



Waste Management Training

- Guide No.6 -
in a series of 10 for you to collect and keep

WASTE NOT WANT NOT

Bite sized guide to help hospitality businesses to find innovative
ways to reduce waste



1. Why should you train your staff?

For effective waste reduction it is essential to train all of your staff. Make sure they are clear on how waste is classified, sorted and stored before it is collected.



Make sure your team understand the legal side of commercial waste and comply with waste regulations.



Reduce waste management costs by recycling more. It is a much more cost effective way to dispose of waste.



Improve the efficiency and quality of your product or service.

2. When to train staff



In your staff induction programme.



Before any change in systems or processes are implemented.



Refresher training. Pin up recycling posters in key staff areas to remind them what can and cannot be recycled. Ensure that all bins inside the building are clearly labelled so that there is no confusion. Use internal communication channels to remind staff of recycling targets. Add brief reviews in your regular team meetings/ catch-ups.

3. How to train staff

It is essential that staff understand the businesses waste goals and how they can help to achieve them.



Train staff outside of the kitchen environment so they can focus on your directions. Why not take your team to visit a recycling facility to experience first-hand where it all ends up.



It is always most effective to train face-to-face. If you don't have the resources to train everyone this way, create materials to help managers or champions cascade information.



Train staff in small groups so everyone has the opportunity to ask questions. If you are time pressured, try training alongside other courses.

4. Educate and involve your team

Take the time to explain why you are focusing on waste management, especially the reduction of food waste in your kitchen

Give your staff an overall perspective of food waste and the associate costs. Build a graphic to demonstrate how food waste arises in the kitchen e.g. spoilage, preparation, overproduction, plate waste, and its end of life solution.

Food wasted



1 kg = £2.70

Spoilage



1-5%

Preparation



1-6%

Overproduction



1-10%

Plate waste



3-20%

5. Support positive behaviour

It is essential that staff understand the businesses' waste goals and how they can help to achieve them.



Give praise and rewards throughout the training. Make sure that rewards are fun, but this doesn't mean expensive.



Incentivise teams to achieve waste reduction targets and celebrate any milestones achieved.



Include waste management objectives in job descriptions, or add bonus targets for your existing employees.

6. Assign responsibilities

In a busy commercial kitchen environment, it is essential that staff are aware of their responsibilities relating to waste management to ensure smooth operation.



Create a food waste champion. After training, assign a senior member of the team to lead the project on a day-to-day basis.



Allocate responsibilities and assign different tasks to different people. For example, put one person in charge of recording waste types and quantities and another in reviewing the documentation on the purchased goods. Include waste management objectives in job descriptions, or add bonus targets for your existing employees.

7. Make it fun

Engage and involve staff as much as possible with lots of activities where participants can share hints, tips and advice.

Play games - Then follow up with the message – make it simple, clear and so staff understand the why you are doing it.

Brainstorming - Get your staff to think of ideas or activities to reduce waste, try this in teams or as a competition.

Case Studies - Share success stories to staff to get them motivated.

Create a quiz - Test their knowledge on food waste at the end of the training.

Waste Awareness Game



Find 4 items in the kitchen that your chefs cook with, be it a cauliflower, pepper, watermelon or orange.



Ask your chefs to write down the possible waste from each item and then come up with a recipe to use the leftovers.



The winner of the best recipe gets to take the produce home.

"Chefs love this game, it's creative and a great way to get them thinking. We've had recipes created for everything from chutneys made from watermelon and lemon peel, cauliflower mash, and even a fruit burst water recipe" - Sally Grimes, Quality Standards Executive, bartlett mitchell

8. Celebrate progress



Before you start your waste reduction project, make sure that you have baseline waste measurements and achievable targets. Shouting about your achievements is a great way of motivating and thanking staff, as well as showing them that their hard work is making a difference.

Practical advice and expert know-how for the hospitality industry created through collaboration between Winnow, SWR and the BHA:



The BHA aims to be the single most powerful voice actively championing the interests of the whole industry and its business partnership scheme enables the best suppliers and partners to the industry to participate in developing insight and sharing best practice.

www.bha.org.uk

SWR offers a comprehensive, integrated waste management service, helping companies control costs and improve their recycling and sustainable environmental performance.

www.swrwastemanagement.co.uk

Winnow is the revolutionary smart meter that helps kitchens cut food waste in half by automatically measuring what's put in the bin.

www.winnowsolutions.com

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Get in touch with us - we'd love to hear from you!

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