Retail Food Establishments: Employee Health
Regulation 61-25: Retail Food Establishments

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Five Key Risk Factors
repeatedly identified in foodborne illness outbreaks:

1. Improper Holding Temps
2. Inadequate Cooking
3. Contaminated Equipment
4. Food from Unsafe Sources
5. **Poor Personal Hygiene**

Item 5 is addressed on this sheet.

Regulation 61-25
Citations 2-201.11 & 2-201.12

2-201.11 – Responsibility and Reporting Symptoms and Diagnosis

2-201.12 – Exclusions and Restrictions

All permitted Retail Food Establishments must have an employee health (illness) policy.

Why? Sick employees who serve or handle food are a leading cause of foodborne illness outbreaks. An effective employee illness policy reduces the risk of spreading food related illnesses.

An Employee Health Policy Ensures:

» Employees are informed of the Employee Health Policy.

» Employees recognize symptoms of foodborne illness and know their responsibility to report to the Person in Charge (PIC) if they have symptoms of or are diagnosed with any of the listed conditions.

» The PIC restricts or excludes ill or symptomatic employees. Guidance is provided at: FDA Employee Health and Hygiene.

Responsibility of Employees who Serve or Handle Food:

Report the following **symptoms** to the PIC:
» Vomiting

» Diarrhea

» Jaundice

» Sore throat with fever

» Infected cuts or burns on hands or wrists

Report the following **diagnosed** illnesses to the PIC:
» Salmonella Typhi (typhoid-like fever)

» Nontyphoidal Salmonella

» Shigella spp. (causes shigellosis)

» E-coli O157:H7

» Hepatitis A virus

» Norovirus

Responsibility of the Person in Charge (PIC):

Consult FDA Employee Health and Hygiene handbook for necessary steps to exclude or restrict employees who report any of the above symptoms or diagnoses.

Notify the local Bureau of Environmental Health Services office of any employee *diagnosed* with any of the illnesses listed above.

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