	Institute of	Development	Shahrah-e-Iraq, Clifton		021-	0300-		1	URS/FS/002URS/F
Mr. Aslam Soni	Counselor	Management	Institute	karachi	021-9251711-4	9251715	9294049	soni@pim.com.pk	l	S/003
		Ĭ	Management							
		Pakistan	Training &	Management House					1	
	Management	Institute of	Development	Shahrah-e-Iraq, Clifton		021-	0300-		1	URS/FS/002URS/F
Ms. Bushra Khilji	Counselor	Management	Institute	karachi	021-9251711-4	9251715	2655505	bushrakhilii@gmail.com	1	S/003
IVIS. BUSIIIA KIIIIJI	Couriseioi	iviariagement	Management	Karaciii	021-9251711-4	9231713	2033303	<u>Dusmakniji@gmaii.com</u>	<del></del>	3/003
	0	Deldeten		M					l	
	Senior	Pakistan	Training &	Management House		204	0000		l	LIDO/FO/007LIDO/F
	Management	Institute of	Development	Shahrah-e-Iraq, Clifton		021-	0333-	_	1	URS/FS/007URS/F
Mr. M. Aamir Gul Paracha	Counselor	Management	Institute	karachi	021-9251711-4	9251715	3849291	paracha@pim.com.pk		S/008
		ĺ	Management			I		1	1	
		Pakistan	Training &	Management House		I		1	1	
		Institute of	Development	Shahrah-e-Iraq, Clifton		021-	0333-		1	URS/FS/002URS/F
Mr. Khalid Hussain	C.M.C	Management	Institute	karachi	021-9251711-4	9251715	2268021	kha151@yahoo.com	1	S/003
		Intellectual								
		Property		# 23, St.87, G 6/3,	051-9208581	051-	0300-	1	1	
Mr. Muhammad Ismail	Assistant Director	Organization	IPO Pakistan	Islamabad	Ext. 219	9208157	5352949	ismail.ipo@gmail.com		URS/FS/004
mananina iomail		Intellectual	C . amount							3
		Property		# 23, St.87, G 6/3,	051-9208581	051-	0345-	humera_ihsan123@hotmai	1	
Ma Human Ibaan	Assistant Diverti-		IDO Dakiet						1	LIDC/EC/OC4
	Assistant Director	Organization Edible Oil	IPO Pakistan	isiamadad	Ext. 219	9208157	9392669	l.com		URS/FS/004
Ms. Humera Ihsan		I – dible ( )il	1	I		1				
ivis. Humera msan										
	Assistant Manager	Processing								
Mr. Mohammad Arif	Assistant Manager (Margarine			R-77, Gulshan-e-Malir	021-2579683-7	021-				URS/FS/002URS/F
		Processing	Fats & Oils	R-77, Gulshan-e-Malir Malir Halt Karachi	021-2579683-7 Ext: 213, 283	021- 2578654	3002335691	arif-app@hotmail.com	ISO 9001:2000	URS/FS/002URS/F S/008
Mr. Mohammad Arif	(Margarine	Processing Services(Dalda	Fats & Oils	,		-	3002335691	arif-app@hotmail.com	ISO 9001:2000	
Mr. Mohammad Arif	(Margarine	Processing Services(Dalda	Fats & Oils	Malir Halt Karachi		-	3002335691	arif-app@hotmail.com	ISO 9001:2000	

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	Junior Research	Dept. of Human		Deptrtment of Human						
	Specialist &	Nutrition, Agri.	(HEC	Nutrition, Agririculturer		091-				URS/FS/001
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				Z-515, Darul Aman						URS/FS/006
			Food	Society, Main Stadam		021-	0300-			URS/FS/011
Mr. Yusuf Diwan	Product Developer	Avante Foods	Ingredients	Road Karachi	021-4941792	4925177	2142346	kascochem@cyber.net.pk		URS/FS/012
Wii. Tusui Diwaii	1 Todact Developer	Availle 1 0003	ingredients	F-33, Hub River Road	021-2579683-7	021-	0300-	waseem.khan@daldafoods		URS/FS/001
Mr. M. A. Managara Khan	CLIE Coordinator	Dalda Faada	Fata 9 Oila						100 0004:2000	
Mr. M.A. Waseem Khan	SHE Coordinator	Dalda Foods	Fats & Oils	Site, Karachi	Ext. 214	2578654	2376808	<u>.com</u>	ISO 9001:2000	URS/FS/007
		M/S								
		Environmental								
		Care & eng.								
Mr. Muhammad Wajahat		Ser. C/O (Dalda		F-33, Hub River Road	021-2579683-7	021-	0333-	wajahat.khan@daldafoods.		URS/FS/006
Ullah Khan	Service Provider	Foods)	Fats & Oils	Site, Karachi	Ext. 210	2563734	3241642	com		URS/FS/007
0.10.1.1.1.10.1	Assistant Manager	. 0000)	. 410 4 0 110	F-33. Hub River Road	021-2579683-7	021-	0345-	atif.abdali@daldafoods.co		URS/FS/008
Mr. Syed Atif Abdali	QA	Dalda Foods	Fats & Oils	Site, Karachi	Ext. 227	2563734	2103106	m	ISO 9001:2000	URS/FS/012
IVII. Syed Alii Abdaii		Dalua Fuous	rais & Olis					III	130 9001.2000	
	Assistant Manager			F-33, Hub River Road	021-2579683-7	021-	0300-	javeria.khan@daldafoods.c		URS/FS/002
Ms. Javeria Khan	QA	Dalda Foods	Fats & Oils	Site, Karachi	Ext. 226	2563734	9278315	<u>om</u>	ISO 9001:2000	URS/FS/008
			Pulses,	Karim Chamber, M.R.	ĺ					
Mr. Muhammad Meraj	Management	Haji Karim	Grains &	1/57, Katchi Gali No. 3,	021-2434877,	021-	0333-	hkc@fascom.com,		URS/FS/006
Ahmed	Executive	Company	Cereals / Rice	Jodia Bazar, Karachi	2400208	2438840	3732088	hkcgrain@yahoo.com		URS/FS/011
Allinea	LXCCULIVC	Company	OCICAIS / INICC	Plot 26-28, Industrial	2400200	2430040	3732000	rikegraiii		01(0/1 0/011
	Dan de cations	Describe Oile		,	054 4400047	051-	0333-			
	Production	Punjab Oils		Trading, Kahuta Road,	051-4490017-					
Mr. Shahid Javed	Manager	Mills Ltd Isb	Fats & Oils	Islamabad	20	4490016	5193505	info@punjaboilmills.com	ISO 9001:2000	URS/FS/006
			Pulses,	Karim Chamber, M.R.						
Mr. Muhammad Meraj	Management	Haji Karim	Grains &	1/57, Katchi Gali No. 3,	021-2434877,	021-	0333-	hkc@fascom.com,		URS/FS/006
Ahmed	Executive	Company	Cereals / Rice	Jodia Bazar, Karachi	2400208	2438840	3732088	hkcgrain@yahoo.com		URS/FS/011
				, , , , , , , , , , , , , , , , , , , ,						
	Environmental			C-206, HITE, Hub,		0853-	0300-		ISO 9001:2000 &	URS/FS/006
					0050 000454					
Mr. Nasir Hussain Mir	Manager	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	2088064	nasir@hubpak.com	HACCP	URS/FS/011
	Quality Assurance			C-206, HITE, Hub,		0853-	0300-		ISO 9001:2000 &	URS/FS/002
Mr. Syed Mustafa Talib	Coordationator	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	8208424	talib@hubpak.com	HACCP	URS/FS/011
	Assistant Manager			C-206, HITE, Hub,		0853-	0300-		ISO 9001:2000 &	URS/FS/002
Mr. Ashfaque Ahmed	(PVD) Plant	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	3459931	ashfaque@hubpak.com	HACCP	URS/FS/011
Wii. Asiliaque Allilleu	(I VD) I Idill	TIUD T AK SAIL	Opice	Daiochistan, i akistan	0000-000401	303233	3433331	asmaque@nubpak.com	TIACCI	0100/10/011
				0 000 11175 111		0050	2000		100 0004 0000 0	LIDO/FO/000
	Assistant Manager			C-206, HITE, Hub,		0853-	0300-	_	ISO 9001:2000 &	URS/FS/006
Mr. Sheraz Ahmed	(PVD) Plant	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	2212756	sheraz@hubpak.com	HACCP	URS/FS/012
	Manager PVD Salt			C-206, HITE, Hub,		0853-	0300-		ISO 9001:2000 &	URS/FS/007URS/F
Mr. Asim Gul Kazi	Plant	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	8208133	asim@hubpak.com	HACCP	S/008
			I	C-206, HITE, Hub,		0853-	0300-		ISO 9001:2000 &	URS/FS/001
Mariana all Contr	050	Link Dat C 1	0-:		0050 000 151			iil@b.de!		
Mr. Ismail Suttar	CEO	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	8208378	ismail@hubpak.com	HACCP	URS/FS/007
			1							
	Engineering		I	C-206, HITE, Hub,		0853-	0321-		ISO 9001:2000 &	URS/FS/002URS/F
Mr. Ali Illias	Manager	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	8208262	ali@hubpak.com	HACCP	S/003
			I	C-206, HITE, Hub,		0853-	0321-		ISO 9001:2000 &	URS/FS/002URS/F
Mr. Muhammad Safeer	Laboratory Chemist	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	2075705	safeer@hubpak.com	HACCP	S/006
ivii. iviui iaiiiiilau Saicel	Laboratory Crieffils	I I I I I I I I I I I I I I I I I I I	Opice	Daiouiisiaii, Fanisiail	0000-000401	303233	2013103	Saicer & Hubpak.COIII	HAUUF	3/000
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Mr. Farhan Ullah Khan	QAM / MR	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	8208355	farhan@hubpak.com	HACCP	S/008
1	Assistant Manager		I	C-206, HITE, Hub,		0853-	0300-		ISO 9001:2000 &	URS/FS/008
Mr. Syed Gulzar Ahmed	QA/QC	Hub Pak Salt	Spice	Balochistan, Pakistan	0853-303451	303259	8208381	gulzar@hubpak.com	HACCP	URS/FS/012
IVII. Oyou Guizai Allineu	W. 1. W.O.	i iab i ak Jail	Opioo	Daroundan, Landiail	0000 000401	300203	020000 I	guizar Shabbar.com	HAOOI	0110/10/012

			Snacks and							
			ready to eat	14-Lawrence Road	042-6361465,	042-	0321-			URS/FS/010
Mr. Shahid Niaz	Director	Niaz (Pt) Ltd	meals	Lahore 54000	6361431	6315478	4458087	niaz@beaconet.net		URS/FS/012
		Ins. Of Food	Universities	Institute Of Food Science						
		Sci. Tech. Univ.	(HEC	& Technology University		041-	0333-			URS/FS/006
Mr. Mian Kamran Sharif	Lecturer	of Agri. Flb	Recognized)	of Agriculture Fasalabad	041-9201105	9201105	8608341	mks_ft@yahoo.com		URS/FS/011
		Ins. Of Food	Universities	Institute Of Food Science		044	0000			LIDO/E0/000
Dr. Masood Sadig Butt	Associate Professo	Sci. Tech. Univ.	(HEC Recognized)	& Technology University of Agriculture Faisalabad	041 0201105	041- 9201105	0300- 6622685	drmsbutt@yahoo.com		URS/FS/006 URS/FS/011
Dr. Masoou Sauly Bull	Associate Fluiesso	Matco Rice	Recognized)	or Agriculture Faisalabau	041-9201103	9201103	0022003	diffisbutt@yarioo.com		UN3/F3/011
		Processing		L 24/1, Block 21, F.B.	021-111-25-35-	021-	0333-		ISO 9001:2000 &	
Mr. Kaukab Alam Siddiqu	ıi M R	(Pvt) Ltd	Rice	Industrial Area, Karachi	45	6338819	2262897	contact@matcorice.com	HACCP	URS/FS/012
		Pearl				021-				
Mr.S.M. Zia-Ul-Hasan	Asst. Manager	Confectionery		A-17/A, Site Avenue,	021-2564462,	2575508,	0300-		ISO 9000, Hygiene	LIDO/E0/000
Abidi	Production	(Pvt) Ltd Pearl	/ Biscuits	Site, Karachi	2570235	2564004 021-	2670677	azabidi@hotmail.com	Control	URS/FS/006
		Confectionery	Confectionery	A-17/A, Site Avenue,	021-2564462,	2575508.	0320-		ISO 9000, Hygiene	
Ms. Uzma Ibrahim	Q/C Officer	(Pvt) Ltd	/ Biscuits	Site, Karachi	2570235	2564004	4060347	info@pearlfoodind.com	Control	URS/FS/012
			Fruits &							
			Vegetables,	Galaxy Food Industries						
Mr. Abdul Khalig	Production	Galaxy Food	Fruit Juices & Beverages	189-D, Peoples Colony Faisalabad	041-8540726	041- 8725194		galaxy.foods@hotmail.com		URS/FS/006
IVII. Abdul Krialiq	Manager	Industries	beverages	raisalabau	041-6540726	0/20194		galaxy.loods@flotmail.com		URS/FS/007
				Yusufali Alibahi Building,						
		Abdul Rauf		Altaf Hussain Road, New	021-2626528,	021-	0300-			URS/FS/011URS/F
Mr. Abdul Rauf	Proprietor	Abdul Aziz	Rice	Chali, Karachi	273688,9	2639156	8239768	raziz@cyber.ne.pk		S/012
				Dakistan Ctandard And						
				Pakistan Standard And Quality Control Authority,						
	Deputy Director			Pakistan Sectt Block 77,		021-	0334-			URS/FS/001
Ms. Gul Sanober	(Microbiology)	PSQCA	PSQCA	Karachi	021-9205794	9204784	3183693	sonober@psqca.com.pk		URS/FS/006
				Pakistan Standard And						
	Examinar			Quality Control Authority, Pakistan Sectt Block 77,			0333-			URS/FS/003
Ms. Shaqufta Jabeen	Microbiology	PSQCA	PSQCA	Karachi	021-9205794		3377628			URS/FS/011
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				Pakistan Standard And						
				Quality Control Authority,						
Ms. Amna Khatoon	Examinar Microbiology	PSQCA	PSQCA	Pakistan Sectt Block 77, Karachi	021-9205794	021- 9206165	0300- 2076368			URS/FS/003 URS/FS/011
IVIS. AITIITA KITALOOTI	iviiciobiology	PSQCA	PSQCA	Naraciii	021-9205794	9200103	2076366			UK3/F3/UTT
				Pakistan Standard And						
				Quality Control Authority,						
	Deputy Director			Pakistan Sectt Block 77,		021-	0333-			URS/FS/001
Dr. Tahira Zaheer	Chemical	PSQCA	PSQCA	Karachi	021-9206534	9204784	2293506	dr.tahira@hotmail.com		URS/FS/006
				Export Promotion Bereau, Shara-e-Igbal,		081-	0300-			
Mr. Ghulam Sarwar	Director	EPB	EPB	Quetta	081-9202562	9202053	9384447	gamar127@hotmail.com		URS/FS/009
				4th Floor, State life			1			211211 0,000
		The Gujratr C C		Building G.T.Road,		053-	0300-			
Mr. Muhammad Abbas	Secretary	& I	Association	Gujrat	053-3523012-3	3523011	6322459	m.abbas2005@yahoo.com		URS/FS/001
				Export Promotion		081-	0200			URS/FS/009
Mr. Qamar Anjum	Deputy Director	EPB	EPB	Bereau, Shara-e-Iqbal, Quetta	081-9202491	081- 9202053	0300- 9384447	gamar127@hotmail.com		URS/FS/011 URS/FS/012
ivii. Qairiai Arijuiri	Inchart Director	ובו ט	בוט	Quella	001-3202431	0202000	5504441	gamar 127 @Hotman.COM		01(0/1 0/012

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			Vegetable,							
			Snacks and							
			ready to eat							
			meals, Fruit							URS/FS/006
			Juices &	C-1/B, Manghopir Road,						URS/FS/007
		Naurus (Pvt)	Beverage,	Naurus Chowrangi, Site		021-				URS/Fs/008
Mr. Atif Yahya	Director Production		Spice	Karachi	021-2577851	2571359		npl@nauus-sundip.com	ISO 9001:2000	URS/FS/012
Will Fallya	Birodol i Toddolloli	Liu	Management	raraon	021 2011001	207 1000		TIPI STICAGO CATTAIP.COTT	100 0001.2000	0110/1 0/012
	Senior	Pakistan	Training &	Management House						
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L	Management	Institute of	Development	Shahrah-e-Iraq, Clifton		021-				URS/FS/002URS/F
Ms. Saira Ihsan Khwaja	Counselor	Management	Institute	karachi	021-9251711-4	9251715-6		saira@pim.com.pk		S/003
				Popular Food Industries						
Dr. Mohammad		Popular Food	Fruit Juices &	Hyderabad Road Tando		0235-	0300-			URS/FS/002URS/F
Naeemullah Naeem	General Manager	Indus.	Beverages	Adam Sind	0235-571306	571870	8956554	mnutdm@yahoo.com	ISO 9001:2000	S/008
				Popular Food Industries						
		Popular Food	Fruit Juices &	Hyderabad Road Tando		0235-	0302-			URS/FS/003
Mr. Hamid Salam	Q.C. Manager	Indus.	Beverages	Adam Sind	0235-571871	571870	3226902		ISO 9001:2000	URS/FS/012
IVII. I Idiffild Salaffi					0233-37 107 1			+	130 9001.2000	
l	Production	Popular Food	Fruit Juices &	49-KM Multan Road		0494-	0345-			URS/FS/006URS/F
Mr. Zaheer-ul-Hassan	Manager	Indus. Unit II	Beverages	Lahore at Bahi Pheru	0494-540399	540276	5280912		ISO 9001:2000	S/007
				Special Industrial Zone						
	Production	Popular Juice	Fruit Juices &	Mardan Road Risalpur		0937-			Processing for ISO	URS/FS/001URS/F
Mr. Sohail Gohar	Manager	Industries	Beverages	(NWFP)	0937-880262	880264		sohailpji@hotmail.com	9001:2000	S/009
				HEJ Research Institute of						
		Inte. Cen. For		Chemistry, Inter. Centre						
		chemical	Research	for Chemical Science	021-4824901,	021-	0333-			URS/FS/011
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Ms. Samreen	Reserch Officer	Science KU	Institutes	University of Karachi	4824930	4819018-19	2301005	samreen i 15@yanoo.com		URS/FS/012
			Universities	A-50, Maymar Ahsan						
		University of	(HEC	Banglows, Phase III,			0333-	susiddiqui-		URS/FS/006URS/F
Mr. Siraj Uddin Siddiqui	Student	Karachi	Recognized)	Ahsanabad Karachi	021-6881013		39674093	19@hotmail.com		S/011
			Universities							
		University of	(HEC	E-25, Alazam Square,			0333-			URS/FS/006URS/F
Mr. M. Taha Khan	Student	Karachi	Recognized)	F.B. Area, Karachi	021-6319597		2225482	tahafine@hotmail.com		S/011
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	0	University of	(HEC	I-5, Iqbal Plaza, Phase-1,			0321-			URS/FS/006URS/F
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Research   Products For   SME Fats oil   Hair regrowth & and Food   SMR Problem   Ingredients   SME Fats oil   Hair regrowth & and Food   SMR Problem   Ingredients   SME Fats oil   Labore   042-8497618   425300803   4491876	Wis. Ayesha Nasib	Director Warketting		meais	Garitt.	042 0143323		0400400	репестарителопнан.сот		01(0/1 0/00,11 0 12
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Consultant   Akram Medical   Min. of   Complex Lhr   Comm.   Lahore   Administrator   Commerce   Lahore   Administrator   Commerce   Lahore   Commerce   Lahore   Administrator   Commerce   Lahore   Administrator   Commerce   Lahore   Commerce	Ms. Samiya Khawar	Co-Founder /							daaliearthfoods@yahoo.co		
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				Laboratories Complex,	042-9230688-	042-	0300-		
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				Products, PCSIR					
				Laboratories Complex,	042-9230688-	042-	0321-		
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		PCSIR,		Avenue, Sector G-5/2,	051-9225387,	9225372,			URS/FS/001,004,00
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		1		Resources Research		<b>.</b>			
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				Food & Feed Safety Lab.,	,					
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l	l <u>-</u> .	PCSIR,		University, Peshawar.	091-9216240-	091-	0333-			
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				Terrace, Phase # 1,						
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Mr. M. Najeeb Usmani	Student	University		Canili, Karaciii		-	2422559			UK3/F3/000,007
			Universities	1400 0		1	0004			
		Karachi	(HEC	I/122, Cantt Bazar, Malir		1	0321-			LIDO/E0/222 22=
Mr. M. Tanveer	Student	University	Recognized)	Cantt, Karachi		<b>_</b>	8922191			URS/FS/006,007
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		Property	ĺ	92-A, Sabzazar Scheme,	042-7820631,	042-	0300-			URS/FS/006URS/F
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			Vegetables,	Ahmed Avenioue SITE,		021-				URS/FS/010URS/F
Ms. Nasira Taj	Manager	Ahmed Food	Spice	Karachi	021-2563520-4	2564570		afipkltd@cvber.net.pk	ISO 9001:2000	S/011
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			Vegetables,	Ahmed Avenioue SITE,		021-				
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Ma Mahamaad Ohahaa		0.7:- 111.11 0	Snacks and	C-127, Gulshan-e-Iqbal,		004	0000			LIDO/EO/040LIDO/E
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Uppal	Consultant	Sons.	meals	Ground Floor, State Life	021-4818859	4993856	8284106	snaban-uppar@yanoo.com	150 9001:2000	S/011
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				Scheme, Naear Airport	081-2831623,	081-	0321-			
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•				5th Floor Bahria Complex						
		SMEDA		2, M.T. Khan Road,	021-111-111-	021-	0300-			
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				Ground Floor, State Life						
				Building, The Mall	091-111-111-	091-				
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				15-A, Chaman Housing						
	Regional Business			Scheme, Naear Airport	081-2831623,	081-	0300-			
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Mar Occasi Albiras Markali	A i - t t - N	SMEDA	OMEDA	39-Civil Lines Mayo	054 0070000	051-	0333-	-		LIDO/F0/004
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				Chamber of Commerce &			1			
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				SMEDA, Bukhari						
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				Railway Staction Road,						
		SMEDA		Opp. Almanzar Cinema,			0301-			
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Mukiitai	Assistant ivianayer	SIVIEDA Lariore		Egenon Road, Lanore	450	0304920-7	0021079	Ig.pk		013/13/012
L			Snacks and							
Mr. Muhammad Umair			ready to eat				0300-			URS/FS/008
Zaheer	ISO Coordinator	Lal Qila	meals		021-4388363-4		2268973	ptaiso-desk@ici.com	ISO 9001:2000	URS/FS/011
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l., .,	<b>.</b>		Fruit &	Society, Main Stadam		021-	0321-			
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			Puleses,	·						
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Talai	Offici Engineer	IVIIIIO	OCICAIS	Cushan e Iqbai Naracini	4010000	4373130	4001000	asimician enotinali.com		1,012
				D 402 45/A Dufface		004	0000			
L				R-183, 15/A- Bufferzone		021-	0333-			
Ms. Fatima Farid	Research Fellow	PARC	MINFAL	Central Karachi	021-9243188	9243838	3007972	mghaniiq@yahoo.com		URS/FS/011
ĺ	SME Consultant	Octagon		M2-13, Eden Towers,			1			
	(marketing and	Consulting	Research	Main Boulevard Gulberg			0321-			
Mr. Atif Bilal Siddiqui	Manager)	Services	Institutes	III Lahore			8432442	info@octagon.com.pk		URS/FS/006,007
·	SME Consultant	Octagon		M2-13, Eden Towers,						
	(Management &	Consulting	Research	Main Boulevard Gulberg			0321-			
Ms. Areefa Azam	WTO)	Services	Institutes	III Lahore			9455049	areefaazam@gmail.com		URS/FS/006,007
W.S. Aleela Azalli	** 1 0)	OC! VICES	การแนเธอ			<del> </del>	5 <del>7</del> 550 <del>7</del> 5	arccidazam e gman.com		0110/1 0/000,007
				Factory: Industrial Area			1			
				Kamoke, Dist.			1			
				Gujranwala			1			
Mr. Muhammad Aslam	Advisor (Marketing	Chenab Rice		H.O. 4, Umar Plaza, 1,		042-	0300-			
Chaudhri	/FSQA/ + MR	Mills	Rice	Mozang Road, Lahore	042-7242702	7242709	9453237	chenrice@nexlinx.net.pk		URS/FS/009
				Kot Khazri G T Road			1			
Mr. Arshad Mahmood		Aromabas Rice		Post Code 52001 Tehsil	055-6587060-	055-	0346-			
	Manager Purchase		Rice		90	6587080	6038553	aromobas@brain.net.pk		URS/FS/009
Klair	Imanayer Fulchase	IMIIIS (FVI) LIU	NICE	Wazirabad Gujranwala	J00	0307000	0030333	aromonas@prain.net.pk		01/3/1/3/009

Mr. Muhammad Tauqir		Gulf Majestic		2, Captain Jamal Road,		042-	0300-		
Malik	Managing Partner	Impex	Sector SME	Sanda Kalan, Lahore	042-7140374	7143181	9453235	gmi@brain.net.pk	URS/FS/007
				Factory: Industrial Area					
				Kamoke, Dist.					
				Gujranwala					
		Chenab Rice		H.O. 4, Umar Plaza, 1,		042-	0302-		
Mr. Muhammad Ashraf	Mill Manager	Mills	Rice	Mozang Road, Lahore	042-7242702	7242709	6496280	chenrice@nexlinx.net.pk	URS/FS/007

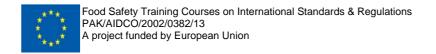
## Annexure - H

## Training Record Files



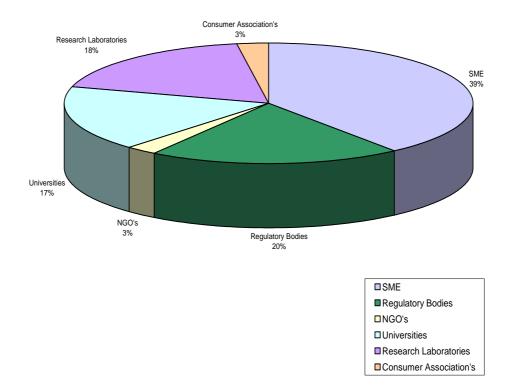
# **Annexure - I**Sectoral Analysis







## Sector-wise Analysis of Participation for the twelve (12) courses conducted in Karachi, Lahore & Islamabad



The analysis reveals a reasonable balance in terms of representation from the various sectors as determined in the project objective established by Project ToR. SMEs were the largest group with approximately 40% share.



### **Delegates Trained at the Food Safety Training Project – Sector-wise Analysis**

0	0	Landin	Total No. of	Total Number of Participants	Sectorial Distribution							
Course ID	Course	Location	Participants enrolled	attended	SME	Regulatory Bodies	NGO's	Universities	Research Laboratories	Consumer Association's		
URS/FS/001	Capacity Building Workshop	Islamabad	35	34	2	13	3	4	9	3		
URS/FS/002	Training of Trainers	Karachi	22	21	8	7	1	4	1			
URS/FS/003	Accelerated Learning	Karachi	17	15	9	3			3			
URS/FS/004	Intro to 22000:2005	Islamabad	27	19	3	6	2	3	4	1		
URS/FS/005	Intro to 22000:2005	Karachi	32	24	12	3		1	7	1		
URS/FS/006	НАССР	Lahore	29	24	11	5		2	6			
URS/FS/007	Intro to 22000:2005	Lahore	32	20	7	6		2	5			
URS/FS/008	ISO 22000 LA (IRCA)	Karachi	19	16	10	1		3	1	1		
URS/FS/009	ISO 22000 LA (IRCA)	Islamabad	20	13	4	4		1	3	1		
URS/FS/010	Genetically Modified Products	Karachi	27	26	9	1		13	3			
URS/FS/011	Food Borne Hazards	Karachi	29	28	15	3		7	3			
URS/FS/012	Food Packaging, Labeling & Nutrition	Karachi	30	26	15	1	1	6	3			
Total			319	266	105	53	7	46	48	7		
Ratio in terms	of % ages		-	-	39.47	19.92	2.63	17.29	18.05	2.63		

## **Annexure - J**

Recommendations of the Stakeholders' Conference





#### **Conclusion of Capacity Building Workshop on Food Safety**

Nov 01 to 03, 2006 Holiday Inn, Islamabad.

Following recommendations were raised by the delegates after a participative workshop hosted by URS & PFSSRP :

Food Safety Authority of Pakistan (FSAP) must be established which should be an independent and autonomous body in all respects. Board members may include representatives from consumer groups, food industry, academia, legal experts, Ministry of Health, Ministry of food, agriculture and livestock.

FSAP would be addressing the following issues on a priority basis:

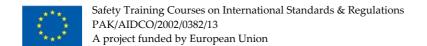
- a) We all understand that certain food laws are either outdated or do not include certain food products produced in Pakistan. Food laws, including packaging and labeling, need to be revised involving all stakeholders.
- b) A food standards division should work under the umbrella of FSAP. They would ensure that the standards comply with WTO and CODEX requirements. International Standards may be used as a benchmark keeping in view the local requirements. This division would be a contact point for industry on all updated information on standards and international trade requirements.
- c) FSAP will be responsible for enforcement of food laws in all food sectors. Monitoring and evaluation system must be in place to ensure implementation and compliance of set standards.
- d) FSAP to ensure appropriate coordination among the ministries, labs, food industry, research institutes and enforcement agencies. Liaison between regulators and food processors needs to be improved.
- e) Accreditation of food testing laboratories must be ensured. Appropriate lab facilities may be provided in every district.
- f) Food safety awareness to be promoted in general public through electronic and print media at regular intervals. Food safety topics may be included in primary syllabus.
- g) An effective system of Rapid Alert and Communication, to be established using experience of SAARC countries.
- h) Food safety and quality statistics to be shared with public through website / media.



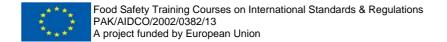
- i) Consumer protection and complaint resolution authority may be established at district level including representatives from consumers, food industry and law enforcement agencies.
- j) To ensure the compliance of food safety standards and regulations both for import and export shipments. Inspection and testing of imported food shipments to be conducted by FSAP.
- k) Food inspectors recruitment criteria to be upgraded to graduation level followed by continuous professional development. Pay scales may be revised accordingly.
- I) Regulations for appointment of qualified personnel in food processing units may be reviewed as already enforced in case of pharmaceutical industry.

Prepared by : Khalid Aslam Malik
Workshop facilitator
URS Regional Manager (North)
Contact # 0333 4775822

# **Annexure - K**Training Process QA









#### FORM NO 9 QA Training Session

Course Ref : QA Assessed By :

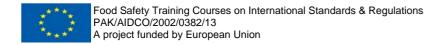
Course Title : Signature & Date :

	Not Sat	sfied	Satis	fied	Highly	satisfied
Venue (Arrangements)						
- Seating Arrangements, Size of Room, Lighting	1	2	3	4	5	6
- Basic Requirements (Water, Stationery) Atmosphere, Environment, Noise	1	2	3	4	5	6
- EU Visibility (in terms of promotional material)	1	2	3	4	5	6
- Audio / Visual support	1	2	3	4	5	6
- Food quality & service	1	2	3	4	5	6
2. Welcome brief & introduction on project aims and objectives:	1	2	3	4	5	6
3. How was the Registration desk managed?	1	2	3	4	5	6
4. How were the training materials presented?	1	2	3	4	5	6
5. Did the course commence on time?		Yes	ı		No	
6. Was an attendance / time keeping log maintained?	1	2	3	4	5	6
7. Was the trainer maintaining discipline during the session for e.g. distraction / interruption by mobile phones?	1	2	3	4	5	6
8. Was the trainer engaged with the delegates?	1	2	3	4	5	6
9. How was the trainer's rapport with the delegates?	1	2	3	4	5	6





	Not sa	ntisfied	Satis	fied		ghly sfied
10. How was the Trainer's presentation in terms of :	1	2	3	4	5	6
- Speed	'		3			0
- Clarity in Speech	1	2	3	4	5	6
- Interaction	1	2	3	4	5	6
- Body language	1	2	3	4	5	6
- Support by practical examples	1	2	3	4	5	6
11. Did the trainer involve the entire group in discussions?	1	2	3	4	5	6
12. Who were the most involved/least involved delegates?	Comi	ments:				ı
Involved Least Involved						
1						
2						
3						
13. Were the course exercises practical and based on local industry relevant issues / scenarios	1	2	3	4	5	6
14. Overall how was the tutor's management of course delivery in terms of:						
- Course sequence	1	2	3	4	5	6
- Knowledge sharing	1	2	3	4	5	6
- Time, discipline	1	2	3	4	5	6
- Equal emphasis on all participants	1	2	3	4	5	6
15. How was the networking amongst delegates, the trainer and the URS's	'	_		•		
representative?	1	2	3	4	5	6
16. How were the tea breaks schedule maintained?						
	Ye	es		١	No	
17. Was the feedback questionnaire completed by all participants?	Ye	es		١	No	





Obtain feedback from delegates on the URS's administration process and dissemination of information to trespect to this project.	them in

## **Annexure - L**

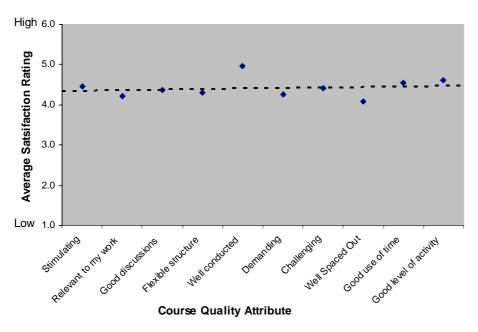
## Format and Analysis of Course Feedback Form





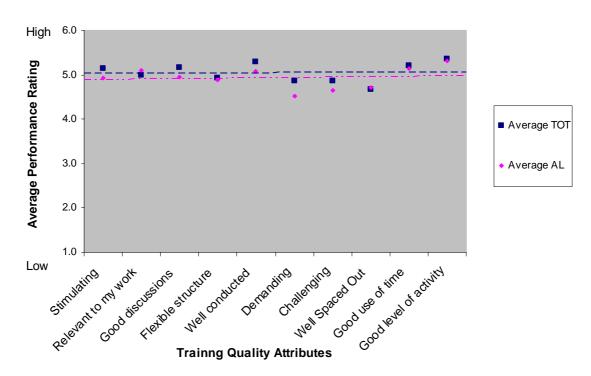
### **Delegates Feedback Analysis**

#### **Satisfaction Level - Capacity Buillding Workshop**



91% delegates felt that objectives of attending the capacity building workshop were met with overall satisfaction rating of 4.42 (Highly Satisfied).

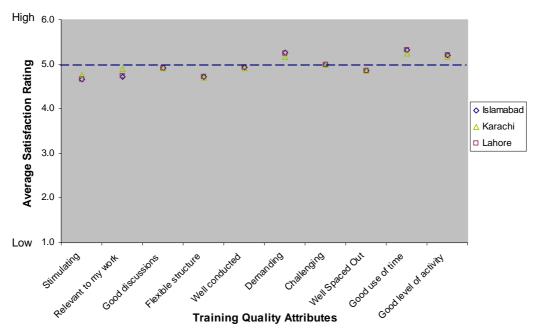
#### Satisfaction Level - Tutor Development Programs



90% delegates felt that the objectives of attending Training of Trainers (ToT) were met as compared to 85% for the Accelerated Learning (AL) with corresponding average satisfaction of 5.05 and 4.95 respectively.

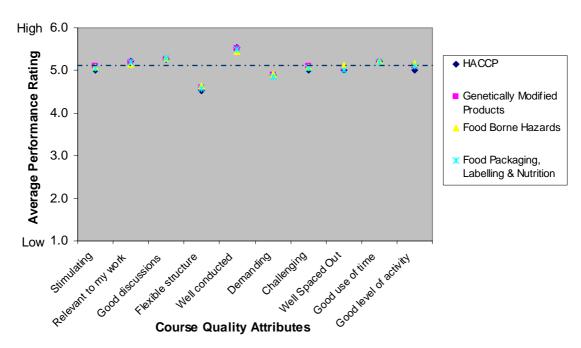


#### Satisfaction Level - Introduction to ISO 22000 Courses



81% Lahore delegates felt that the course objectives were met as compared to 94% in Karachi and 100% in Islamabad. Overall satisfaction rating was 4.96 (Highly Satisfied) in all three courses.

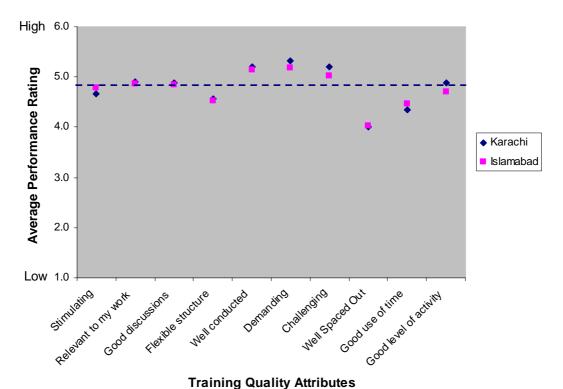
#### Satisfaction Level - Fundamental Food Safety Concepts



In terms of meeting the course objectives, the Food Borne Hazards course was rated highest (94%) with HACCP (92%), Food Packaging, labelling & nutrition (90%) and Genetically Modified Products (84%). A high level of satisfaction was achieved with an overall rating of 5.1.

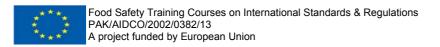


#### Satisfaction Level - Auditor/Lead Auditor Courses



**3** .... **,** ........

92% delegates felt that the course objectives were met during the delivery of Auditor/Lead Auditor Courses with an overall satisfaction level of 4.78 (highly satisfied)





Form: 10

#### **Training Feedback Form**

Course Ref	:			Date	9		:
Course Title	:				Name / Signature (Optional)		al)
The aim of this cours	e is to						
1. Did your participa □ Yes		course		u to ach No	ieve tl	ne abov	e objective?
2. If you could plea against the follo			me out	and rat	e you	r exper	ience in attending this sessio
Н	ighly satis	fied 5	Sat 4	isfied 3	2	Not S	atisfied
Stimulati							Boring
Relevant to my wo	ork 🗆						Irrelevant
Good discussio	ns 🗆						Limited discussions
Flexible structu	ıre 🗆						Rigid structure
Well conduct	ed 🗆						Poorly conducted
Demandi	ng 🗆						Not demanding
Challengi	ng 🗆						Patronizing
Well spaced o	out 🗆						Too condensed
Good use of tir	me □						Poor use of time
Good level of activ	rity 🗆						Poor level of activity
3. What skills have y	you picked	up fror	n attend	ling this	course	e:	





5.	What part of the course was of least interest to you and why?
6.	How do you think your exports will benefit directly from this course?
7.	Where and how do you think the learning from the course will be utilized by your organisation/firm
8.	Do you see the needs for such interventions/courses in the future:
9.	Any suggestions:

## Annexure - M

## Sample Training Certificates





www.businessedge.ie

Business Edge hereby certifies the

## Accelerated Learning Workshop

has been attended by

## Shagufta Jabeen

Course No. BEAL

Delivered in association with Held at (Venue) Initial Certification Date Certificate Expiry Date Certificate No.

United Registrar of Systems, Pakistan Karachi, Pakistan 16th November 2006 16th November 2009 7005





To check the validity of this training certificate go to web page, www.businessedge.ie/traincert.php



This is to certify that

Ayaz Ghani

has attended a

**Training of Trainers** 

under Pakistan Financial Services Sector Reforms Programme as part of the project entitled

Training Course on International Standards & Regulations for the Food Industry

This workshop was delivered by

United Registrar of Systems

Course Tutor

November 17-18, 2006

Date

EU/FSMS/TOT/20 Certificate Reference



This project is funded by the European Union

## Annexure - N

## Collection of Pictures



