Employee Illness Policy

Do you have a written or verbal Employee Illness Policy? If not, you need one to prevent food-borne illness associated with food contaminated by an ill or infected food employee. The person in charge and food employees should be familiar with the Employee Illness Policy and be able to provide information when interviewed by facility managers or regulatory officials.

A good Employee Illness Policy consists of three parts:

1. Management is responsible to inform employees of the Employee Illness Policy and to train employees on symptoms and illnesses.
2. The employee should recognize symptoms of foodborne illness and know that it is their responsibility to report to management if they have any of the symptoms listed below.
3. A management plan to restrict or exclude employees that have symptoms of, diagnosis of, or exposure to, foodborne illness.

Employees may not return to work for at least 24 hours after symptoms have gone. Foodborne illness symptoms are any one of the following:

- Diarrhea
- Vomiting
- Sore throat with fever
- Jaundice (yellowing of eyes and skin)
- Infected cuts or burns on hands or arms

Exclude or restrict employees from food service, if diagnosed with any of the following:

- E.coli O157:H7
- Salmonella typhi
- Shigella
- Hepatitis A
- Norovirus