

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

Written Employee Health Policy

Please see the reverse side of this fact sheet for information on creating a written employee health policy.



Each permitted Retail Food Establishment 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 Helps To Ensure:

- » 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](#) and [Exclusions and Restrictions](#).

Responsibility of Employees who Serve or Handle Food:

Report the following symptoms to the PIC:

- » **Vomiting**
- » **Diarrhea**
- » **Jaundice**
- » **Sore throat with fever**
- » **Lesions** (containing pus such as a boil or infected wound or burn that is open or draining)



Report the following diagnosed illnesses to the PIC:

- » **Norovirus**
- » **Hepatitis A Virus**
- » **Shigellosis**
- » **Escherichia coli O157:H7 or STEC**
- » **Typhoid fever** (caused by Salmonella Typhi)
- » **Salmonella** (nontyphoidal)

Responsibility of the Person in Charge (PIC):

Consult [Exclusions and Restrictions](#) for necessary steps to exclude or restrict employees who report any of the above symptoms or diagnoses.

Contact your local [Environmental Affairs](#) office if there are questions about employees diagnosed with any of the illnesses listed above.

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A permitted Retail Food Establishment may use the following information as a template to establish an Employee Health Policy to comply with [South Carolina Regulation 61-25, Section 2-103.11\(O\) - \(P\)](#).

It is the policy of _____,
located at _____,
in an effort to prevent the transmission of diseases through food by infected food service employees, to reference [South Carolina Regulation 61-25, Section 2-103.11\(O\)-\(P\)](#). These sections provide guidance for the exclusion, restriction, and reinstatement of ill employees who have been observed or have reported their health status and related health conditions related to preventing the transmission of illnesses due to Norovirus, Salmonella Typhi, Shigella spp., Shiga Toxin-producing Escherichia coli (STEC), nontyphoidal Salmonella, or Hepatitis A virus.

The purpose of this policy is to inform food service employees of their responsibility to notify the Person in Charge (PIC) when they experience any of the conditions listed so that the PIC can take appropriate steps to prevent the transmission of foodborne illness.

The food service employee **MUST** report to the PIC the onset of the following symptoms, either while at work or outside of work, to include the date of onset:

- Diarrhea
- Vomiting
- Jaundice
- Sore throat with fever
- Infected cuts, wounds, or lesions (containing pus on the hand, wrist, or any other exposed body part) and cuts, wounds, or lesions that are not properly covered (such as boils and infected wounds).

The food service employee **MUST** report to the PIC any diagnosis of the following illnesses:

- Norovirus
- Typhoid Fever (Salmonella Typhi)
- Shigellosis (Shigella spp. Infection)
- Escherichia coli 0157:H7 or other STEC infection
- Nontyphoidal Salmonella
- Hepatitis A (Hepatitis A virus infection)

The food service employee **MUST** report to the PIC any exposures to foodborne pathogens such as:

- Exposure to, or suspicion of causing, any confirmed disease outbreak of Norovirus, Typhoid Fever, Shigellosis, E. coli 0157:H7 or other STEC infection, or Hepatitis A.
- Exposure to a household member diagnosed with Norovirus, Typhoid Fever, Shigellosis, illness due to STEC, or Hepatitis A.
- Exposure to a household member who visits or works in a location experiencing a confirmed disease outbreak of Norovirus, Typhoid Fever, Shigellosis, E. coli 0157:H7 or other STEC infection, or Hepatitis A.

Failure to comply with the requirements and standards outlined above could result in action being taken against the identified establishment.