

EMPLOYEE HEALTH MANAGER'S RESPONSIBILITIES

Some illnesses can be easily passed from an ill food worker to a customer through food. These illnesses are called foodborne illnesses. In order to reduce the risk of foodborne illness for customers and co-workers, employees and managers must be held to strict standards regarding their health.

Managers and those in charge of a public food service establishment are required to monitor the health of their employees in order to help prevent the spread of foodborne illnesses. Managers must know the proper actions to take to protect their customers once notified by an employee or by recognizing symptoms through routine employee monitoring.

The person in charge shall ensure that employees (and applicants offered employment) are informed in a verifiable manner of their responsibility to report to the person in charge information about their health and activities as they relate to diseases transmissible through food.

This reporting requirement is in compliance with the Americans with Disabilities Act of 1990 (ADA). Under the ADA, the Centers for Disease Control and Prevention (CDC) is required to publish a list of infectious and communicable diseases. The ADA has special rules for food workers who have diseases on the CDC list that can be passed along through food.

REPORT TO THE HEALTH DEPARTMENT

If an employee is diagnosed with one of the following illnesses or experiences the following symptom, **notify** the State Department of Health or local County Health Department.

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| ▪ Hepatitis A | ▪ Salmonella Typhi (typhoid fever) | ▪ Jaundice |
| ▪ Shigella | ▪ Shiga toxin-producing E. coli | |
| ▪ Norovirus | ▪ Nontyphoidal Salmonella | |

EXCLUDE = NOT PRESENT

If an employee exhibits the following symptoms or is diagnosed with the following illnesses, **exclude** the employee. This means the employee may not work at the food service establishment in any capacity until either the employee provides a doctor's note clearing them to work as a food employee or approval is granted from the Department of Health.

Food employees symptomatic with vomiting or diarrhea must be excluded unless the symptoms are from a noninfectious condition such as Crohn's disease, irritable bowel syndrome or ulcerative colitis. Employees excluded for vomiting or diarrhea may return to work after at least 24 hours without symptoms or by providing medical documentation clearing them to work as a food employee.

Highly Susceptible Populations (HSP) are more likely to experience foodborne illnesses because they are immunocompromised, children or older adults who obtain food at a facility that provides custodial care, health care or assisted living.

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| ▪ Hepatitis A | ▪ Norovirus (serving a HSP) |
| ▪ Salmonella Typhi (typhoid fever) | ▪ Shigella (serving a HSP) |
| ▪ Jaundice (appeared within the last 7 days) | ▪ Shiga toxin-producing E. coli (serving a HSP) |
| ▪ Vomiting | ▪ Sore throat with fever (serving a HSP) |
| ▪ Diarrhea | |

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RESTRICT = LIMIT DUTIES

For the following symptoms and illnesses **restrict** the employee – which means the employee may not work with food, clean equipment, utensils, linens, or unwrapped single-service items until approval is granted from the Department of Health and/or the employee provides a doctor's note clearing them to work as a food employee.

- **Sore throat with fever** (not serving a HSP)
- **Asymptomatic infection from Norovirus, Shigella or E. coli** (not serving a HSP)
- **Asymptomatic diagnosed with Nontyphoidal Salmonella**
- **Exposed to Norovirus, Shigella, E. Coli, Salmonella Typhi or Hepatitis A** (serving a HSP)
- **Lesion containing pus or an open/draining infected wound on the hand or wrist or on exposed portions of arms** (unless the lesion or wound is covered by an impermeable cover and a single-use glove if on the hands or wrist)

MONITOR CLOSELY

For the following illnesses, monitor the employee if they have been **exposed** to the illness within the timeframe specified. If the employee develops symptoms or is diagnosed with the illness, follow the exclusions and/or restrictions listed above.

- **Norovirus** within the past 48 hours
- **Shiga toxin-producing E. coli** within the past 3 days
- **Shigella** within the past 3 days
- **Salmonella Typhi (typhoid fever)** within the past 14 days
- **Hepatitis A** within the past 30 days

Exposure includes consumed or prepared food implicated in a confirmed foodborne outbreak, attending or working in a location where there is a confirmed foodborne outbreak, living in the same house as a person who attends or works in a location where there is a confirmed foodborne outbreak, living in the same house as a person diagnosed with one of the above mentioned illnesses or consumed food prepared by a person who is ill with one of the above mentioned illnesses

Approximately 48 million people suffer from foodborne illness in the United States each year. Of those ill, 128,000 will be hospitalized and 3,000 will die. Do your part – report illnesses and encourage others to do the same.

The information in this handout is based upon the 2017 Food and Drug Administration Food Code.