

Training & Development Policy

At Pabulum all our colleagues are passionate about food excellence. That's because we work hard to ensure all colleagues understand our unique Pabulum way of working.

Training at Pabulum is coordinated centrally via our People Team in conjunction with the Head of Food, Health, Safety & Environment, and the Chef Development Team. Every colleague receives statutory training aligned to the requirements of their role. All colleagues are encouraged to undertake courses which will not only increase their skills but also aid their personal development.

Pabulum is committed to providing specific training at induction for all colleagues which includes completion of Pabulum's Induction programme, delivered online, that covers the essentials of food hygiene, health and safety and environmental awareness.

Whether working in a catering unit or at our main office, everyone's role is important. We place a great deal of emphasis on making sure that each person receives the development and support that they need to fulfil not only their job role but their own career goals as well.

Pabulum determines employees' training requirements based on individual job roles/descriptions. Details of which are given in our Food and Health & Safety procedures.

Statutory Training Modules

Food Safety Training

This is an essential area of training that we take very seriously. We require all food handlers to complete Level 2 food hygiene training before they start work. Catering and Operational Managers must also complete our Food Safety for Managers training module. Employees will also receive instruction in our Food Safety Management System commensurate with their work activity.

Food Allergens and Special Diets

We require all employees preparing and serving food to complete our food allergens and Natasha's Law training modules before starting work. In addition, employees are instructed in our special diets policies and procedures.

Health and Safety

The health, safety and wellbeing of our employees is of the highest priority. All new starters will complete Level 2 Health and Safety training before starting work. Employees will also receive an induction in our Health and Safety Management system commensurate with their work activity.

COSHH Training

The safe handling and use of cleaning chemicals is vital. Employees will complete our COSHH (Control of Substances Hazardous to Health) training module before starting work. This module is developed and supplied by our approved supplier of cleaning chemicals.



Skills-Based Training

Ensuring our employees have the practical skills and knowledge to prepare and present fresh food and new menu items in line with our brand standards, we provide off the job training in our dedicated Centres of Excellence and cooking schools. Training is provided by our team of highly qualified and skilled Development Chefs.

Apprentice Scheme /NVQ Training

Pabulum actively supports the Apprenticeship scheme / NVQs for both our education and business and industry units across Southern England.

The apprenticeship to be completed is decided between the training provider 'HIT Training' and the individual, depending upon the role that they fulfil.

Each scheme consists of a range of compulsory and elective components and takes between 9 and 15 months to complete. The training is provided on the client's premises so as not to disrupt any operations or service.

Refresher Training

Pabulum recognises the importance of providing regular refresher training to keep safety at the forefront of our employees' minds. We do this in two ways:

1. Refresher training in our statutory safety modules is provided at set periods based on good industry practice.
2. In-house training materials have been produced to provide refresher training within our Food and Health & Safety procedures. to keep safety at the forefront of our employees' minds. This includes a combination of safety notices, meetings, and toolbox talks.

Training in accordance with these schemes is used as a basis to determine competence to carry out specific duties and tasks. Pabulum is committed to continuing to develop those who have already achieved such qualifications through refresher training and further ongoing training and to continue to train new employees to the same standards in the future.

Whether it's Food Safety, COSHH, Management Development, Health & Safety, or IT training; we are committed to providing all colleagues with the tools and techniques needed to make them confident in their job role and passionate about Pabulum.

Nelson Williams
Managing Director

(This policy will be reviewed in May 2024)

