

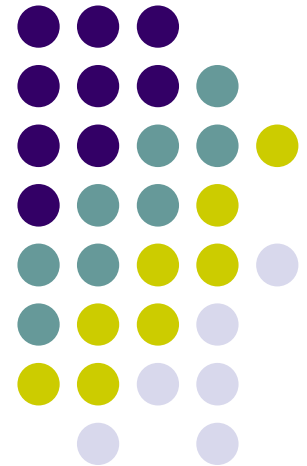
# Employee Illness Presentation

Monday, March 12<sup>th</sup>, 2018

Presented by Mike Eisele, Field Staff Supervisor

McHenry County Department of Health

Environmental Division





# Employee Health Policy

## Section 2-201.11 Responsibilities of Permit Holder, Person-in-Charge (PIC), Food Employees

- The permit holder shall require food employees to report to the Person-in-Charge (PIC) information about their health and activities as they relate to diseases that are transmissible through food.
- *Responsibilities to be outlined in an Employee Health Policy for adoption by permitted food facilities.*



# Public Health Reason

- REDUCE the likelihood that infected food handlers will transmit pathogens into food or to others.
- The exclusion and restriction requirements of the Illinois Code of Communicable Diseases for listed symptoms and diagnoses has been incorporated into the Illinois Food Code.

# Shared Responsibilities



Employer-Employee-Local Health Department

- Successful health policy implementation involves the committed, coordinated efforts of ALL partners.

# Employers



Food employers shall:

- Actively monitor food employee health
- Report to the local health department
- Exclude / Restrict ill employees

# Employees



Food employees shall:

- Communicate the status of their health and exposures
- Comply with the restrictions or exclusions imposed upon them by the PIC

# Local Health Departments (LHD)



- Employee return to work for listed diagnoses and symptoms is governed by reinstatement criteria established by Illinois law.
- Returning to work after recovery from LISTED DIAGNOSES (including jaundice) requires reinstatement approval from local health department.
- Communicable Disease Public Health Nurse

# CDC Annual Foodborne Illness Estimates



- *1 in 6 Americans become ill (~ 48 million people)*
- *128,000 are hospitalized*
- *3,000 deaths*



# Symptoms



- Vomiting
- Diarrhea
- Jaundice
- Fever with sore throat
- Boil, infected wound, or lesion containing pus that is open and draining

# Diagnoses



- Norovirus
- Hepatitis A virus
- Salmonellosis
- Salmonella Typhi
- Shigella
- *E. coli*

# Why these?



*The CDC has designated these symptoms and diagnoses as having high infectivity to contaminate food and other people.*

The designation is based on:

- Number of CONFIRMED cases reported that involved food employees infected with one of these organisms
- Severity of the medical consequences to those who become ill.

# Local Examples



# Webpage Resources



- To access food facility resources, follow the web path below:

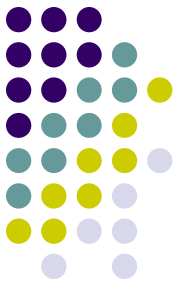
[www.mcdh.info](http://www.mcdh.info) >> Environmental Health >> Adoption of the new Illinois Food Code >> Employee Illness Resources



# Employee Illness Resources

Available online at [www.mcdh.info](http://www.mcdh.info)

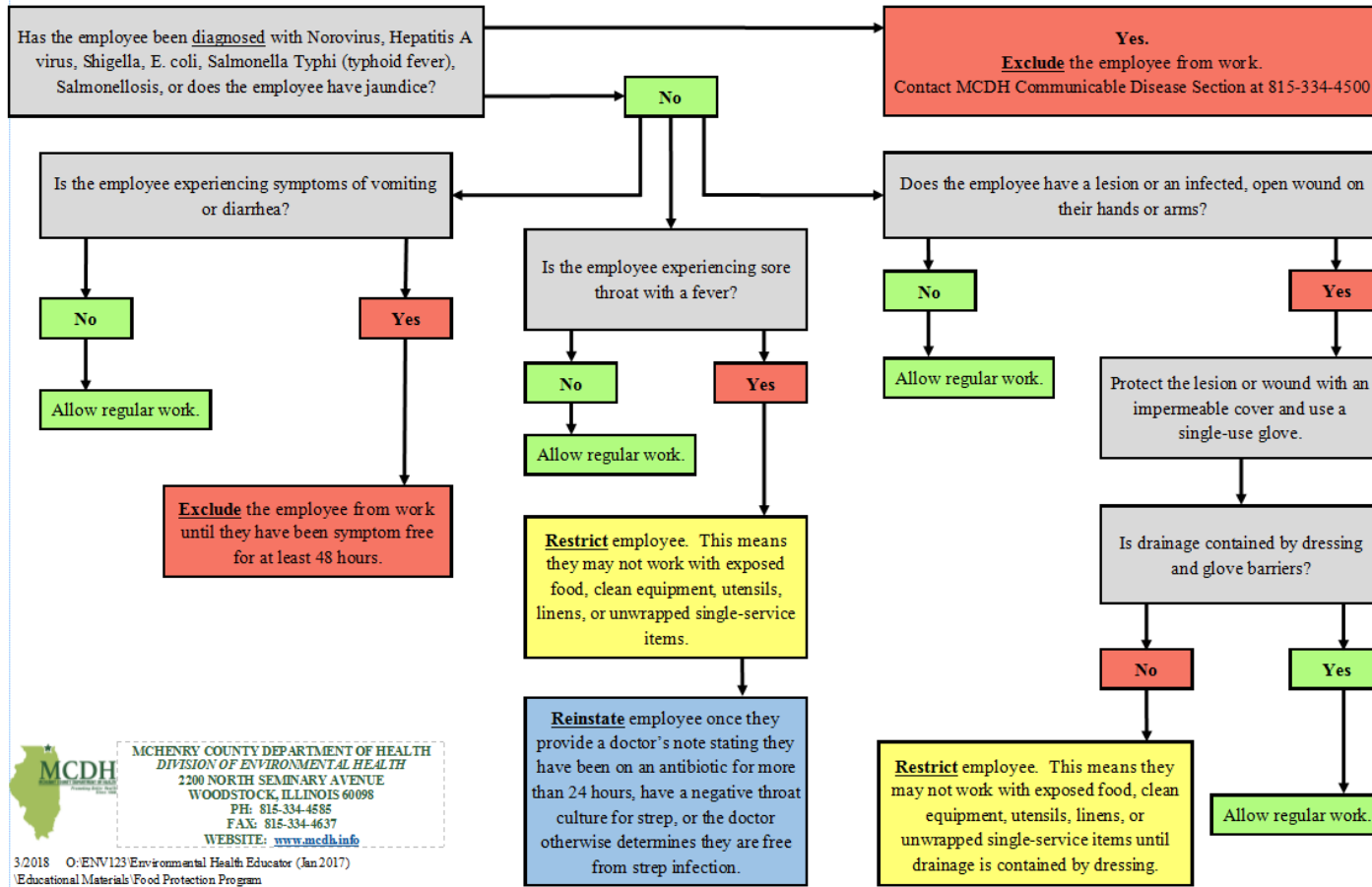
- Employee Illness Flowchart
- Food Handler Illness Guidelines
- Illness Exposure Guidelines
- Employee Illness Policy template
- Employee Health Policy Agreement
- Illness Log

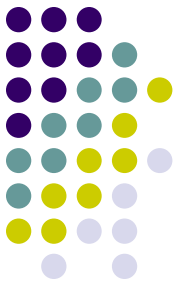


# Employee Illness Flowchart

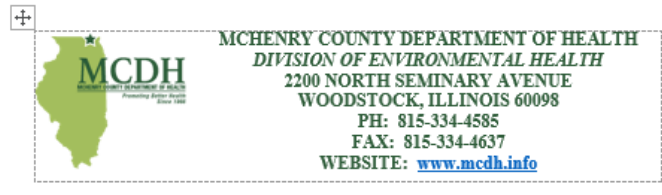
## Employee Illness Flowchart

Use this flowchart to help determine whether an employee should be **restricted** or **excluded** from food handling at your facility.





# Food Handler Illness Guidelines



## Food Handler Illness Guidelines

### For Retail Food Establishments in McHenry County

This document contains guidance for McHenry County retail food establishments regarding food handler illness. The guidance reflects regulations outlined in the new Illinois Food Code and Control of Communicable Diseases Code.

This document gives guidance on the following conditions:

- Responsibility of permit holder, Person-in-Charge, employee
- Exclusions, restrictions, and reinstatement requirements
- Skin wounds
- Sore throat with fever

Please contact the McHenry County Department of Health if you have questions or if you suspect an outbreak in your facility:

- Communicable Disease Program: 815-334-4500
- Food Protection Program: 815-334-4585

#### Chart Notes:

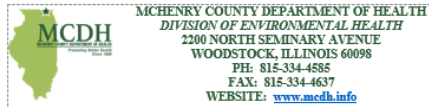
**\*Exclusion:** prevent a person from working as an employee in a food establishment or entering a food establishment as an employee.

**\*\*Restriction:** limit the activities of a food employee so that there is no risk of transmitting a disease that is transmissible through food; also ensure that the food employee does not work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single-use articles.





# Exposure Reporting Guidelines



## Exposure Reporting Guidelines For Retail Food Establishments in McHenry County

This document contains guidance for McHenry County retail food establishments regarding the exposure reporting guidelines for food handlers and Persons-in-Charge. The guidance reflects regulations outlined in the New Illinois Food Code and Control of Communicable Diseases Code.

This document gives guidance on the following conditions:

- Responsibility of Person-in-Charge and Employee

Please contact the McHenry Department of Public Health (MCDH) if you have questions or if you suspect an outbreak in your facility:

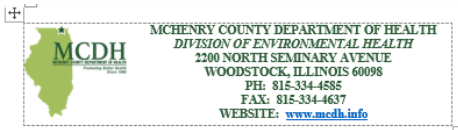
- Communicable Disease Program: 815-334-4500
- Food Safety Program: 815-334-4585

Defined Exposure	Person-in-Charge Report exposure to MCDH	Employee Report exposure to Person-in-Charge
Had a previous illness, diagnosed by a healthcare practitioner, within the past two months due to <i>Salmonella</i> Typhi.	Y	Y
<p>Has been exposed to, or is the suspected source of, a confirmed disease outbreak, because the employee or conditional employee consumed or prepared food implicated in the outbreak, or consumed food at an event prepared by a person who is infected or ill with (<i>see diagnosis A-D below</i>).</p> <p>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 disease outbreak, or living in the same household as, and has knowledge about, an individual diagnosed with an illness cause by:</p> <p><b>A. Norovirus within the past 48 hours of the last exposure,</b>  <b>B. Shiga toxin-producing <i>Escherichia coli</i>, nontyphoidal <i>Salmonella</i> spp. or <i>Shigella</i> spp. within the past three (3) days of the last exposure,</b>  <b>C. <i>Salmonella</i> Typhi within the past 14 days of the last exposure, or</b>  <b>D. Hepatitis A virus within the past 30 days of the last exposure</b></p>	Y	Y

The Person-in-Charge shall notify MCDH Communicable Disease Section at 815-334-4500 within 24 hours (i.e. within two (2) regularly scheduled business hours after receiving the report) when an employee is jaundiced or diagnosed with an illness due to norovirus, Hepatitis A virus, *Shigella*, *E. coli*, *Salmonella* Typhi, or Salmonellosis.



# Employee Illness Reporting Policy



## Employee Illness Reporting Policy

**Facility Name:** \_\_\_\_\_

**Facility Location:** \_\_\_\_\_

**Effective Date:** \_\_\_\_\_

### Purpose

The purpose of the Employee Illness Reporting Policy is to ensure that all food employees notify the Person-in-Charge (PIC) when you experience any of the conditions listed so that appropriate steps are taken to preclude transmission of foodborne illness or communicable diseases.

### Policy

The \_\_\_\_\_ (facility name) located at \_\_\_\_\_

is committed to ensuring the health, safety, and well-being of our employees and customers and complying with all related McHenry County Department of Health regulations. All food employees shall report if they are experiencing any of the following symptoms to their PIC:

- Diarrhea
- Vomiting
- Jaundice
- Sore throat with fever
- Lesions (such as boils and infected wounds, regardless of size) containing pus on the fingers, hand, or any exposed body part

Food employees should also notify their PIC whenever diagnosed by a healthcare provider as being ill with any of the following diseases that can be transmitted through food or person-to-person by casual contact such as:

- Salmonella typhi
- Salmonellosis
- Shigellosis
- E. coli
- Hepatitis A virus
- Norovirus

In addition to the above conditions, food employees shall notify their PIC if they have been exposed to the following high-risk conditions:

- Exposure to or suspicion of causing any confirmed outbreak involving the above illnesses
- A member of their household is diagnosed with any of the above illnesses
- A member of their household is attending or working in a setting that is experiencing a confirmed outbreak of the above illnesses

### Food Employee Responsibility

All food employees shall follow the reporting requirements specified above involving symptoms, diagnosis, and high risk conditions specified. All food employees subject to the required work restrictions or exclusions that are imposed upon them as specified in Illinois law, the regulatory authority or PIC, shall comply with these requirements as well as follow good hygienic practices at all times.

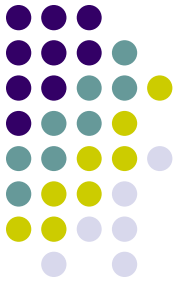
### Person-in-Charge Responsibility

The PIC shall take appropriate action as specified in the Illinois Food Code and Control of Communicable Diseases Code to exclude, restrict, and/or monitor food employees who have reported any of the aforementioned conditions. The PIC shall ensure these actions are followed and only release the ill food employee once evidence, as specified in the food code, is presented demonstrating the person is free of the disease causing agent or the condition has otherwise resolved.

The PIC shall cooperate with the regulatory authority during all aspects of an outbreak investigation and adhere to all recommendations provided to stop the outbreak from continuing. The PIC will ensure that all food employees who have been conditionally employed, or who are employed, complete the food employee health questionnaire and sign the form acknowledging their awareness of this policy. The PIC will continue to promote and reinforce awareness of this policy to all food employees on a regular basis to ensure it is being followed.

Additional Notes






# Employee Illness Log

## Employee Illness Log

Report Date	Employee Name	Symptoms/ Illnesses Reported to the Manager						Diagnosed?	
		Vomiting**	Diarrhea**	Jaundice (yellowing of eyes or skin)	Fever	Respiratory (cough, sore throat, runny nose)	Comments or Additional Symptoms	Date Returned to Work	<i>E. coli</i> O157:H7, <i>Salmonella</i> , <i>Shigella</i> , or hepatitis A

\*\*Employees with diarrhea or vomiting **MUST BE EXCLUDED** from work for at **LEAST 24 HOURS** after symptoms are gone. Infected ~~foodworkers~~ present a **severe food safety risk**. The person-in-charge is required to notify the McHenry County Department of Health, if any food employees are known to be infected with Salmonella, ~~Shigella~~, E. coli, the hepatitis A virus, or other pathogen that can be transmitted through food. *Note: The Illinois Food Code requires ~~foodworkers~~ to report information about their health as it relates to illnesses that can be passed through food.*



**MCHENRY COUNTY DEPARTMENT OF HEALTH**  
**DIVISION OF ENVIRONMENTAL HEALTH**  
 2200 NORTH SEMINARY AVENUE  
 WOODSTOCK, ILLINOIS 60098  
 PH: 815-334-4585  
 FAX: 815-334-4637  
 WEBSITE: [www.mcdh.info](http://www.mcdh.info)



# Policy Implementation

Establish the following:

- Communication protocol before and during work
- Management reporting protocol
- Restriction / exclusion protocol
- Employee Illness Agreement (annual signature)
- Policy, Illness Agreement, and Illness Log documentation maintained onsite



# Communication / Knowledge

- Explain the link between G/I symptoms (vomiting and diarrhea) and foodborne illness (fecal-oral route).  
*If staff understands how foodborne illness is spread, there may be a greater willingness to share their symptoms.*
- Initiate conversation about G/I symptoms.  
*The more conversations that you have with staff about the symptoms of foodborne illness, the more comfortable everyone will become with the topic.*

# Communication / Privacy



- Make yourself available to discuss your policy or the symptoms of foodborne illness privately with staff.
- Prepare a written handout of your policy for your staff to take home and read on their own.
- Respect privacy. Keep any necessary discussions between members of management.

# Communication / Encourage



Some employees may hide illness because.....

- Don't want to lose a shift
- Leave the team short-handed
- Management may not have accommodated time off for G/I illness in the past





# Remember:

Foodborne illness can lead to long-term disability and/or death.

Are you prepared to accept the outcome of an outbreak that originated in your business?



# Remember:

Foodborne illness can devastate your business.

It's better to restrict/exclude for the short-term to ensure everyone on the team has a place to work for the long-term.



# Remember:

Knowledge is power

Foodborne illness is preventable.

# Thank you



The Department would like to thank Jason Doran, McHenry County Chapter, Illinois Restaurant Association and Holiday Inn for their partnership in hosting today's presentation.

Look for our upcoming monthly newsletters and presentation dates.

# Questions?



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