



Foodservice Employee Health Handbook

Employee Health & Hygiene





Objectives

- Define Foodborne Illness & Outbreak
- Discuss Risk Factors
- Employee Health
- Management Responsibility
- Employee Responsibility
- Exclusions and Restrictions





What is Foodborne Illness?

- Foodborne illness (sometimes called "foodborne disease," "foodborne infection," or "food poisoning") - is caused by consuming contaminated foods or beverages.
- Each year, 1 in 6 Americans gets sick with foodborne illness





What is a Foodborne Outbreak?

- A Foodborne Outbreak (FBO) is defined as –
two or more persons from different households
who experience similar illness symptoms resulting
from the ingestion of a common food.





Who is affected by foodborne illness?

- Everyone is at risk for foodborne illness.
- Highly susceptible populations (HSP) are more likely to experience a severe case.
- Highly susceptible populations include:
 - Immunocompromised individuals
 - Preschool-age children
 - Elderly
 - Sick
 - Confined to facilities that provide custodial care





How can foodborne illnesses be reduced?

- Five broad Categories directly relate to food safety concerns
 - termed by FDA as “Foodborne Illness Risk Factors”





5 Foodborne Illness Risk Factors

- Food from Unsafe Sources
- Inadequate Cooking
- Improper Holding Temperatures
- Contaminated Equipment
- Poor Employee Health & Hygiene





CDC - 2011

- Top five pathogens contributing to domestically acquired foodborne illnesses

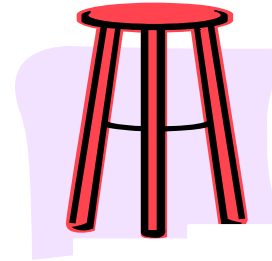
Pathogen	Estimated number of illnesses	%
● <u>Norovirus</u>	5,461,731	58
● <u>Salmonella,</u>	1,027,561	11
● <u>Clostridium perfringens</u>	965,958	10
● <u>Campylobacter spp.</u>	845,024	9
● <u>Staphylococcus aureus</u>	241,148	3





Employee Health & Hygiene

- “The three-legged stool”



I. Employee Health

II. No Bare hand contact with ready to eat food

III. Handwashing





I. Employee Health

- The Centers for Disease Control and Prevention (CDC), FDA, and ADPH cite five highly infective pathogens that can easily be transmitted by food workers and cause severe illness.
- These five foodborne pathogens are known as the “Big 5”





I. Employee Health

- The “Big 5” are:
 - Escherichia coli (E. coli) 0157:H7
 - Hepatitis A virus
 - Norovirus
 - Salmonella Typhi
 - Shigella





I. Employee Health

- Reportable Symptoms:
 - Vomiting
 - Diarrhea
 - Jaundice (yellow skin or eyes)
 - Sore throat with fever
 - Infected cuts and burns with pus on hands or wrists





I. Employee Health

- What should a food employee do when they have symptoms of vomiting or diarrhea?





I. Employee Health

- If before work:
 - Notify the manager by telephone.
 - Do not return to work until 24 hours symptom free without taking medications.





I. Employee Health

- If at work:
 - Stop work immediately.
 - Report to management.
 - Go home and do not return until 24 hours symptom free without taking medication.





II. No Bare Hand Contact with Ready-to-Eat (RTE) Food

- What is RTE food?
 - Foods that do not require a kill step (cooking) to render it safe before being consumed.
 - Examples of RTE food: sandwiches, salads, fruit, etc.





II. No Bare Hand Contact with Ready-to-Eat (RTE) Food

- How do I handle RTE Foods?
 - Scoops
 - Spatulas
 - Tongs
 - Deli-Tissue
 - Single-use gloves
 - Dispensing Equipment





II. No Bare Hand Contact with Ready-to-Eat (RTE) Food

- What are the instructions for the use of single-use gloves?
 - Always wash hands before donning gloves.
 - Change disposable gloves between handling raw products and RTE products.
 - Do not wash or reuse disposable gloves.
 - Discard torn or damaged disposable gloves.
 - Cover an infected lesion with pus (cut, burn, or boil) with a waterproof covering and disposal glove.
 - Wear disposable gloves over artificial nails, nail polish, or uncleanable orthopedic support devices.





III. Handwashing

- Why is handwashing important?
- Handwashing reduces the spread of pathogenic microorganisms that are transmitted through food.





III. Handwashing

- What handwashing steps do food employees need to follow?
 - Rinse hands under clean, warm running water.
 - Apply soap and rub all surfaces for at least 10 - 15 seconds.
 - Rinse thoroughly with clean, warm running water.
 - Thoroughly dry the hands with single-use paper toweling, an air-hand drying device or a clean unused towel from a continuous towel system.
 - Avoid recontamination of hands by using a clean barrier, such as a paper towel when turning off hand sink faucets or touching the handle of a restroom door.





III. Handwashing

- When should food employees wash their hands?
 - Employees should wash hands immediately after engaging in activities that contaminate the hands.
 - Enter a food preparation area.
 - Before putting on clean, single-use gloves for working with food.
 - Before engaging in food preparation.
 - Before handling clean equipment and serving utensils.
 - After handling soiled dishes, equipment, or utensils.





III. Handwashing

- When to wash hands continued...
 - Changing tasks and switching between handling raw foods and working with RTE foods.
 - After touching bare human body parts, - hair, face, etc.
 - After using the toilet.
 - After coughing, sneezing, blowing the nose, using tobacco, eating, or drinking.
 - After caring for or handling service animals or aquatic animals in display tanks.





Management Responsibilities

- Train employees on:
 - Causes of foodborne illness.
 - Relationship between the food employee's job task, personal hygiene, and foodborne illness.
 - Specific symptoms, diagnoses, and exposures that must be reported to managers.





Management Responsibilities

- Require the employee to stop work immediately and leave the food establishment when a food employee reports illness symptoms.





Employee Responsibilities

- Food Service Employees share the responsibility with management for preventing foodborne illness.
- Report to management immediately:
 - Symptoms of vomiting, diarrhea, jaundice, sore throat with fever
 - Diagnosis or Exposure with a Big 5 pathogen
 - Exposed infected wound or cut on the hands or arms





Employee Responsibilities

- Food employees can help prevent foodborne illness by:
 - Not touching RTE food with bare hands
 - Washing hands frequently, especially whenever they are soiled or have touched contaminated items
 - Not working when ill





Exclusions and Restrictions

- What is “exclusion”?
 - ▶ Exclusion means an employee is not permitted to work in or enter a food establishment as a food employee.
- What is “restriction”?
 - ▶ Restriction means an employee’s activities are limited to prevent the risk of transmitting a disease that is transmissible through food.





Exclusions and Restrictions

- Who can exclude or restrict a food employee?
 - The manager of an establishment has the authority to exclude or restrict a food employee from a food establishment to prevent the transmission of disease.
 - ADPH also has the authority to exclude or restrict a food employee who is suspected of being at risk of transmitting foodborne illness.





Exclusions and Restrictions

- When is exclusion or a Restriction initiated?
 - Exclusion or Restrictions are based on the level of risk for transmitting disease through food.
 - The appropriate action also depends on whether or not the establishment is one that serves highly susceptible populations (HSP).
 - If an employee is restricted or excluded in one food establishment, they may not work as an unrestricted employees elsewhere.





Exclusions and Restrictions

- Who can lift the exclusion and restrictions?
 - In most cases, the manager.
 - In some cases, an approval from ADPH and a medical practitioner is required.
 - Each of the Big 5 foodborne pathogens has unique characteristics that affects when a food employee can return to work.





Great Resource!

