

Employee Health Information

This is only guidance to assist in developing an Employee Health Policy. (See the 2005 Food Code Chapter 1, Chapter 2, Annex 7, and the 2005 Food Code Supplement for information you must know and be able to share with the Regulatory Authority)

2007 Georgia Food Code 290-5-14-.03			
Person In Charge; Responsibility of Permit Holder, Person in Charge, Food Employees and Conditional Employees			
Health Status of Food Employee or Conditional Employee ¹ Relating to Diseases Transmittable Through Food	Reporting Required by Person in Charge to Regulatory Authority? YES/NO	Reporting by Employee or Food Employee or Conditional Employee ¹ to the Person In Charge Required? YES/NO	
Reportable Symptoms:		YES	
• Vomiting	NO		
• Diarrhea	NO		
• Jaundice	YES		
• Sore throat with fever	NO		
• <u>Suffers</u> open or draining lesion or wound that cannot be protected by an impermeable cover.	NO		
Diagnosed with Illness due to:		Presently Diagnosed with Symptoms	Diagnosed in Past History
• Salmonella Typhi (Typhoid Fever)	YES	YES	YES If within Past 3 Months without having Antibiotic Therapy
• Shigella spp. Or • Enterohemorrhagic (EHEC) or Shiga toxin-producing E coli (STEC) • Hepatitis A virus			NO
Reportable Exposure² to illness:		Time period within last exposure:	
• Norovirus	NO	YES if within 48 Hours	
• Shigella spp, or • Enterohemorrhagic (EHEC) or Shiga toxin-producing E coli (STEC), or • Salmonella Typhi (Typhoid Fever)	NO	YES if within 3 Days	
• Hepatitis A virus	NO	YES if within 30 Days	

Notes: View the entire Food Code by visiting www.fda.gov or purchase the entire Food Code by calling (1-800-553-6847) or view the Georgia Food code www.georgiaeh.com or call your local County Environmental Health office.

¹The 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 2005 FDA Food Code or .03(4)(h) of the Georgia Food Code on page 35, for reinstatement of a diagnosed food employee.

² Reportable exposure to the 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 a confirmed outbreak.

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Exclusions and Restrictions .03(4)(g) & Removal of Exclusions and Restrictions .03(4)(h)

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. (2005 FDA Food Code/2007 Georgia Food Code)

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	RA ³ Approval Required?
• Salmonella Typhi (Typhoid Fever)	Exclude	With written medical documentation (i.e. medical clearance).	YES
• Shigella spp. ⁴	Exclude ⁴	Until 24 hours after symptoms resolve.	NO
	Restrict	(1) 24 hours after symptoms resolve, and remains restricted until medically cleared ⁵ , or (2) More than 7 calendar days have passed after symptoms resolve.	YES
• Norovirus ⁴	Exclude ⁴	Until 24 hours after symptoms resolve.	NO
	Restrict	24 hours after symptoms resolve and remains restricted until medically cleared, or more than 48 hours have passed after symptoms resolve.	YES
• Enterohemorrhagic (EHEC) or Shiga toxin-producing E coli (STEC) ³	Exclude ⁵	Until 24 hours after symptoms resolve.	NO
	Restrict	(1) 24 hours after symptoms resolve, and remains restricted until medically cleared ⁶ , or (2) More than 7 calendar days have passed after symptoms resolve.	YES
• 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 day, 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

Notes: ³RA means Regulatory Authority which is the **Georgia Department of Human Resources** and the **Local County Health Department** for reporting and reinstating an employee involving the five organisms listed.

⁴Regulatory Authority approval is not necessary for changing an employee status from Exclusion to Restriction for these illnesses but approval must be given by Regulatory Authority for lifting remaining restrictions involving illnesses due to these organisms.

⁵Exclusions for Shigella spp.; Norovirus; and Enterohemorrhagic (EHEC) or Shiga toxin-producing E coli are based on vomiting or diarrhea symptoms.

⁶Medical clearance for Shigella spp.; Enterohemorrhagic (EHEC) or Shiga toxin-producing E coli, 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.

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Exclusions and Restrictions .03(4)(g) & Removal of Exclusions and Restrictions .03(4)(h) (continued)

<u>Suffers symptoms</u> of Illness due to:	Action by Person In Charge	Conditions of Exclusions or Restrictions for Symptoms	Regulatory Approval ² Required?
<ul style="list-style-type: none"> • Vomiting, or • Diarrhea 	Exclude	If symptom is from infectious condition	See Infectious Diagnoses
		Until there are no symptoms after 24hours, or medical documentation is provided that states employee is not infectious.	NO
	No Action	If symptom is from noninfectious condition	N/A
<ul style="list-style-type: none"> • Acute Onset of Sore Throat with Fever 	Restrict	Remove restriction if written medical documentation from a health practitioner states that the food employee meets one of the following conditions: (1) Has received antibiotic therapy for <i>Streptococcus Pyogenes</i> infection for more than 24 hours; (2) Has at least one negative throat specimen culture for <i>Streptococcus pyogenes</i> infection; or (3) Is otherwise determined by a health practitioner to be free of a <i>Streptococcus pyogenes</i> infection.	NO
<u>Suffers open or draining lesion or wound</u> and not protected as specified in 2-201.12(H) of the 2005 FDA Food Code/ .03(4)(h)8. page 38	Restrict	Remove restriction if the skin, infected wound, cut, or pustular boil is properly covered with one of the following: (1) An impermeable cover such as a finger cot or stall 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
<u>Suffers symptom</u> of Jaundice: <ul style="list-style-type: none"> • Onset <u>within</u> last 7 days 	Exclude	Unless the food employee provides to the person in charge written medical documentation from a health practitioner specifying that the jaundice is not caused by hepatitis A virus or other fecal-orally transmitted infection.	See Approval Requirement for Hepatitis A

Common Symptoms⁷ of Illnesses that are Transmittable through Food

Salmonella Typhi (Typhoid Fever)	Dramatic onset of sustained fever, marked headache, lack of energy and appetite, slow heart rate, enlarged spleen 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.	Abdominal pain, diarrhea, fever, nausea, cramps, 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	Acute onset explosive (projectile) vomiting, watery diarrhea, abdominal cramps and occasionally low grade fever.
Enterohemorrhagic (EHEC) or Shiga toxin-producing E coli (STEC)	Severe abdominal pain and diarrhea. Diarrhea may be mild and nonbloody or virtually all blood. Sometimes vomiting occurs.
Hepatitis A virus	Nausea, vomiting, diarrhea, abdominal pain, fever, fatigue, jaundice, dark urine, or light colored stools. Jaundice usually occurs 5-7 days after other symptoms.