

EMPLOYEE HEALTH GUIDE

This is only guidance to assist in developing an Employee Health Policy. (See the 2017 Food Code Chapter 1, Chapter 2, Annex 3, and Annex 7, for information you must know and be able to share with the Regulatory Authority)

2017 FDA Food Code¹ Chapter 2-103.11 Person In Charge; Subpart 2-201 Responsibility of Permit Holder, Person in Charge, Food Employees and Conditional Employees			
Health Status of Food Employee or Conditional Employee² Relating to Diseases Transmittable Through Food	Person in Charge Required to Notify Regulatory Authority³ YES/NO	Reporting Required by Food Employee or Conditional Employee² to the Person In Charge? YES/NO	
Reportable Symptoms:			
• Vomiting	NO	YES	
• Diarrhea	NO		
• Jaundice	YES		
• Sore throat with fever	NO		
• Open or draining lesion or wound that cannot be protected by an impermeable cover.	NO		
Diagnosed with Illness due to:			
• Salmonella Typhi (Typhoid Fever)	YES	YES	YES If within Past 3 Months without having Antibiotic Therapy
• Nontyphoidal Salmonella • Norovirus, or • Shigella spp. or • Shiga toxin-producing E coli (STEC), or • Hepatitis A virus			NO
Reportable Exposure⁴ to Illness:			
• Norovirus	NO	YES if within 48 Hours	
• Shigella spp. or • Shiga toxin-producing E coli (STEC)	NO	YES if within 3 Days	
• Salmonella Typhi (Typhoid Fever)	NO	YES if within 14 Days	
• Hepatitis A virus	NO	YES if within 30 Days	
• Nontyphoidal Salmonella	NO	Not Applicable	



2017 FDA Food Code¹ Chapter 2 ¶ 2-201.12 Exclusions and Restrictions & 2-201.13 Removal of Exclusions and Restrictions

NOTE: "Exclude" means to prevent a person from working as an employee in a food establishment or entering a food establishment as an employee. **"Restrict"** means to limit the activities of a food employee so that there is no risk of transmitting a disease that is transmissible through food and the food employee does not work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single-use articles. (2017 FDA Food Code¹).

Health Status at Facilities <u>Not</u> Serving Highly Susceptible Population	Action by Person In Charge	Conditions of Exclusions or Restrictions for Diagnoses	
<u>Diagnosed</u> with illness due to Present Condition:	Restrict or Exclude Status	When to Reinstate Diagnosed Exclusions Restrictions or Conditions of Restrictions	Regulatory Approval³ Required?
<ul style="list-style-type: none"> • Salmonella Typhi (Typhoid Fever) 	Exclude	With written medical documentation (i.e. medical clearance).	YES
<ul style="list-style-type: none"> • Shigella spp. 	Exclude⁵	Until 24 hours after symptoms resolve.	YES
<ul style="list-style-type: none"> • Norovirus 	Restrict	(1) 24 hours after symptoms resolve, and remains restricted until medically cleared ⁵ , or (2) More than 7 calendar days have passed since (becoming symptomatic) last diagnosed	
<ul style="list-style-type: none"> • Shiga toxin-producing E coli (STEC) 	Exclude⁵	Until 24 hours after vomiting or diarrhea symptoms resolve.	YES
<ul style="list-style-type: none"> • Hepatitis A virus 	Restrict	(1) 24 hours after symptoms resolve, and remains restricted until medically cleared ⁵ , or (2) More than 7 calendar days have passed since last diagnosed	
<ul style="list-style-type: none"> • Hepatitis A virus 	Exclude If within 14 days of any symptom, or within 7 days of jaundice	The food employee has been jaundiced for more than 7 calendar days, or The infected food employee not jaundiced has had other symptoms of hepatitis A virus for more than 14 days, or The food employee provides medical documentation from a health practitioner stating that the food employee is free of a hepatitis A virus infection.	YES
<ul style="list-style-type: none"> • Nontyphoidal Salmonella 	Exclude⁵	Food employee provides medical documentation, that states the food employee is free of a nontyphoidal Salmonella infection ⁶ , or Symptoms of vomiting or diarrhea resolved and >30 days have passed since the food employee became asymptomatic	YES
	Restrict	Food employee provides medical documentation, that states the food employee is free of a nontyphoidal Salmonella infection ⁶ , or Food employee did not develop symptoms and >30 days have passed since the food employee was diagnosed	

Exclusions and Restrictions & Removal of Exclusions and Restrictions (continued)			
Suffers symptoms of Illness due to:	Action by Person In Charge	Removing Symptomatic Food Employees from Exclusion or Restriction (Reinstating)	Regulatory Approval ³ Required?
<ul style="list-style-type: none"> • Vomiting, or • Diarrhea 	Exclude	Reinstatement when: 1) The excluded food employee has no symptoms after 24 hours, or 2) Medical documentation is provided that states the excluded employee is not infectious. Exceptions: <ul style="list-style-type: none"> • Vomiting – If diagnosed with Norovirus, Shigella spp., Shiga toxin-producing E. coli, Hepatitis A, or typhoid fever (S. Typhi) • Diarrhea – If diagnosed with Norovirus, Shiga toxin-producing E. coli, Hepatitis A, or typhoid fever (S. Typhi). 	NO if not diagnosed
<ul style="list-style-type: none"> • Acute Onset of Sore Throat with Fever (for <i>Streptococcus pyogenes</i> infection i.e. strep throat) 	Restrict	Reinstatement when: Medical documentation is provided stating the food employee meets one of the following conditions: (1) Has received antibiotic therapy for more than 24 hours; or (2) Has at least one negative throat specimen culture; or (3) Health practitioner determines free of infection.	NO
<ul style="list-style-type: none"> • Open or draining lesion or wound and not protected 	Restrict	Reinstatement when: Skin, infected wound, cut, or pustular boil is properly covered with one of the following: (1) An impermeable cover and a single-use glove over the impermeable cover if the infected wound or pustular boil is on the hand, finger, or wrist; or (2) An impermeable cover on the arm if the infected wound or pustular boil is on the arm; or (3) A dry, durable, tight-fitting bandage if the infected wound or pustular boil is on another part of the body.	NO
<ul style="list-style-type: none"> • Jaundice: Onset <u>within</u> last 7 days Exception: Medical documentation specifying that the jaundice is <u>not</u> caused by Hepatitis A virus.	Exclude	Reinstatement when: Medical documentation is provided, or Food employee has been jaundiced for more than 7 calendar days	YES See Approval Requirement for Hepatitis A

Common Symptoms ⁷ of Illnesses that are Transmissible through Food	
Salmonella Typhi (Typhoid Fever)	Dramatic onset of sustained fever, marked headache, lack of energy and appetite, slow heart rate, enlarged spleen, gastrointestinal symptoms, achiness, and nonproductive cough. Enlarged spleen symptoms include feeling full prematurely when eating, hiccups, and upper left side abdominal pain. Some persons develop rose spots on skin on body trunk and suffer constipation.
Shigella spp. (A Cause of Dysentery)	Abdominal pain, diarrhea, fever, nausea, cramps, tenesmus, toxemia, sometimes vomiting, pale skin color due to low red cell blood count, often feeling the need to have bowel movements that are painful and often nonproductive. Stools typically contain blood or mucus.
Norovirus (A type of Stomach Flu or Viral Gastroenteritis)	Acute onset explosive (projectile) vomiting, watery non-bloody diarrhea, abdominal cramps and occasionally low-grade fever and body aches.
Shiga toxin-producing E coli (STEC)	Severe abdominal pain, nausea, and diarrhea. Diarrhea may be mild and non-bloody or virtually all blood. Sometimes vomiting occurs.

Hepatitis A virus	Nausea, vomiting, diarrhea, abdominal pain, fever, headache, fatigue, jaundice, dark urine, or light-colored stools. Jaundice usually occurs 5-7 days after other symptoms.
Nontyphoidal Salmonella	Diarrhea, abdominal cramps, and fever.

Notes: ¹View the entire Food Code by visiting www.fda.gov or purchase the entire Food Code by calling (1-800-553-6847). ²The person in charge shall prohibit a conditional employee (person that has been offered a job) that reports a listed diagnosis from becoming a food employee (from being allowed to work) until meeting the criteria listed in section 2-201.13 of the 2017 FDA Food Code, for reinstatement of a diagnosed food employee. ³Regulatory Authority is the **Florida Department of Agriculture and Consumer Services (850-245-5520)** and the **Local County Health Department** for reporting and reinstating an employee involving the six organisms listed. ⁴Reportable exposure involving Food Employees or Conditional Employees to the Person In Charge for listed illnesses includes: (1) Suspected of causing or was exposed to a confirmed outbreak, because the individual prepared or consumed the implicated food, or consumed food prepared by an infected person, or (2) Lives with someone known to be diagnosed, or (3) Lives with someone known to have attended or worked at an event or location with a confirmed outbreak. **Notes:** ⁵Exclusions for Shigella spp.; Norovirus, Shiga toxin-producing E coli (STEC), and Nontyphoidal Salmonella are based on vomiting or diarrhea symptoms. ⁶Medical clearance for Shigella spp., Shiga toxin-producing E coli (STEC), or Nontyphoidal Salmonella is based on test results from a health practitioner showing 2 consecutive negative stool specimen cultures that are taken: (a) Not earlier than 48 hours after discontinuance of antibiotics, and (b) At least 24 hours apart. **Note:** ⁷This list is not all-inclusive. This is only a partial list of the most common symptoms, in simplified terms that would reasonably likely be found in the workforce to assist non-medically trained persons. Only a medical practitioner can make a diagnosis.

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