

EMPLOYEE ILLNESS QUICK DECISION GUIDE FOR FOOD ESTABLISHMENT PERSON-IN-CHARGE (PIC)

APPLIES TO NON HIGHLY SUSCEPTIBLE POPULATION (HSP) ESTABLISHMENTS ONLY

This quick decision guide is based on the employee health requirements of the 2013 Food Code and can be used by the PIC to determine what actions must be taken in order to prevent the spread of foodborne illness from infected food workers to the food, working environment and other employees. Additional requirements and detailed decision trees and tables can be found in Annex 3 of the 2013 Food code (Section 2-201.11 and 2-201.12).

IF AN EMPLOYEE HAS SYMPTOMS OF:	PERSON-IN-CHARGE TAKE THESE ACTIONS:	WHEN TO RETURN TO WORK OR OFF RESTRICTION (Refer to Table 1a)
Vomiting	Exclude	After 24 hours without symptoms
Diarrhea	Exclude	After 24 hours without symptoms
Jaundice (yellowing of eyes or skin)	Exclude <u>AND</u> report to the RA	RA Approval required
Sore Throat <u>with</u> Fever	Restrict	Doctor’s note stating they have: 1. received antibiotics, 2. had ≥ 1 negative throat culture, <u>OR</u> 3. is free of Strep throat
Infected wound or boil	Restrict	When wound is covered or healed
IF AN EMPLOYEE HAS BEEN DIAGNOSED WITH (<u>AND</u> has vomiting and/or diarrhea):	PERSON-IN-CHARGE TAKE THESE ACTIONS:	WHEN TO RETURN TO WORK OR OFF RESTRICTION (Refer to Table 1b)
Hepatitis A	Exclude if vomiting and/or diarrhea within the past 14 days or jaundice within the past 7 days <u>AND</u> report to the RA	RA approval required
Typhoid Fever (caused by Salmonella Typhi)	Exclude <u>AND</u> report to the RA	
Shiga toxin-producing Escherichia coli (STEC)		
Norovirus		
Shigella		
Salmonella (nontyphoidal Salmonella)		
IF AN EMPLOYEE HAS BEEN DIAGNOSED WITH (<u>AND</u> had vomiting and/or diarrhea - resolved symptoms):	PERSON-IN-CHARGE TAKE THESE ACTIONS:	WHEN TO RETURN TO WORK OR OFF RESTRICTION (Refer to Table 2)
Hepatitis A	Exclude if vomiting and/or diarrhea within the past 14 days or jaundice within the past 7 days <u>AND</u> report to the RA	RA approval required
Typhoid Fever (caused by Salmonella Typhi)	Exclude <u>AND</u> report to the RA	
Shiga toxin-producing Escherichia coli (STEC)	Restrict <u>AND</u> report to the RA	
Norovirus		
Shigella		
Salmonella (nontyphoidal Salmonella)		
IF AN EMPLOYEE HAS BEEN DIAGNOSED WITH (<u>AND</u> never developed symptoms):	PERSON-IN-CHARGE TAKE THESE ACTIONS:	WHEN TO RETURN TO WORK OR OFF RESTRICTION (Refer to Table 3)
Hepatitis A	Exclude <u>AND</u> report to the RA	RA approval Required
Typhoid Fever (caused by Salmonella Typhi)	Restrict <u>AND</u> report to the RA	
Shiga toxin-producing Escherichia coli (STEC)		
Norovirus		
Shigella		
Salmonella (nontyphoidal Salmonella)		
IF AN EMPLOYEE HAS BEEN EXPOSED* TO SOMEONE DIAGNOSED WITH (employee with NO symptoms or diagnosis)	PERSON-IN-CHARGE TAKE THESE ACTIONS:	WHEN TO RETURN TO WORK OR OFF RESTRICTION (Refer to Table 4)
Hepatitis A	Educate food employees on symptoms to watch for, ensure compliance with good personal hygiene, handwashing, and no bare hand contact with ready to eat foods	Not applicable: Employees not required to be excluded or restricted
Typhoid Fever (Salmonella Typhi)		
Shiga toxin-producing Escherichia coli (STEC)		
Norovirus		
Shigella		
Salmonella (nontyphoidal Salmonella)	No action required	

*Has been exposed by attending or working in a setting where there is a confirmed disease outbreak, or living in the same household as, and has knowledge about, an individual who works or attends a setting where there is a confirmed disease outbreak, or living in the same household as, and has knowledge about, an individual diagnosed with an illness caused by one of the 6 reportable diseases

Key:

- **Highly susceptible populations (HSP):** Such as hospitals and nursing homes, assisted living facilities, child or adult day care centers, etc.
- **RA:** Regulatory Authority/Health Authority
- **Exclude:** Person may not work as a food employee or enter the food establishment as an employee.
- **Restrict:** Food employee cannot work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single-use articles.