



Chatham County Environmental Health

NC FOOD CODE Employee Health Guidelines

Establishments can use these guidelines when creating an Employee Health Policy.

As per NC FOOD CODE 2-201.11 Responsibility of Permit Holder, Person in Charge, and Conditional Employees. "(A) The PERMIT HOLDER shall require FOOD EMPLOYEES and CONDITIONAL EMPLOYEES to report to the PERSON IN CHARGE information about their health and activities as they relate to diseases that are transmissible through FOOD. A FOOD EMPLOYEE or CONDITIONAL EMPLOYEE shall report the information in a manner that allows the PERSON IN CHARGE (PIC) to reduce the RISK of foodborne disease transmission, including providing necessary additional information, such as the date of onset of symptoms and an illness, or of a diagnosis without symptoms..." For conditions see 2-201.11.

****NOTE: PIC will use "FDA Employee Health and Personal Hygiene" Handbook/interactive disk for guidance on exclusion/restriction**

Employee Responsibilities:

I. Reporting: Symptoms of Illness without diagnosis

- Use 2-201.12 Table 1a (*Summary of Requirements for Symptomatic Food Employees*)**
- Employees must agree to report to PIC if they have:
 - Diarrhea
 - Vomiting
 - Jaundice (yellowing of the skin and/or eyes)
 - Sore throat with fever
 - Infected cuts, wounds, or lesions containing pus (on any exposed body parts)

II. Reporting: Diagnosed Illness

- Use chart 2-201.12 Table 1b (*Summary of Requirements for Diagnosed, Symptomatic Food Employees*)**
- Use chart 2-201.12 Table 2 (*Summary of Requirements for Diagnosed Food Employees with Resolved Symptoms*)**
- Use chart 2-201.12 Table 3 (*Summary of Requirements for Diagnosed Food Employees Who Never Develop Gastrointestinal Symptoms*)**
- Employees must agree to report to PIC if they have been diagnosed with the BIG 5 illnesses:
 - 1> Norovirus
 - 2> Salmonella
 - 3> Shigella
 - 4> E. coli
 - 5> Hepatitis A

III. Reporting: Exposure of Illness

- Use 2-201.12 Table 4 for Exposure to Illness (*History of Exposure, and Absent Symptoms or Diagnosis*)**
- Employee must agree to report an exposure of any the BIG 5 illnesses:
 - If a household member has or has had any of the BIG 5 illnesses.
 - If a household member has attended or worked in a setting with an outbreak of the BIG 5.

PIC Responsibilities:

➤ Exclusion and Restriction from Work

- If employee has any of the symptoms or illnesses listed above, per NC FOOD CODE, you are required to either exclude or restrict the employee from work.
- If the employee has been excluded from work, the employee may not come to work.
- If the employee has been restricted from work, the employee may work; however, duties may not involve food.

➤ Returning to Work

- Some employees may need to be medically cleared by doctor and or have Regulatory Authority approval prior to returning to work.
 - Use Tables 1a, 1b, 2, 3, 4 **
- For employees who need Regulatory Authority to return to work, call Chatham County Health Department, Division of Environmental Health at 919-542-8208.