

Food Code Fact Sheet #5

What you should know about the Code

<https://oda.direct/FoodSafety>

Employee Illness Policy

FOOD CODE, OAR 603-25-0030, CHAPTER 2-201.11-13

2-201.11 Responsibility of Permit Holder and Person in Charge.

*2-201.12 Exclusions and Restrictions.
The person in charge shall exclude or restrict a food employee:*

(A) ... that has any of the following signs or symptoms:

- (1) Vomiting,*
- (2) Diarrhea,*
- (3) Sore throat with fever, or*
- (4) Jaundice*
- (C) Exclude a food employee from a food establishment if the food employee is diagnosed by a health practitioner or presumptive with:*
 - (1) Norovirus,*
 - (2) Hepatitis A virus,*
 - (3) Shigella spp.,*
 - (4) Enterohemorrhagic or Shiga Toxin-Producing Escherichia coli, or*
 - (5) Salmonella Typhi*

2-201.13 Removal of Exclusions and Restrictions.

(see the Food Code for the complete rule)

PUBLIC HEALTH REASONS:

Many illnesses that cause diarrhea or vomiting are transmitted from ill food workers to customers. Excluding or restricting ill employees from working with food is one of the critical factors to preventing foodborne illness from occurring in your facility. The other two critical factors are proper handwashing and no bare hand contact of ready-to-eat food.

Do you have a written or verbal Employee Illness Policy? If not, you need one to prevent foodborne 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



Many people describe their symptoms

More information is available at: <https://oda.fyi/FoodCodeAnnex3> and <https://oda.fyi/FoodCodeAnnex7>; the 2009 FDA Food Code, Annex 3 and Annex 7.

Food Safety Program



Oregon
Department
of Agriculture