

# Food Employee Health Guidelines

The St. Charles County Food Code requires the PIC (Person-in-Charge) of a food establishment to:

1. Recognize diseases that are transmitted by foods.
2. Inform employees of reporting requirements.
3. Restrict or exclude affected food workers.
4. Notify the Health Department when an employee is diagnosed with a "Big Five" illness.

## Recognize Diseases that are Transmitted by Foods

There are nearly 300 organisms associated with foodborne illness. Section 2-201.11 of the Food Code identifies some of the more common symptoms of illnesses that can be easily spread by food. Such as:

- Diarrhea
- Vomiting
- Jaundice
- Fever
- Intestinal illness
- Infected wounds or boils
- Sore throat w/ fever
- Discharges from the eyes, nose, & mouth

## The "Big Five"

The food Code singles out five foodborne pathogens because they are both highly infectious (it may take only a few organisms to infect a person) and highly virulent (a person can become severely ill once infected). The organisms known as the "Big Five" include:

<b>Norovirus</b>	
<b>Salmonella Typhi</b>	<b>E Coli</b>
<b>Shigella spp.</b>	<b>Hepatitis A virus</b>

Inform Food Employees of Reporting Requirements  
Employers must inform employees of the employees' legal responsibility to report:

- Present or past illnesses with the "Big Five."  
Or
- When they have symptoms of other illnesses that can be readily spread via food, such as intestinal illness.

Sample forms that can be used to inform employees of these requirements are available from the health Department upon request. Food employees are then responsible for informing their employers of these health conditions. Managers should inquire about the health of current employees and new employees (after a conditional offer of employment).

## Restrict or Exclude Infected Workers

The Food Code requires persons in charge to prevent food contamination by employees with certain medical conditions through:

- Restriction of work, or
- Exclusion from work

**Restriction** means preventing an employee from working with exposed food, clean equipment, utensils, and lines, and unwrapped single service and single use articles.

**Exclusion** means the employee is not allowed in any part of the food establishment.

Detailed guidance on "Exclusion & Restrictions" is provided in section 2-201.12 of the Food Code. **Copies of the Food Code may be purchased at the Health Department for \$20.00, or may be downloaded for free on our website.**

The Americans with Disabilities Act of 1990 (ADA) requires employers to accommodate affected individuals by identifying, where reasonably possible, alternative work responsibilities that fulfill the intent of restriction or exclusion. The ADA does not require an employer to keep an employee on-site if there is a risk of transmitting illness to other employees or the public

Additional information about the ADA is available by calling the U.S. Equal Employment Opportunity Commission toll free at 800-669-4000

Note: this document is for educational purposes only and should not be considered a substitute for the St. Charles County Food code. If you have questions regarding this document or the food code, please contact the Health Department at: (636)949-1800. Office hours 8:00-5:00 Monday-Friday