

What Are the Benefits of Food Safety Training? – Complete Hospitality Training

Canonical: <https://cht.edu.au/news/what-are-the-benefits-of-food-safety-training/>

Details:

The honest answer has two halves. Food safety training is legally required for most hospitality businesses, so the first benefit is that it keeps you compliant. But there are real operational benefits beyond compliance, and they are the ones that survive an inspection you were always going to pass anyway.

There is also a third thing worth saying plainly, because most pages on this subject do not: for food handlers, the law does not require the training to be nationally accredited. Knowing that changes what the accredited version is actually buying you, and it is a better argument once you know.

The compliance benefit — what you are actually required to have

Under Standard 3.2.2A of the Australia New Zealand Food Standards Code, which commenced 8 December 2023, a category one or category two food business must have:

| Tool | Clause | Applies to | What exactly | | --- | --- | --- | --- | | Food handler training | 3.2.2A—10 | Category one and two | Each handler doing a prescribed activity has completed training before starting — or possesses skills and knowledge commensurate with that activity | | Food Safety Supervisor | 3.2.2A—11 | Category one and two | Appointed before the activity begins, certificate issued within the preceding five years, reasonably available | | Substantiation records | 3.2.2A—12 | Category one only | Eight practice areas, kept three months, accessible at the premises |

The trigger for all three is the same thing, a prescribed activity: the handling by the business of any unpackaged potentially hazardous food that is either used in preparing ready-to-eat food to be served to a consumer, or is itself ready-to-eat food intended for retail sale by that business. So the compliance benefit has a date attached — the training has to exist before the first prescribed activity, not before the first inspection.

Supervision is not the alternative to training. Standard 3.2.2A offers completed training or commensurate skills and knowledge. Older guidance describing the rule as "trained or supervised by someone who has been" predates the standard. Supervision sits in the separate FSS tool, where the supervisor must be reasonably available to advise handlers — alongside handler training, not instead of it.

And a compliance benefit that outlasts the three tools

Worth adding, because it is the one benefit that applies to every food business rather than to categories one and two. Clause 3 of Standard 3.2.2 has applied to every Australian food business since 2000: the business must ensure that persons undertaking or supervising food handling operations have skills in, and knowledge of, food safety and food hygiene matters commensurate with their work activities.

It is outcome-based — no course, no certificate, no unit code, no refresher period — and it asks a present-tense question about competence. Standard 3.2.2A did not replace it; it added a prescriptive layer on top for categories one and two.

Two consequences worth having:

A business outside both categories is not outside food safety training law. In Victoria that is every Class 3 and Class 4 premises. Training remains the cheapest way to answer clause 3.

Training is evidence rather than compliance. Because clause 3 asks about the present, a documented course is not the thing the clause demands — it is the simplest way to show that the thing it demands is there. That is the real compliance benefit, and it is why an undocumented judgement is the harder position to defend.

There is a matching duty that documented training also discharges. Clause 18(1) requires a food business to inform all food handlers of their health and hygiene obligations under clauses 13 to 18 — the reporting duty, the hand-washing requirements, the exclusion rule. That is a duty to communicate, and a signed induction record against a named unit is the easiest evidence that it happened.

Which category you are, and why it changes the answer

This is worth getting right before you plan anything, because it decides whether the records apply.

Category one is a caterer or food service operation that processes unpackaged potentially hazardous food into food that is both potentially hazardous and ready to eat. That is restaurants, cafes, pubs, fast food, bakeries, hospitals, aged care, childcare, school canteens, mobile vendors, and any supermarket or deli that makes and serves food. If you have a kitchen and you cook, you are category one — and you carry all three tools including the records.

Category two is retail sale of ready-to-eat potentially hazardous food the business did not make, where slicing, weighing, repacking, reheating and hot-holding expressly do not count as making it. Delicatessens, butchers, seafood retailers, convenience stores. Category two needs trained handlers and a supervisor, but not the records — that single clause, —12, is the whole difference between the two categories.

So the average cafe or restaurant is category one, not category two, and the compliance requirement does not scale with size: a two-person cafe cooking unpackaged food carries the same three tools as a large restaurant.

Two exemptions exist and are narrower than they sound: fundraising events raising funds solely for community or charitable causes rather than personal gain, and businesses that never handle unpackaged potentially hazardous ready-to-eat food at all. Note that the fundraising exemption from Standard 3.2.2A is not the same as the narrower one in clause 2 of Standard 3.2.2, which only relieves the clause 3 duty where the food is not potentially hazardous or is eaten immediately after thorough cooking.

In Victoria, your premises class is what triggers it

If you operate in Victoria, the question is not answered by reading the Code alone. The duty attaches to the class your council declared under s 19C of the Food Act 1984, and councils classify on the highest-risk activity carried out at the premises.

| Class | Typical premises | FSS required? | | --- | --- | --- | | Class 1 | Hospitals, day procedure centres, multipurpose services, residential aged care, children's services, Meals-on-Wheels-style delivery, supported residential services for aged persons | Yes | | Class 2 | Restaurants, cafes, pubs, hotels, clubs, night clubs, taverns, function centres, mobile vans, sushi and pizza shops, supermarkets, delis, caterers, canteens, fast food, juice bars | Yes, with a narrow community-group exemption | | Class 3A | B&Bs, farm stays, guesthouses, nature retreats and motels cooking potentially hazardous food for immediate consumption; plus hot-fill acidic products heat-treated at 85 °C or above, hot-filled and sealed, at pH below 4.6 | Yes | | Class 3 | Unpackaged low-risk food, warehousing and distribution of pre-packaged food, shell eggs, short community-group cooking | No | | Class 4 | Pre-packaged low-risk food, not-for-profit sausage sizzles, tea and coffee at temporary premises, wine tasting with low-risk

accompaniments, whole uncut fruit and vegetables | No |

Safe Food Victoria states the rule as Class 1, most Class 2 and Class 3A premises must have a supervisor. Class 4 is the only class that notifies rather than registers. The Class 2 community-group exemption requires all three of: the proprietor is a community group; the activity runs no more than two consecutive days at a time; and most handlers are volunteers.

Victoria's regulator is Safe Food Victoria, which points businesses at the FoodSmart tool to build a food safety program. Premises operating a quality-assured food safety program that includes competency-based or accredited staff training are exempt from the supervisor requirement under s 19GA(2) — note that the training element is part of the exemption, so it is not a route out of training as such. And under s 19GA(3) the supervisor may be the proprietor, which for a small venue is often the cheapest compliant answer. See how long does a Food Safety Supervisor certificate last in Victoria.

One Victorian point about who gets the benefit of the training. Section 19G defines a food safety supervisor by three limbs, all required: knowing how to recognise, prevent and alleviate the hazards at those premises; having met a food safety competency standard approved in writing by Safe Food Victoria or an equivalent body; and having the ability and the authority to supervise other food handlers. Training answers the middle limb only. So the benefit of sending someone on a course is only realised if the person you send actually has standing to direct the kitchen.

The benefit of national recognition — what it does and does not buy

Here is the precise position.

It does not buy legality for handlers. Standard 3.2.2A requires handler training to cover four topics — safe handling of food, food contamination, cleaning and sanitising of premises and equipment, personal hygiene — or commensurate skills and knowledge. It does not require a nationally recognised unit, does not require a named unit code, sets no refresher period, and does not require the business to keep records of handler training. A free, non-accredited course satisfies the law, and so can competency-based training, in-house education, a food safety induction completed at another food business, or relevant previous industry experience in the food industry.

For the Food Safety Supervisor it is the opposite — there the certificate must come from an RTO or a state-recognised body, within five years, and in NSW it must be the state's own certificate.

So what does the accredited handler unit actually give you? Three things in-house training cannot:

Portability. The credential attaches to the person's Unique Student Identifier and travels between employers and states, permanently. It also credit-transfers into a qualification later — SITXFSA005 is a core unit in SIT30722 and one of two options in the compulsory Group A of SIT40422.

Recognition. Regulators, councils, insurers and event clients all understand a unit code. When an environmental health officer asks how you know your handlers are trained, a unit code answers in one line; a training log invites follow-up questions.

A defined standard. The unit's assessment requirements are national and published, so you know what was actually covered.

That last one is the most undersold, so it is worth spelling out.

What "a defined standard" actually means

When you buy SITXFSA005, you are buying assessment against published performance evidence. The unit requires hygienic food handling in line with organisational procedures, demonstrating each of the following on at least three occasions:

Correct hand-washing procedures

Appropriate use of uniform and personal protective equipment

Effective personal health and hygiene practices

Hygienic food service

Plus the procedures to report unsafe hygiene practices.

Four practices, three occasions each, assessed by demonstration rather than quiz. That is a real standard, and it is the reason a nationally recognised unit means something specific that "we cover food safety in induction" does not.

The supervisor unit SITXFSA006 goes further: hazard control at nine critical control points — receiving, storing, preparing, processing, displaying, serving, packaging, transporting, disposing — plus the procedure to calibrate a temperature probe and the procedure to report contamination incidents.

It also gives you a way to judge a provider. A supervisor course advertised as a 30-minute online quiz is not delivering nine control points and probe calibration, whatever the sales page says. The useful question is not how many hours the course runs but across how many assessment occasions hand washing is observed.

The assessment itself sits under four Principles of Assessment — fairness, flexibility, validity including a practical application component, and reliability — and four Rules of Evidence — validity, sufficiency, authenticity (the original and genuine work of that student) and currency. "Validity includes practical application" is the line that rules out a purely theoretical food safety assessment, and "authenticity" is the line that rules out a course anyone with the login could complete. A genuine Statement of Attainment must also be issued within 30 calendar days of the completion of assessment, and must carry the RTO's name, registration code and logo, the full title and national code of each unit, the Nationally Recognised Training logo, an authorised signature and a seal, corporate identifier or unique watermark. Your USI is not printed on it.

The benefit almost nobody mentions: it unlocks nine other food and beverage units

This is the strongest argument for the accredited version and it has nothing to do with compliance. Within the food and beverage stream SITXFSA005 is a formal prerequisite for nine other units, so completing it first is the single highest-leverage decision in a training plan.

| Unit | Prerequisite | | --- | --- | | SITHFAB021 Provide responsible service of alcohol | — | | SITHFAB022 Clean and tidy bar areas | SITXFSA005 | | SITHFAB023 Operate a bar | SITXFAB021 and SITXFSA005 | | SITHFAB024 Prepare and serve non-alcoholic beverages | SITXFSA005 | | SITHFAB025 Prepare and serve espresso coffee | SITXFSA005 | | SITHFAB026 Provide room service | SITXFSA005 | | SITHFAB027 Serve food and beverage | SITXFSA005 | | SITHFAB030 Prepare and serve cocktails | SITHFAB021, SITHFAB023 and SITXFSA005 | | SITHFAB034 Provide table service of food and beverage | SITHFAB021 and SITXFSA005 | | SITHFAB035 Provide silver service | SITXFSA005 |

Without food safety first, a person cannot be enrolled in the bar unit, the espresso unit, the non-alcoholic beverage unit, the food and beverage service unit, the cocktail unit, the table service unit, the silver service unit, the room service unit or the bar-area unit. In a kitchen the same pattern appears again: SITHCCC026 Package prepared foodstuffs, a Group A elective in the Certificate III in Commercial Cookery, also carries SITXFSA005 as its prerequisite. And a free non-accredited course opens none of them, because a prerequisite can only be satisfied by the unit itself.

Keep the figure of nine scoped to the food and beverage stream. Across the wider SIT package SITXFSA005 also sits in front of cookery, patisserie and kitchen units — SITHCCC026 above is one example — so a package-wide total would be a different number about a different set of units.

RSA reaches just as far inside the stream. SITHFAB021 is a prerequisite to nine units of its own — SITHFAB023 , SITHFAB029 , SITHFAB030 , SITHFAB031 , SITHFAB032 , SITHFAB033 , SITHFAB034 , SITHFAB037 and SITHFAB039 — so the licensing unit gates exactly as many units as the food safety unit does. Four units in the stream carry no prerequisite at all: SITHFAB021 , SITHFAB028 , SITHFAB036 and SITHFAB038 .

And SITHFAB034 is worth a note in its own right, because it is one of four units in the stream carrying two or more prerequisites — food safety and RSA; SITHFAB023 Operate a bar carries the identical pair, SITHFAB030 Prepare and serve cocktails carries three by adding SITHFAB023 , and SITHFAB039 Manage the sale or service of wine carries three of its own in SITHFAB021 , SITHFAB032 and SITHFAB033 . The register itself explains why RSA attaches to SITHFAB034 : it covers the higher-order service techniques expected of senior food and beverage attendants, where SITHFAB027 covers fundamental technical skills for casual dining, so the alcohol-service prerequisite is added deliberately. RSA is therefore an academic prerequisite as well as a licensing one, and it blocks a table service unit whether or not the venue is licensed. Two of those four sit at the end of chains rather than single gates: SITXFSA005 then SITHFAB023 then SITHFAB030 puts the cocktail unit three deep, and SITHFAB021 then SITHFAB032 and SITHFAB033 then SITHFAB039 is four units deep, the longest sequence in the stream. See restaurant waiting .

Where the two food safety units sit across our qualifications is worth knowing for the same planning reason:

| Qualification | How the food safety units appear | | --- | --- | | SIT30622 Certificate III in Hospitality | Group A is compulsory and offers SITHIND005 or SITXFSA005 — choose SITXFSA005 and the whole Group B food and beverage pool opens | | SIT30722 Certificate III in Hospitality (Restaurant Front of House) | SITXFSA005 is core , and so is RSA SITHFAB021 — which clears the two prerequisites standing in front of most of the stream inside this qualification, though not SITHFAB030 or SITHFAB039 , which each need a further unit or two | | SIT30821 Certificate III in Commercial Cookery | Both SITXFSA005 and SITXFSA006 are core, among 20 core units | | SIT40422 Certificate IV in Hospitality | Group A offers SITHIND005 or SITXFSA005 | | SIT50422 Diploma of Hospitality Management | Group A offers SITHIND005 or SITXFSA005 |

So a Certificate III in Commercial Cookery graduate already holds the full Food Safety Supervision unit pair. That is a real structural fact about the qualification, not a selling line. Both units and both skill sets have been on our scope since 10 June 2022 .

The pay benefit — with an honest caveat

There is a genuine industrial benefit to formal training in this industry, but it does not attach to a single unit, and it is worth being straight about where the line falls.

A relevant AQF Certificate III or higher, used at work , sets a minimum classification of Level 4 under three of the four awards that cover hospitality:

| Award | Premises | Level 4 floor | | --- | --- | --- | | MA000009 Hospitality Industry (General) | Hotels, pubs, taverns, motels, resorts, casinos, caterers, accommodation | Yes , clause 18.1 | | MA000119 Restaurant Industry | Standalone restaurants, cafes, night clubs, reception centres, roadhouses | Yes , clause 18.1 | | MA000058 Registered and Licensed Clubs | Not-for-profit registered clubs — RSL, bowls, golf, sporting | Yes , clause 18.3 | | MA000003 Fast Food Industry | Takeaway, food courts, food sold mainly to be eaten away from the counter | No equivalent provision |

Three things matter about that. First, which award applies is decided by the premises, not by the job title — the same person with the same certificate can sit under a different award and a different pay table by changing venue. Two traps: registered clubs are not covered by MA000009, which excludes them by name at clause 4.4(d)(i) , and night clubs are not in the clubs award, because a night club is commercial. Second, MA000009 and MA000119 both require the employee to make use of the skills

and knowledge derived from those Certificate III competencies, so the floor is not automatic on completion; MA000058 states the floor without the words "or higher" and lets the Fair Work Commission require the employee to demonstrate they use the relevant skills. Third, under MA000119 Schedule A the Level 4 classifications are named "Food and beverage attendant grade 4 (tradesperson)" and "Cook grade 3 (tradesperson)", and that award's standard rate is the Level 4 rate — the benchmark the rest of the award is calculated from. So a relevant Certificate III used at work is an explicit route to a grade the award itself labels "tradesperson", without serving an apprenticeship.

The caveat, stated plainly: a food safety unit on its own is not a Certificate III and does not trigger any of this. What it does is form part of one — core in the cookery qualification, core in the restaurant front-of-house qualification, and a Group A option in three others. The industrial benefit belongs to the completed qualification; the food safety unit is the first step into it and, because of the prerequisite chain above, usually the most useful first step.

No pay rates appear on this page, because award rates re-set every 1 July and a stale rate is worse than none. The Fair Work Ombudsman's Pay and Conditions Tool is the authority.

The operational benefits

These are the ones that show up in the business rather than in the file.

Reduced waste. Most stock thrown out on temperature grounds is thrown out because nobody was confident it was safe. Trained staff make that call correctly instead of defensively.

Fewer incidents at the transitions. The hazards are mechanical and well understood, and the failures concentrate where food crosses the 5 °C to 60 °C danger zone slowly — cooling in deep containers, reheating to "warm", a delivery left on a dock when it should have arrived at 5 °C or below or 60 °C or above. None of those look wrong at the time, which is why they need a system rather than judgement.

Records that mean something. If you are category one you are keeping temperature records anyway. Whether they are worth keeping depends on whether the probe is calibrated — an uncalibrated probe produces records documenting compliance that may never have happened. That procedure is in the supervisor unit.

Allergen confidence. Allergen management is where an untrained response is most immediately dangerous, and where a confident, correct answer to a customer question protects both of you. New South Wales treats it as serious enough to name it first among four mandatory key focus areas on its own FSS certificate — the others being cleaning and sanitising practices, safe egg handling, and Food Act offences .

Faster onboarding. New staff arriving with SITXFSA005 already done start productive rather than shadowed — and since the standard requires training before the prescribed activity begins, that is a scheduling benefit as well as a productivity one.

A sick-leave culture that works. A handler with gastrointestinal symptoms is a contamination source however carefully they wash their hands, and the rules on this are specific rather than cultural. Clause 14 of Standard 3.2.2 puts a duty on the handler personally to report symptoms, foodborne disease or suspected carriage to their supervisor, not to handle food where contamination is reasonably likely, and to say so if they think they have contaminated food. Clause 16 then puts the matching duty on the business: exclude that person from food handling where contamination is reasonably likely, and readmit them only on medical advice . Training makes both explicit, which makes it easier for staff to call in — and if your rostering makes calling in sick costly, that is a hole in your food safety system no certificate will close.

Hand-washing that meets the clause rather than the habit. Clause 15(2) requires washing whenever hands are likely to be a source of contamination, immediately before working with ready-to-eat food after handling raw food , and immediately after using the toilet. Clause 15(4) sets the standard: at the

facilities provided , with soap or other effective means and warm running water , dried on a single-use towel or another method not likely to transfer pathogens. Those are the specifics a trained handler knows and an untrained one approximates.

Insurance and contracts. Many suppliers, landlords and event clients ask for evidence of trained staff. A unit code satisfies that request immediately.

What it costs to skip

The downside is not hypothetical, and it is priced differently in each state — which is the part most operators get wrong about their own jurisdiction.

New South Wales fines you. Failing to keep the FSS certificate on the premises and produce it on request is an offence under s 106G , carrying 25 and 50 penalty units — regardless of whether anyone was ever made ill. The appointment duty itself carries 50 and 100 penalty units , with a narrow defence covering not more than 30 days while a replacement is appointed.

Queensland fines you too: up to 50 penalty units under s 86 for not having a supervisor within 30 days of the licence and continuously after that, and the same again for each missed notification under s 88 — within 30 days of licence and 14 days of any change.

Victoria does not fine you at all, and that is the row people misread as leniency. No monetary penalty attaches to s 19GA , the requirement to have a supervisor. The sanction is registration-based : failing to comply is a ground for refusal of registration or renewal , or for revocation or suspension of the registration of the premises . Victorian councils can also demand the FSS's name and qualifications within 7 days under s 19GB, and that duty does carry penalty units. So in Victoria the paperwork is fined and the substantive failure closes the business. A fine is a cost; a suspended registration is the end of trading.

Penalty unit values are indexed annually, so confirm current amounts with the regulator rather than relying on a dollar figure printed anywhere.

Beyond the penalties: closure during remediation usually costs more than the fine, and reputational damage in hospitality is effectively permanent.

And "we have never had a problem" is weak evidence. Foodborne illness is latent — symptoms appear hours to days later — and heavily under-reported, so customers rarely connect an illness to a venue. The certificate and notification duties apply regardless of outcomes.

Which training, for whom

Who	Unit	Accreditation required by law?
Food handler	Anyone doing a prescribed activity	SITXFSA005
Food Safety Supervisor , hospitality	At least one appointed supervisor	SITXFSA005 + SITXFSA006 (SITSS00069)
Food Safety Supervisor , retail	Supermarkets, convenience stores, delicatessens	SIRRFSA001 , or the two hospitality units
Health and community services supervisor	Aged care, hospitals, childcare	HLTFSE001 + HLTFSE005 + HLTFSE007 , Release 1 of each
Food processing supervisor	Manufacturers, mills, canneries, bakers, breweries, wineries	FBPFSY2002 , or FBPFSY1002 in QLD

The first two are constantly confused. Handler training does not make anyone a Food Safety Supervisor anywhere in Australia, and the difference between the two skill sets is exactly one unit.

Three points of precision on the sector rows, because they are commonly stated wrongly and the error sends people to the wrong provider. Standard 3.2.2A names no sector units at all — every one is a state determination. New South Wales names no sector-specific units of its own, and Western Australia publishes HLTSS00061 , the same three HLTFSE units bundled as a skill set, as an accepted equivalent rather than a mandate. And in Victoria the two hospitality units and SIRRFSA001 are

accepted as alternatives to each other for both hospitality and retail, with Safe Food Victoria confirming there is no Victorian requirement to train beyond the minimum competencies listed .

One honest limit on the benefit this page is describing: of the three health units, only HLTFS001 is on our scope . HLTFS005 , HLTFS007 and FBPF2002 are not, and SRRFSA001 carries an end date of 28 June 2024. So if your sector is health, community services or food processing, the benefits described here are real but you will need a provider whose scope carries the units your regulator publishes.

See what food safety certificate do I need , and for why the whole system has so many overlapping credentials, why are there so many certificates and regulations in the food industry .

Where to get it

We hold SITSS00068 Food Handling and SITSS00069 Food Safety Supervision on our scope of registration, both since 10 June 2022, within a total scope of 17 current qualifications, 81 current skill sets and 579 current units .

Food handling course

Virtual food handling — the same unit, the same Statement of Attainment

Food Safety Supervisor

One caveat if you operate in New South Wales : we deliver the correct national units, but we are not on the NSW Food Authority's approved provider list , verified by reading that list in full on 1 September 2026, so we cannot issue the state FSS certificate NSW requires under s 106G. See Standard 3.2.2A explained .

About us

We are Complete Hospitality Training , RTO 3722, CRICOS 04242E. Level 3, 28 Elizabeth Street, Melbourne VIC 3000, and 410 Elizabeth Street, Surry Hills NSW 2010. Contact melbourne@cht.edu.au or +61 3 9654 1554 .

Legal name Complete Hospitality Training (Vic) Pty Ltd , ABN 27 006 947 262 . We have held RTO code 3722 since 1 June 1994 , transferred from the Victorian regulator to the national regulator ASQA on 8 September 2017 , and hold a current registration period running to 30 June 2032 . If you are verifying an older food safety certificate, note that Complete Healthcare Training was a registered trading name of RTO 3722 from 24 October 2023 to 19 April 2025 — a document in that name is still an RTO 3722 credential.

See also why is food safety and handling important , how long do I need to keep records for and all courses .

We link to the relevant course and regulatory sources in this guide. Check those sources for current requirements, and confirm course availability, delivery, fees and entry requirements with us before enrolling.

Is it worth it for a small business?

The compliance requirement does not scale with size. A two-person cafe cooking unpackaged food is category one, the same as a large restaurant, and carries all three tools including the records.

Can I just supervise untrained staff?

No — that is not the alternative the standard offers. Clause 3.2.2A—10 permits completed training or commensurate skills and knowledge. Supervision is a separate obligation on the Food Safety Supervisor and does not substitute for handler training.

Does handler training legally have to be accredited?

No, and no unit code is required. A free, non-accredited course covering the four required topics satisfies the standard, and relevant experience, in-house education or an induction at another food business can too. The accredited unit buys proof, portability and a defined standard.

Then why pay for SITXFSA005?

Because it is verifiable in one line, permanent against your USI, transferable between employers and states, it credit-transfers into a qualification, and within the food and beverage stream it is the prerequisite for nine other units. Those are real benefits; they are just not compliance benefits.

We are not category one or two. Is there any benefit for us?

Yes, and it is a compliance one. Clause 3 of Standard 3.2.2 has required every Australian food business since 2000 to ensure people undertaking or supervising food handling have skills and knowledge commensurate with their work. It prescribes no course, so training is not the requirement — it is the evidence that the requirement is met.

Which units does food safety unlock?

Nine, within the food and beverage stream: SITHFAB022 (bar areas), SITHFAB023 (operate a bar), SITHFAB024 (non-alcoholic beverages), SITHFAB025 (espresso coffee), SITHFAB026 (room service), SITHFAB027 (serve food and beverage), SITHFAB030 (cocktails), SITHFAB034 (table service) and SITHFAB035 (silver service) — plus SITHCCC026 Package prepared foodstuffs in the cookery qualification. Sequence it first, alongside RSA SITHFAB021, which gates nine units of its own.

Why does the table service unit need RSA as well?

Because SITHFAB034 covers higher-order service techniques expected of senior food and beverage attendants, where SITHFAB027 covers fundamentals for casual dining. It is one of four units in the stream carrying two or more prerequisites — SITHFAB023 Operate a bar carries the same pair of two, and SITHFAB030 and SITHFAB039 each carry three — and RSA there is an academic prerequisite rather than only a licensing one.

Will food safety training increase my pay?

Not on its own. The Level 4 classification floor in MA000009 (cl 18.1), MA000119 (cl 18.1) and MA000058 (cl 18.3) requires a relevant AQF Certificate III or higher used at work — a unit is not a qualification. MA000003, the fast food award, has no equivalent provision at all. Food safety units are a step into a qualification that does carry the floor. Use the Fair Work Ombudsman's Pay and Conditions Tool for current rates.

Do I have to keep records of who is trained?

Standard 3.2.2A does not require it. Most businesses do, because it is the easiest way to show the training happened before the activity started — and because clause 18(1) separately requires the business to have informed handlers of their health and hygiene obligations, which a signed induction record evidences.

Do I have to keep temperature records?

Only if you are category one — eight practice areas, three months, accessible at the premises, under clause 3.2.2A—12.

How often should staff retrain?

No statutory interval applies at handler level; the standard mandates no refresher. The five-year rule applies to the FSS certificate, in clause 3.2.2A—2. Periodic refreshing for handlers remains sensible as

food law changes, and clause 3 asks about present competence rather than about a past course.

Does my Victorian premises class decide whether I need a supervisor?

In Victoria, yes. Class 1, most Class 2 and Class 3A require an FSS; Classes 3 and 4 do not, and Class 4 only notifies rather than registers. Your council assigns the class on the highest-risk activity at the premises, so ask the council that registered you.

What actually happens in Victoria if we do not have one?

Not a fine. Section 19GA carries no monetary penalty; the sanction is refusal of registration or renewal, or revocation or suspension of the premises' registration. The penalty units in Victoria attach to the s 19GB paperwork duty instead. NSW and Queensland both fine you for the substantive failure.

Can the owner be the supervisor?

In Victoria, yes — s 19GA(3) says so expressly, and s 19G requires the person to have the authority to direct other handlers as well as the approved competency standard. Training a junior casual does not produce a valid supervisor there.

Can I use RPL for the five-yearly FSS renewal?

In Victoria yes, and it is encouraged; Safe Food Victoria's own position is that prior training does not usually need repeating. In Queensland no — expressly excluded. In NSW recertification is available through an approved RTO that offers it, and only to an existing or former NSW FSS certificate holder within 90 days of expiry. See the NSW Food Authority's current pathway (<https://www.foodauthority.nsw.gov.au/retail/fss-food-safety-supervisors>).

Will a certificate from another state do?

At handler level, yes. For the FSS role, Victoria, Queensland and WA accept a Statement of Attainment from any Australian RTO; New South Wales does not, because it is the only state to have used the national standard's second limb to build its own certificate scheme.

How do I tell a real course from a worthless one?

It names the unit code and an RTO number you can check on training.gov.au (<https://training.gov.au/>), it issues a Statement of Attainment rather than a "Certificate of Completion", it asks for your USI, and its assessment is plausible against the published requirements. The document must arrive within 30 calendar days of assessment and carry the RTO's registration code, the full unit title and code, and the Nationally Recognised Training logo.

We run a deli. Which tools apply?

If you only slice, weigh, repack, reheat or hot-hold, you are category two: trained handlers and a supervisor, no records duty. Start making sandwiches and you become category one.

I work in childcare or aged care. Do these benefits apply to the same units?

The operational benefits do. The compliance ones attach to different units: Safe Food Victoria and Queensland Health publish HLTFS001, HLTFS005 and HLTFS007 as the minimum for health and community services, and those settings are Class 1 premises in Victoria. Only HLTFS001 is on our scope.

Does this cover allergens?

Yes, as part of safe food handling — and NSW singles it out as the first of four mandatory focus areas on its state certificate, alongside cleaning and sanitising, safe egg handling and Food Act offences.