

Food Code Fact Sheet #5

What you should know about the Code

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FOODSAFETY

Employee Illness Policy

**OAR 333-150-0000,
CHAPTER 2-201.11-13
2-201.11 Responsibility of
Permit Holder and Person in
Charge**

**2-201.12 Exclusions and Re-
strictions**

The person in charge shall exclude or restrict a food employee:

(A) Except when the symptom is from a noninfectious condition, exclude a food employee that has any of the following signs or symptoms:

- (1) Vomiting;^P
- (2) Diarrhea;^P
- (3) Sore throat with fever;^P or
- (4) Jaundice.^P

(B) Exclude or restrict a food employee that has a lesion containing pus that is open or draining and is:

- (1) On the hands or wrists, unless an impermeable cover protects the lesion and a single use glove is worn over the impermeable cover;^P
- (2) On exposed portions of the arms, unless the lesion is protected by an impermeable cover;^P or
- (3) On other parts of the body, unless the lesion is covered by a dry, durable, tight-fitting bandage.^P

(C) Exclude a food employee if the food employee is diagnosed by a health practitioner or presumptive with:

- (1) Norovirus;^P
- (2) Hepatitis A virus;^P
- (3) Shigella spp.;^P
- (4) Enterohemorrhagic or Shiga Toxin-Producing E. coli;^P or
- (5) Salmonella Typhi.^P

**2-201.13 Removal of Exclu-
sions and Restrictions**

**PUBLIC HEALTH
REASONS:**

Many illnesses that cause diarrhea or vomiting are transmitted from ill food workers to customers. Excluding or restricting ill employees from working with food is one of the critical factors to preventing foodborne illness from occurring in your facility. The other two critical factors are proper handwashing and no bare hand contact of ready-to-eat food.

Do you have a written or verbal Employee Illness Policy? If not, you need one to prevent foodborne illness associated with food contaminated by an ill or infected food employee. The person in charge and food employees should be familiar with the Employee Illness Policy and be able to provide information when interviewed by facility managers or regulatory officials.

**A good Employee Illness
Policy consists of three
parts:**

1. Management is responsible to inform employees of the Employee Illness Policy and to train employees on symptoms and illnesses.
2. The employee should recognize symptoms of foodborne illness and know that it is his responsibility to report to management if he has any of the symptoms listed below.
3. A management plan to restrict or exclude employees that have symptoms of, diagnosis of, or exposure to, foodborne illness.

Foodborne illness symptoms are any one of the following:

- Diarrhea
- Vomiting
- Sore throat with fever
- Jaundice (yellowing of eyes and skin)
- Infected cuts or burns on hands or arms

Employees may not return to work for at least **24 hours** after symptoms of vomiting, diarrhea or fever with sore throat have gone.



**Many people use the term
'stomach flu' to describe their
symptoms**

Exclude or restrict employees from food service, if diagnosed with any of the following:

- E.coli O157:H7
- Salmonella typhi
- Shigella
- Hepatitis A
- Norovirus

More information is available at: <http://www.fda.gov/food/guidanceregulation/retailfoodprotection/industryandregulatoryassistanceandtrainingresources/ucm266434.htm>; the 2009 FDA Food Code, Annex 7 ; by contacting your Local Health Department.