

A Special Issue on Food Safety & Hygiene



Food Safety - National Acts, Standards & Regulations CMD



Dr. Sundar Kataria

International Certification Services is provider of “**TOTAL QUALITY SOLUTION**” under the certification scheme also covers Food Safety Management System, ISO 22001. Certification program recognized and widely accepted globally by the manufacturers, suppliers, specifiers and service providers.

Food processing and production today is facing far higher demands than ever before. On the other hand consumers want maximum transparency. They want to know where the food comes from, source, how it was produced and processed and how it is safe to consume, safety, quality, sustainability and ethics have been ensured. Simultaneously food

industry has the responsibility of providing wholesaler, retailers, agents / brokers, consumers and other business partners that it has taken necessary measures to fulfill its duty of utmost care during production and processing of entire food chain. It also shares responsibility for reputation of their brands to ensure food safety.

Food Safety Management System: The Food Safety Standard Act, 2006

An act to consolidate the Indian laws relating to food and to establish the Food Safety and Standards for articles of food and regulate their manufacture, storage, distribution, sales and wholesome food for human consumption. The Food Safety and Standards Regulation amended on 5th May 2011.

Food Safety and Standards Authority of India, FSSAI: The Food Safety and Standards of India is a statutory body under the administration of the Ministry of Health and Family Welfare Government of India founded in 5th Sept 2008.



FSSAI recently orders spices brands to halt sales after failing lab tests. FSSAI tested over 4000 spices samples of this reports of 2000 samples have been received out of which 100 samples failed due to excessive pesticide residue levels. FSSAI have asked to stop the sale of certain batches of their products after receiving adverse lab reports.

FSSAI calls for strict compliance of food safety protocols after alarming contamination report from dead rats hidden in chocolate syrup bottles to frog lurking in water packets, these revolving findings have ignited public outrage and cast a harsh spotlights on significant lapses in food safety and quality control.

FOOD SAFETY & HYGIENE ISSUES:

Recently India has been rocked by services of shocking discoveries in its food products, June 2024 alone witnessed a very disturbing surge of incidents whereas consumers uncovered horrifying foreign objects. In the past also many such cases reported like worms in chocolate bars, and ready to eat noodles etc. of reputed international brands.

Therefore FSSAI emphasis the rigorous measures currently in place, including the standard operating procedures (SOP) for FSMS and through HACCP, Hazards and Critical Control Point, checks covering CCP, Critical Control Point, OPRP, Operational Pre-requisite program and PRP, Pre-requisite program by effective controls and monitoring. Additionally food samples taken randomly from market are tested by FSSAI inspectors at NABL – accredited laboratories to ensure safe food integrity. The strict testing and inspection requirements to have a qualified and experience food safety officer in the organization.



Certification of FSMS ISO 22001:2018 and HACCP by third party assure that the organization has a Food Safety Management System in place in effective and continual improvement to produce and process safe and hygiene food.

APEDA: Agricultural and Processed Food Products Export Development Authority was founded on 13th Feb 1986 by the Government of India. The APEDA has been serving the agri-export community in order to reach out to the exporters in different parts of the country. The APEDA has been entrusted with the responsibility of export promotion and development of following scheduled food products.

- Fruits, Vegetables and their products
- Meat and meat products
- Poultry and poultry products
- Dairy products
- Confectionary, biscuits and bakery products
- Honey, jaggery and sugar products
- Cocoa and its products, chocolates of all kinds.
- Alcoholic and non-alcoholic beverages
- Cereal and cereal products
- Groundnuts, peanuts and walnuts
- Pickles, Papad and chutneys
- Guar gum
- Floriculture and its products
- Herbals and medicinal plants
- De-oiled rice bars
- Green paper in brine
- Cashew nuts and its products
- Basmati rice etc.



Food Safety Acts and Standards (International & National), for Food Safety & Hygiene, applicable for our nation.

BIS standards: In order to safeguard consumers health, BIS certification has been made mandatory for specific food products. This certificate is granted by BIS under the guidance and supervision of Government of India. It ensures the food products meet the required standards and adhere to the necessary regulations.

- The BIS conformity assessment scheme assesses the products conformity to relevant Indian Standards (IS) through third party laboratory testing and / or testing with manufacturing premises. All such products are certified under the BIS product certification scheme, can use the BIS standard mark IS and Agmark.
- BIS has laid down various food standards requirements for Food & Beverages such as moisture content, protein content, total ash, acid insoluble ash, crude fibre content, alcoholic acidity to ensure a good and safe quality of various food products.

FSMS, the ISO 22001:2018. Food Safety Management System has been widely used all over the world by the food manufacturing and service industries. The ISO 22001:2018, FSMS is based on:

- Risk & Opportunity (HACCP)
- Continual Improvement – PDCA
- Process Approach
- Based on 7 management principles

FSSC 22000: Global Food Safety Standard: FSSC 22000 is a food safety certification program, applicable to the whole supply chain (from Farm to Fork) based on the existing ISO 22000 International Standard complemented by technical standard such as TS 22002-1, for food manufacturing and ISO-TS 22002-4 for packaging manufacturing. These standards are consistent with other ISO management system standards, such as ISO 9001 and ISO 14001.

ISO / IEC 17065:2012 requirements for the product, process and services for the Food Industry.

ISO / IEC 17067: 2013 guide is available as guidance documents for the product certification scheme in both regulatory and voluntary contexts.

US FDA Guidelines, Codex Alimentarius Commission

The codex alimentarius commission develops and adopts food standards that serve as a reference and guidelines for international food trade. To protect consumer's health, ensure four factors for international food trade, it also coordinate all food standards work done by international governmental and non-governmental organization. Codex-CAG is body responsible for all matters regarding the implementation of the Joint FAO / WHO Food. The Codex Alimentarius Commission was established in May 1963, it is jointly managed by WHO, World Health Organization. India is also a member since 1964 among 189 member's countries.

Codex standard covers all the main foods, whether processed, semi-processed or raw. Codex provisions concern the food hygiene and nutritional quality of food, including microbiology norms, food additives, pesticides and veterinary drug residues, contaminants, labeling and preservation and methods of sampling including risk analysis.



Mr. Omprakash Jiandani

Basic Food Safety and Hygiene Station Manager

Common food hazards

Three main types of food hazard that can contaminate food and cause injury or illness:

Physical - Occurs at any stage of food production. Personal hygiene, hair on the food, handling, string, equipment, packaging, broken glass, foreign body, pests.

Chemical - Perfumes, detergents, cleaning, washing up, pesticides, chemicals used in agriculture and farming methods.

Biological / Micro-organism spoilage – Yeasts, moulds, viruses, bacteria, Parasites, fungus

Physical contamination:

Foreign Bodies Landing In Food:

- Bolts, wire - lost in food from equipment in manufacture and production.
- Cardboard, string and staples - landing in food on opening packaging.
- Earrings, false nails - leave off jewellery and nails, etc when preparing food.
- Sweet papers, cigarette ends - do not smoke or eat when preparing food.
- Glass and china - discard any food from
- Broken or chipped containers.
- Cat and dog hairs - keep animals out of the kitchen
- Vegetable stalks - care needed in food preparation



Chemical contamination

- Care needed when washing up etc. So that cleaning agents don't end up in food.
- Also, equipment needs to be thoroughly dried so that no traces of cleaning agent are left on it, which may end up in food.
- Work surfaces need to be carefully
- cleaned to remove any traces of detergent, which could land in food.
- Fruit and vegetables need to be thoroughly cleaned to remove traces of pesticides and fertilizers

Biological hazards;

Cause food poisoning or food-borne illnesses or food spoilage. There are 4 types: moulds, yeasts, viruses and bacteria. They are called micro-organisms.

- **Moulds** – tiny plants or fungi, grow on surface of food. They produce spores, they are generally harmless but some can produce MYCOTOXINS which can be dangerous.
- **Yeasts** - these do not cause food poisoning, but can be capable of spoiling food. Have beneficial effects however - bread, beer.
- **Viruses** - they can cause disease as they destroy living cells. They are carried by human beings and animals. A virus can be passed to food by an infected food handler.
- **Bacteria** - single celled and found in water, air, soil and people. Some are essential in food production - helpful bacteria are used in production of yogurt, actimel, etc

a) Spoilage bacteria - these bacteria can affect the quality of a food product. Signs of spoilage in food are evident. Can be assessed using our senses to find out any changes in smell, taste, texture or appearance.

b) Pathogenic bacteria (harmful) - can spread very easily and cause food poisoning. There may be no evidence of spoilage on the food itself. Food poisoning is very common, causing many thousands of reported cases each year.

- **Pathogenic bacteria include:** Salmonella, Campylobacter, Listeria, E-Coli, and Staphylococcus Aureus. Sources of pathogenic bacteria: raw foods, people, pests, Animals, air and dust, water, soil and food waste. There are no visible signs of poisoning in food; can't be assessed by using our senses.
- **Helpful bacteria** – these are used to make beer, cheese, yoghurt, ferment meat for salami

The ideal conditions for bacterial growth are:

- **Time** - under the right conditions bacteria can double every 10 to 20 minutes.
- **Moisture** - this is why it is important to make sure surfaces are dry. That's why the sink area of the kitchen often has the highest levels of bacteria.
- **Warmth** - when the temperature is between 8 to 63OC bacteria will multiply rapidly – this is known as the danger zone
- **Food** - bacteria needs food to be able to multiply, it prefers protein rich foods but can survive on dirt or a tiny drop of blood.
- **Symptoms of food poisoning include:**
 - Nausea
 - Vomiting
 - Stomach pains
 - Diarrhoea.

In severe cases, food poisoning can even cause death. Bacterial contamination is the most common cause of food poisoning.

- **Allergens:** Allergies cause a specific reaction in certain people and include:

tingling and swelling around the mouth, nose and throat, difficulty breathing, rashes, vomiting, diarrhoea, cramps; may ended with death.

We should label our foods if they contain the above allergens because the reaction for those who are allergic to the allergen can be life threatening.

- ✓ Peanuts
- ✓ Nuts / Tree Nuts
- ✓ Dairy Products
- ✓ Eggs
- ✓ Fish
- ✓ Gluten
- ✓ Sesame Seeds
- ✓ Celery
- ✓ Mustard
- ✓ Sulphur Dioxide
- ✓ Shellfish

People most at risk:

- Very young people
- Elderly people
- Pregnant women and unborn babies
- People who are ill or recovering from illness



A at greater risk are those people who:

- Have immune systems which are not working well
- Cannot “fight” illness

B at greater risk are those people who:

- Have immune systems which are not working well
- Cannot “fight” illness basic Food Safety and Training

Cross Contamination

Contamination is the presence of any objectionable or harmful pathogenic micro-organisms in the food making it unsafe for the consumer. Contamination can occur at any time in food preparation or service.

Cross Contamination is the transfer of harmful bacteria from one place to another by someone or something.

This spread or transfer could be:

- direct = raw meat touching cooked
- indirect = from a knife, cutting board
- by dripping = blood drip



Preventing cross-contamination

- Keep raw and ready-to-eat foods apart
- Do not use the same knives and boards for preparing raw and ready-to-eat foods
- Wash your hands and clean food-contact surfaces each time you finish a task
- Use disposable cloths/paper roll for cleaning tasks, when possible
- Keep all foods covered at all times
- Use the colour - coded system
- Pests must be controlled as they can contaminate food, spread disease and damage premises

Everyone is responsible! hygiene

Food Handler has a duty to make sure it is safe and does not cause the customer harm.

Your legal requirements are:

- keep yourself and workplace clean
- protect food from contamination or anything that could cause harm
- follow good personal hygiene practices – e.g. hand washing
- wear appropriate protective clothing
- tell your employer if you are suffering from or are a carrier of a food-borne illness

Handwashing

When to wash Hands?

Before:

- Before you start work or preparing food
- Before touching ready to eat or high risk food
- Before eating

After :

- After every break
- After eating, drinking and smoking
- After you handle raw food or waste
- After you use the toilet
- After you clean surfaces or equipment
- After you cough, sneeze or blow your nose
- After touching hair or face



Hand washing is one of the most important actions you can take to help prevent contamination and food poisoning and food borne illness

Personal Hygiene

In order to reduce the risk of food poisoning, food handlers,

- Keep themselves clean
- Wash hands at all the time
- Wear clean protective clothing

Protective clothing include: overall / apron, hair net, beard snood and gloves

Remember, the protective clothing is worn to prevent bacteria from your clothes contaminating the food rather than to keep your clothes clean!

- Tie up long hair
- Keep nails short and clean

whether in their own home or a place of work, should be particularly careful with their own personal hygiene.

Reporting Illness/ Fitness to Work

You must not work with food if you have food poisoning or any other illness with similar symptoms, as you may contaminate food- if you have a virus this could be passed to food also.

Report to your Manager or Human Resources Office in the following cases:

- Vomiting or diarrhoea
- Food borne illnesses, typhoid
- Nausea
- Ear, eye, nose discharges
- Septic cuts or weeping skin infections
- Any other communicable diseases

Cleaning

The aim of cleaning:

- Protect food from microbial contamination.
- Reduce opportunities for bacterial multiplication.
- Protect food from physical and chemical contamination.
- Avoid attracting pests.
- Maintain a safe environment.
- Create a good impression to customers.
- Carry out legal obligations to keep food safe.

Cleaning is the process of making something free from dirt, grease and contamination.



Segregate, Separate & Store

- First In First Out
- First Expiry First Out
- Segregate washed and unwashed
- Separate Raw and Cooked Food
- Ready to eat food must be kept above the raw food
- Keep food covered, make sure lid is closed
- Keep food equipment in good condition and sanitize before using
- Sanitize the probe thermometer before and after use
- Do not keep carton boxes in food area
- Keep small bin clean and lined with a bag, empty when full
- Tie bag securely and no bags are left on the floor
- Label the Food - Production, Expiry and Defrosting Start Dates.
- Do Not Serve the Food Past Shelf Life

Pest Control

Pests are living creature that lives on or in human food, causing damage or contamination, or both.

It is important to prevent an infestation of food pests because they can transmit diseases, contaminate foods (bodies, hair, faces, urine, etc), damage the structure of premises and equipment. Also, pest infestations can lead to businesses being taken to court, fines and possible closure of business.

Common Food Pest:

- Rats
- Mice
- Cockroaches
- Birds
- Ants
- Flies
- Insects

They might also include animals that scavenge from food businesses, e.g., squirrels and foxes.

Pest Signs:

- Live or dead bodies e.g. larvae, pupae
- Droppings, nests and webbing
- Eggs, feathers and fur
- Damage including bite marks, holes in boxes, gnawed pipes, cables, fittings, etc
- Spillage adjacent to sacks of food
- Unusual smells
- Scratching, pecking or gnawing sounds
- Paw or claw prints
- Smears and rat runs
- The loss of small amounts of food



Certification of the Food Safety Management System (FSMS) Asst. Vice President



Mr. Yogesh Chandekar

Certification of the food safety management system (FSMS) of an organization is one means of providing assurance that the organization has implemented a system for the management of food safety in line with its policy and the internationally accepted principles of food safety. Certification of FSMS is a third-party conformity assessment activity and bodies performing this activity are third-party conformity assessment bodies. The latest edition of ISO 22003-1 for the Requirements for bodies providing audit and certification of food safety management systems is released in year 2022 replacing ISO 22003:2013.



Below are the major changes between between ISO/TS 22003:2013 and ISO 22003-1:2022 include -

- New HACCP study definition and definition of certification functions within certification body.
- Requirement for certification body to evaluate food safety knowledge of auditor and audit team competence
- Changes to food subcategories and clusters (Scope of certification)
 - Addition of B III - Pre-processing handling of plant products
 - Addition of CO - Animal Primary conversion
 - Separation of clusters for categories H, I and J
 - Removal of subcategories D and G
- Inclusion of references to multi-site and integrated management systems
- Adjustment to the minimum onsite audit days & full-time equivalent (FTE) employees considerations
- Changes to audit time calculations
- Requirements for defining scope of certification

The certification body may use ISO 22003-1:2022 for all initial clients after accreditation for ISO 22003-1:2022. For existing certified clients: As requirements for multisite sampling and audit time determination have changed in the 2022 edition, it is acceptable that the contract between the Certification Body and the client is revised to follow new requirements.

The revision must be completed to allow certification bodies sufficient time to implement all changes necessary by no later than 31 December 2024. Implementation must ensure that by 30 June 2025 all clients have been audited in accordance with the revised requirements, as an example any sites that are no longer eligible for sampling have been audited.



Ms. Supriya Jadhav

Food Hygiene Deputy Manager

About Food Hygiene

Food hygiene is the preservation and preparation of foods in a manner that ensures the food is safe for human consumption. Food Hygiene is the conditions and practices that preserve the quality of food to prevent contamination and foodborne illnesses. Properly handling and preparing food greatly reduces the risks of getting foodborne illnesses. Food hygiene is set of basic principles employed by the food operators at all stages of food handling to ensure that food is safe to consume and is of good keeping quality. In other words it is conditions and measures necessary to maintain safety and security of food at all the stages of food chain. Food hygiene is the process of properly chilling, cooking, cleaning food and avoiding cross-contamination to prevent the spread of bacteria in food. It is useful for preventing food poisoning..

Basics in Food Hygiene and Safety

Nowadays, we are used to hear and read news headlines about outbreaks of foodborne disease. Examples of foodborne outbreaks that happened only in the last years include E. coli infections linked to ground beef and ready-to-eat chicken salad, Listeriosis linked to dairy products, Salmonella infections linked to cucumbers, Hepatitis A linked to frozen berries, etc. Among all types of foods, the most common food source of fatal infections is meat and poultry. In brief, food hazards can be found in all types of food, and they can be introduced at any stage of the food chain, from primary producers through to final consumption.

Codex Alimentarius defines food hygiene as “all conditions and measures necessary to ensure the safety and suitability of food at all stages of the food chain,” and food safety as “assurance that food will not cause harm to the consumer when it is prepared and/or eaten according to its intended use.”

Sometimes, even the large companies fail to comply with even the most basic food safety practices so their products result to being unsafe. In most cases these breaches may have serious impact in consumers' health.

In order to identify hazards and control them before they threaten the safety of food and the health of customers, food businesses implement food safety management systems based on the principles of HACCP (Hazard Analysis and Critical Control Points). However, there are three basic principles which prevent introduction of food safety hazards in food.

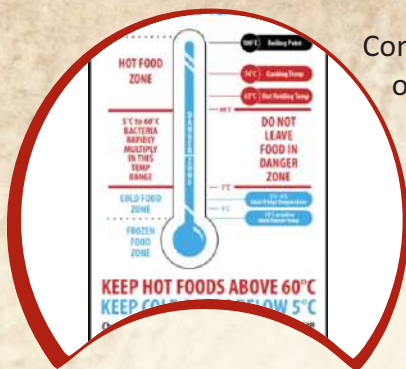
Personal hygiene

In both, industrial and domestic food preparation, maintaining good personal hygiene while handling food is very important to prevent foodborne illness. Not necessarily only ill personnel can pose threat to food safety, everyone involved in preparation of food can be a source of contamination. Thus, food handlers should perceive the highest possible standards of personal hygiene to make sure that food does not become contaminated by food safety hazards.

The followings are some general good hygienic practices that everyone preparing food should consider.

1. Hands should be washed regularly and effectively with clean water and soap, especially before and after preparing food, before and after using kitchen utensils, after going to the toilet and after handling raw food, waste or chemicals.
2. Sneezing or coughing into hands or touching hair, nose or mouth while handling food should be avoided. In cases when these actions cannot be avoided hands should be washed.
3. Avoid unsanitary habits such as eating, drinking, chewing and smoking while working with food.
4. Personnel working in food handling areas should wear suitable, clean and, where necessary, protective clothing such as hair restrains, gloves, apron, etc.

Time and Temperature Control



Control of time and temperature plays a critical role in food safety, as well as in prevention of a foodborne illness. Time and temperature control is important for processes such as cooking, hot holding, reheating, cooling, freezing and thawing of foods.

Microorganisms, in particular bacteria are capable of growing over a wide range of temperatures and are usually classified according to the temperature at which they grow; such as psychrophiles, mesophiles and thermophiles. Most of pathogenic microorganisms are mesophilic and have an optimum temperature for growth of about 37°C (human body temperature). When conditions are favorable, some bacteria divide and double their cell number in every 20 minutes, thus one bacterial

cell may increase to 16 million cells in 8 hours.

The way the food is cooked is as important as the way it is prepared and stored. The temperature range, in which pathogens can grow, between 4°C and 60°C, is commonly referred to as the 'danger zone.' The best practice is to consume food immediately after cooking, however if it is not possible, the amount of time food spends in the danger zone must be minimized, and must not spend more than 6 hours total between 60°C and 4°C. To prevent time-temperature abuse the following combinations can be used as a reference:

1. Keep hot food at 60°C or higher
2. Cool food from 60°C to 20°C in 2 hours or less
3. Cool food from 20°C to 4°C in 4 hours or less
4. Keep cold food at 5°C or lower
5. Keep frozen food frozen, at -18°C and lower
6. Thaw food in a refrigerator at 4°C or lower

Cross-Contamination Prevention

Cross-contamination is the physical transfer of food safety hazards from a contaminated surface to one that is not contaminated. These hazards include all biological, physical or chemical agents in food that are likely to cause illness or injury after the contaminated food is consumed. Food can be contaminated directly or indirectly, from people, work surfaces or equipment, and other foods. Thus, preventing cross-contamination is one of the key factors in preventing foodborne illness.

There are three main routes through which cross-contamination can occur:

1. "People to food contamination" is the most common way of food cross-contamination, and it occurs when people working with food do not carefully follow good hygiene practices. Untrained and unaware employees are the main source of cross contamination. For this reason, training employees on good personal hygiene practices and monitoring them on adequate hand washing, hand care, correct glove use, etc., can help spreading hazards and prevent the cross contamination of food.

2. "Food to food contamination" involves the transfer of microorganisms directly from other foods. It is especially dangerous if raw foods come into contact with cooked or ready-to-eat foods. Hence, storing foods properly by keeping all foods covered and separating ready-to-eat foods from unwashed or raw foods is the best way to prevent this type of contamination.

3. “Equipment to food contamination” occurs when working surfaces and equipment are not properly washed and sanitized between each use. Thus, washing and sanitizing all food contact surfaces, including cutting boards, dishes, counter tops and other utensils, etc., will help preventing this type of contamination.

Personnel hygiene, time and temperature control, and cross-contamination prevention, are only three important issues that help food businesses prevent risks and keep food safe. However, an effective food safety management system incorporates standard operating procedures for personal hygiene, time/temperature control and cross contamination prevention throughout the flow of the food.

ICS (International Certification Services) is a certification body for persons for a wide range of professional standards. Among other international standards, it offers also ISO 22000 certification and training services for professionals wanting to gain a comprehensive knowledge of the main processes of an FSMS wanting to prepare and to support an organization in the implementation of an FSMS, auditors wanting to perform and lead FSMS certification audits, and staff involved in the implementation of the ISO 22000 standard.

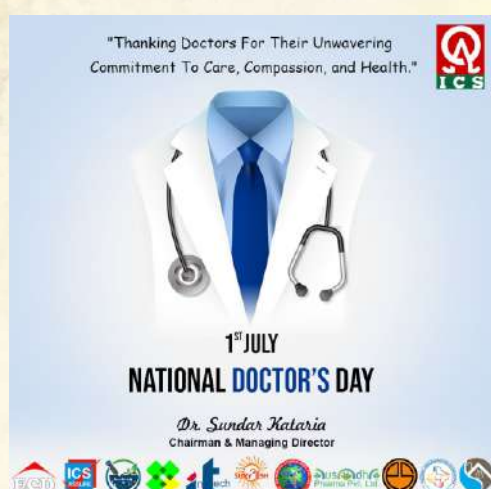
ISO 22000 and Food Safety Certification & Trainings offered by ICS:



Training Calendar- July-2024

Course Title	Start Date	End Date	Fees	Duration	Class Type
LA	01st July2024	06th July2024	INR 17,000+ 18% GST	10am to 5.00pm	Online
IQA	08st July2024	09st July2024	INR 7,000+18% GST	10am to 5.00pm	Online
LA ISO 19443	15th July2024	19th July2024	INR 12,500 + 18% GST	10am to 5.00pm	Online
IA 13485	22nd July2024	23nd July2024	INR 7,000 + 18% GST	10am to 5.00pm	Online

ICS Festival Greeting



Nepal Get Together



Nepal Get Together



ICS Birthday Celebration



Horoscope Month of July - 2024



Aries

This month is about harnessing the power of collaboration and using your social connections to achieve your goals. Don't shy away from expressing your bold ideas, but be flexible and adaptable to integrate other's contributions. Opportunities for joint ventures, investments, or even lucrative freelance work can arise through unexpected connections. Focus on quality time with your loved ones, plan exciting outings, and engage in activities that strengthen your bond.



Taurus

This is a potent month to set ambitious goals, take the initiative, and showcase your talents. Expect recognition and potential leadership opportunities. Money matters might feel like a roller coaster. Unexpected expenses could crop up but don't fret. Family ties strengthen as you prioritise quality time. Support loved ones, but don't neglect your own needs. While your overall health appears fine, fatigue and stress might creep in. Prioritise sleep and healthy eating.



Gemini

It's a month for introspection, reevaluation, and potentially shedding old skin to emerge stronger. You might uncover hidden talents or be drawn to challenging, high-stakes projects. Don't shy away from delving into the complex or pursuing unconventional paths. Financial matters might require scrutiny and wise investments. Be cautious of risky ventures and sudden spending urges. This is also an excellent time to explore alternative healing modalities or address lingering emotional issues.



Cancer

It's a month for introspection, reevaluation, and potentially shedding old skin to emerge stronger. You might uncover hidden talents or be drawn to challenging, high-stakes projects. Don't shy away from delving into the complex or pursuing unconventional paths. Financial matters might require scrutiny and wise investments. Be cautious of risky ventures and sudden spending urges. This is also an excellent time to explore alternative healing modalities or address lingering emotional issues.



Leo

Buckle up for a dynamic month filled with collaboration, opportunities, and personal growth. Polish your social skills and leverage your connections. Be open to unexpected opportunities that could lead to financial gains. Remember, teamwork makes the dream work. Don't be afraid to express your affections boldly. Family ties strengthen as you prioritise quality time. But be mindful of potential power struggles within the family dynamics, and approach situations sympathetically..



Virgo

This month encourages you to be diligent and meticulous. You'll shine in roles demanding precision and organisation. Take initiative, offer solutions, and showcase your expertise. Negotiate raises confidently, explore freelance options, or invest in skill development. Romance might take a backseat to shared responsibilities or acts of kindness. However, don't neglect affection – a thoughtful gesture or a helping hand can speak volumes. Consider preventative health measures like checkups.

Horoscope Month of July - 2024



Libra

Family ties deepen this month. Expect heart-warming gatherings and meaningful conversations. Offer support to loved ones in need, and don't shy away from expressing your emotions. At work, your communication skills will be razor-sharp, making presentations and negotiations flow effortlessly. Financial gains are possible, but be mindful of overindulging in your newfound pleasure-seeking tendencies. Attend social gatherings and indulge in flirtatious banter, but don't confuse fleeting flings with genuine connections.



Scorpio

While career pursuits may take a backseat this month, focusing on your inner world can profoundly impact your overall well-being and future direction. At work, maintain professionalism and focus on completing ongoing tasks diligently. Relationships with parents, siblings, or housemates could require your attention. If single, you might encounter someone special through family gatherings or social events within your close circle. Prioritise saving and creating a secure financial foundation.



Sagittarius

Your mind will buzz with ideas this month, and you'll have a strong urge to express yourself and connect with others. This is a great time to learn new skills and embark on new projects. This is an excellent time to market yourself or your business, as your communication skills are sharp. However, be mindful of not over promising or appearing scattered. However, with so much mental energy, finding healthy outlets and avoiding burnout is important. Singles might find romance through online connections..



Capricorn

This is an auspicious month for career growth. A promotion, raise, or recognition for your hard work could be on the horizon. Don't shy away from expressing your ideas and taking initiative. Network strategically, and be bold in pursuing your goals. Singles, your focus might be on building your career and finances first, leaving romance on the back burner. Those committed should express appreciation to their partner and spend quality time together.



Aquarius

The planets are aligning for professional growth this month. You'll exude confidence and decisiveness, attracting recognition and opportunities. You might receive unexpected gains or secure lucrative deals. However, avoid impulsive spending and prioritise long-term investments over fleeting luxuries. Be open to unexpected connections, but don't rush into anything serious. Offer support, be present for your loved ones, and respect their individuality.



Pisces

This is a month for emotional healing and strengthening family bonds. Forgive past hurts and nurture your loved ones with compassion and understanding. Singles might encounter someone special through spiritual connections. You might succeed in research, writing, or any field requiring solitude and focus. Trust your intuition when making career decisions; don't be afraid to explore unconventional paths.



Birthday's Month of July - 2024...



Sr. No.	Emp. Name	Station	Emp. Dob
1	Afzal Hasan Ziaul Hasan Ansari	Mumbai-CO	01-July
2	Hari Shankar Sunhari Lal	ICS-IGL New Delhi	01-July
3	Harishchandra Yadav	ICS-VENDOR	01-July
4	Mohammad Irfan	ICS-ONGC-Uran	01-July
5	Munish Kumar	ICS-IGL New Delhi	01-July
6	Palash Paul	ICS-ONGC Tripura	02-July
7	Kamlesh Kumar Mishra	ICS-ONGC-ASSAM	02-July
8	Asheesh Kumar	ICS-IGL New Delhi	03-July
9	Mohd Anas .	ICS-Reliance Ro Project	03-July
10	Avinash Ray	ICS-Bride and Roof	04-July
11	Sumit Suresh Chavan	ICS-MNGL-Pune	04-July
12	Tej Bahadur Rao	ICS-IGL New Delhi	05-July
13	Awdhesh Tiwari	Mumbai-ECD	05-July
14	Mohd Abid .	ICS-IOCL Haldia Shutdown	05-July
15	Dinesh Kumar	ICS-IGL New Delhi	05-July
16	Radhe Shyam .	Training centre	05-July
17	Rahul Kumar Pandey	ECD-Gail Survey	05-July
18	Saurav Kumar	ICS-Reliance Ro Project	05-July
19	Neetu Pandey	Indore	06-July
20	Ashfaq Alam	ICST- Training Centre	07-July
21	G.Kranthi kumar	ICS-ONGC-Ankleshwar	07-July
22	Sanjay Dulgaj	ICS-Assure - Motor OD	07-July
23	Vipin Kumar	ICS-ONGC-Ankleshwar	07-July
24	Saumil Chauhan	ICS-ONGC-Mehsana	08-July
25	Sheela Sundar Kataria	Directors	10-July
26	Parmesh A. Yadav	Mumbai-IT	10-July
27	Pawan Kumar Singh	ICS-ONGC-MUMBAI-CIVIL RO	10-July
28	Nagsen Gautam	Ausadha	10-July
29	Gaurav Agrawal	Ludhiana	10-July
30	Amarnath	ICS-IGL New Delhi	10-July
31	Bhishm Yadav	ICS-Reliance Ro Project	10-July
32	Anuj Kumar	New Delhi	11-July
33	Sonu Kumar Yadav	ECD-IOCL	11-July
34	Shantanu Sumant Junghare	ICS-MNGL-Pune	11-July
35	Pradeep Mandal	ICS-ONGC-Ankleshwar	12-July
36	Sandeep Kumar	ICS-IGL New Delhi	12-July
37	Sayali Sayaji Bhosale	Pune	13-July
38	Victor Majumder	ICS-ONGC Tripura	13-July
39	Rajaraja Cholan	ICS-ONGC-Cauvery Asset	13-July



Birthday's Month of July - 2024...



Sr. No.	Emp. Name	Station	Emp. Dob
40	Tanveer Shaikh	ICS-ONGC-WADU	14-July
41	Aaditya Prasad	ECD-IOCL	15-July
42	Harikesh Yadav	ECD-HPCL-MDPL-COATING & INTEGRITY SURVEY	15-July
43	Raishahemad Saiyad	ICS-Reliance Ro Project	15-July
44	Krushna Chandra Nayak	ICS-ONGC-Uran	16-July
45	Nileshkumar Patel	ICS-ONGC-Ankleshwar	16-July
46	Nitin .	ECD-BPCL BINA & KOTA	16-July
47	Satish Kumar Raval	ICS-ONGC-WADU	16-July
48	Rajesh Patel	Vapi	17-July
49	Ketan Patidar	ICS-ONGC-WADU	18-July
50	Mohd rameez Imran -	ICS-Hindustan Copper Ltd	18-July
51	Saurov Debsarkar	ICS-ONGC Tripura	18-July
52	Ajay Singh Parihar	ICS-MP Agro	18-July
53	Ramajendra Lamalan Fernandez	ICS-Dubai	19-July
54	Rohit Sharde	ICS-ONGC-WADU	20-July
55	Balbindar Yadav	ECD-Gail Survey	20-July
56	Hirenkumar Patel	ICS-ONGC-Mehsana-CS	20-July
57	Bipendrasingh Bhadauriya	ICS-ONGC-WADU	21-July
58	Anmol Mishra	ICS-Reliance Ro Project	21-July
59	Kajal Premsing Deore	Nasik	21-July
60	Narendra Kumar	New Delhi	21-July
61	Faizan Khan	ICS-IGL New Delhi	22-July
62	Suraj Prakash Matondkar	ICS-Assure - Reconstruction	22-July
63	Shashank Deshmukh	Mumbai-CertCell	23-July
64	Subhas bhattacharjee	ICS-Hindustan Copper Ltd	23-July
65	Sumukh Pathak	ICS-Assure - Forensic	23-July
66	Sameer Patil	ICS-MNGL-Pune	23-July
67	Rohit Jadhav	Ausadha	23-July
68	Mugesh Asaithambi	ICS-ONGC-Cauvery Asset	26-July
69	Niravkumar Patel	ICS-ONGC-WADU	26-July
70	Sathish Kumar M.	ICS-ONGC-Cauvery Asset	27-July
71	Mustakim Shaikh	ICS-ONGC-WADU	28-July
72	Md Sahil .	ECD-Gail Survey	28-July
73	Satish Siddeswar Loni	ICS-VENDOR	28-July
74	Nasirkhan Sindhi	ICS-ONGC-Mehsana	29-July
75	Nilesh Vishwakarma	ICS-ONGC-Ankleshwar	29-July
76	MD EJAZ ANSARI	ICS-IOCL Bongaigaon Shutdown	30-July
77	RAJESHWARI MAURYA	Ausadha	30-July
78	Ramkumar	ICS-ONGC Tripura	30-July
79	Asadullah Khan	ECD Sales	31-July



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