

# **Employee Health - Management Responsibilities**

## **What is a food establishment manager's responsibility for ensuring that food employees are trained on the reporting of symptoms and the diagnosis of foodborne illness?**

The manager or PIC is to make certain that food employees are trained on the subject of the:

- Causes of foodborne illness;
- Relationship between the food employee's job task, personal hygiene, and foodborne illness;
- Requirements for reporting; and
- Specific symptoms, diagnoses, and exposures that must be reported to the PIC.

## **What is a manager's responsibility regarding informing food employees of their reporting requirements?**

**(See Form 1-B and refer to Guide 3-C in Annex 7 of the 2005 Food Code)**

Management should explain to food employees the importance of reporting specific symptoms and any diagnoses or exposures to foodborne illness. Things to be reported to management include:

- Vomiting, diarrhea, jaundice, sore throat with fever, or any exposed boil or open, infected wounds or cuts on the hands or arms;
- An illness diagnosed by a health practitioner that was caused by: *Salmonella* Typhi or typhoid-like fever, *Shigella* spp., Norovirus, hepatitis A virus, *E. coli* O157:H7 or other Enterohemorrhagic or Shiga toxin-producing *E. coli*;
- Past illnesses with typhoid-like fever within the past 3 months, unless treated with antibiotics; and
- Exposure to typhoid-like fever, shigellosis, Norovirus, hepatitis A virus, *E. coli* O157:H7 or other Enterohemorrhagic or Shiga toxin-producing *E. coli*, by eating or serving food that was implicated in a foodborne illness outbreak or if residing with a diagnosed individual.

## **What should a manager do when a food employee reports symptoms of vomiting or diarrhea?**

**(See Decision Tree 1 and Table 1a (and Table 1b if diagnosed))**

Ask the food employee to stop work immediately and leave the food establishment. Permit a return to work no sooner than 24 hours after vomiting and diarrhea have ended.

**What should a manager do when a food employee reports symptoms of jaundice? (See Decision Tree 1 and Table 1a)**

- Have the food employee stop work immediately.
- Inquire about how long the employee has been experiencing jaundice or associated symptoms of jaundice.
- Have the food employee leave the food establishment if he or she has had jaundice or has been experiencing symptoms of jaundice for less than 7 days.
- Report cases of jaundice to the regulatory authority and have the food employee's return to work approved by a regulatory authority.

**What should a manager do when a food employee reports symptoms of sore throat with fever?**

**(See Decision Tree 1 and Table 1a)**

- Place the employee on restricted duty, that is, no working with or around food.
- Allow food employees to return to work with written medical documentation from a health practitioner.
- If the food employee works in a facility that serves an HSP, exclude the food employee from the food establishment.

**What should a manager do if a food employee has or reports an exposed boil or infected wound that is open and/or draining on the hands or arms?**

**(See Decision Tree 1 and Table 1a)**

Restrict any employee from working with food who has an infected skin lesion with pus, like a boil or infected wound that is not properly covered. The manager can lift the restriction once the infected area is properly covered or healed.

**What should the manager of a food establishment serving an HSP do if an employee reports an exposure to foodborne illness?**

**(See Decision Tree 2 and Table 4)**

Restrict the food employee and make sure that training is provided about:

- The foodborne illness and related symptoms;
- Handwashing procedures;
- The prevention of bare hand contact with RTE foods; and
- The length of restriction and what is required to have the restriction lifted.

The manager must restrict food employees exposed to:

- Norovirus, for at least 48 hours from the time of exposure;
- *Shigella* spp. or *E. coli* O157:H7, for at least 3 days from exposure;
- *Salmonella* Typhi, for at least 14 days from exposure; or
- Hepatitis A virus, until after training has been given about symptoms, the use of bare hand contact with RTE food to avoid contamination, proper handwashing, or until at least 30 days from the initial exposure.