



# **Using FDA Retail Standards to Improve a Food Safety Program**

**NACCHO Mentorship Program  
Sharing Session  
February 29, 2016**

**Presented by  
Fairfax County Health Department**



# BACKGROUND

## FDA Model Food Code

### Chapter 2-2 Employee Health

#### Subpart 2-201 Responsibilities of Permit Holder, Person in Charge, Food Employees and Conditional Employees

**Paragraph (A)** The **permit holder shall require food employees...to report** to the PIC information about their health...as they relate to diseases that are transmissible through food. A **food employee... shall report...**



# **FDA Model Food Code**

## **Chapter 2-201(B-F)**

### **What does the PIC do if...**

#### **Employee Reports:**

- FBI Symptoms
- Diagnosis with FBI
- Exposure to FBI



## BACKGROUND – FAIRFAX COUNTY

- Prior to 2011
  - Problem with consistent assessment of EHP
  - Inspection software analysis = 96% in compliance
  - Staff input helped identify problem



# 2010 RISK FACTOR STUDY – STANDARD 9

## Employee Health Policy

IN OUT A. Facility has a **written policy** that is consistent with 2-201 of the Food Code for **excluding and restricting employees** on the basis of their health and activities as they relate to diseases that are transmissible through food. **Written policy** includes a statement **regarding employee responsibility** to notify management of symptoms and illnesses identified in the Food Code.

**24.5% COMPLIANCE**

How to Improve?



# Assessment of Compliance Status



# How do I assess PIC knowledge and awareness?

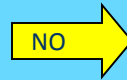
- Decision Tree is designed for EHS use
- Addresses the 3 elements of an effective employee health policy:
  - **Training of employees** on foodborne illness transmission, diseases, and symptoms
  - **Employee awareness of their responsibility** to report symptoms, diagnosis, and exposure
  - **PIC knows what action(s) to take** when an employee reports AND when or under what conditions the employee can return to work or assigned duties



# Employee Health Policy Decision Tree

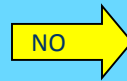
- Question 1: Do you provide training to the food employees on foodborne illness?

- **TRAINING**



- Question 2: Does this training include a review of the Big 5 illnesses and symptoms?

- **TRAINING**



- Question 3: Are food employees made aware of their responsibility to report symptoms, diagnosis, and exposure to the PIC?

- **RESPONSIBILITY**

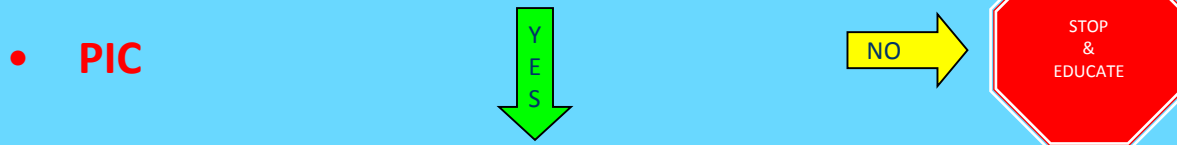




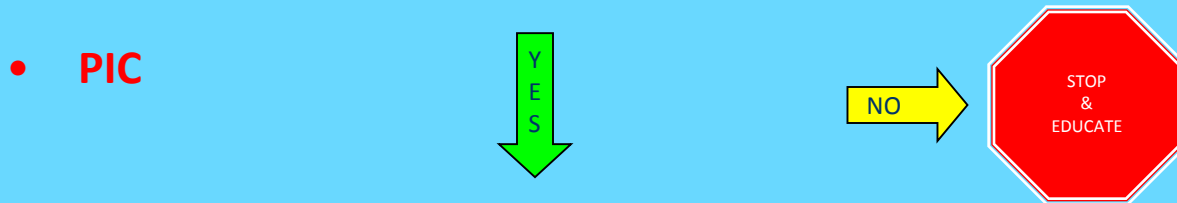


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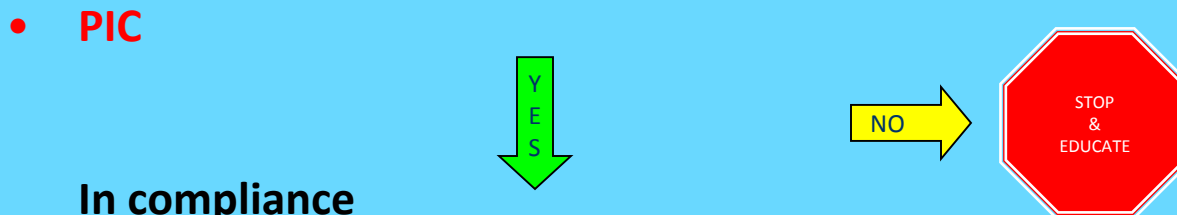
- Question 4: Do you document this training?



- Question 5: Can I see the documentation of this training?



- Question 6: Can you describe what you do if an employee reports to you with symptoms, diagnosis, or exposure information?



In compliance



## EHP Compliance Status Decision Tree

- Six “yes/no” questions to address the 3 elements
- Separates food employee training (Q1 – Q3) from PIC/CFM knowledge/responsibility (Q4 – Q6)
- “No” means the establishment is OUT of compliance – single code citation
- Education will always include EHS providing all training materials
- Efforts must focus on PIC/CFM training of employees and documentation of training and reporting

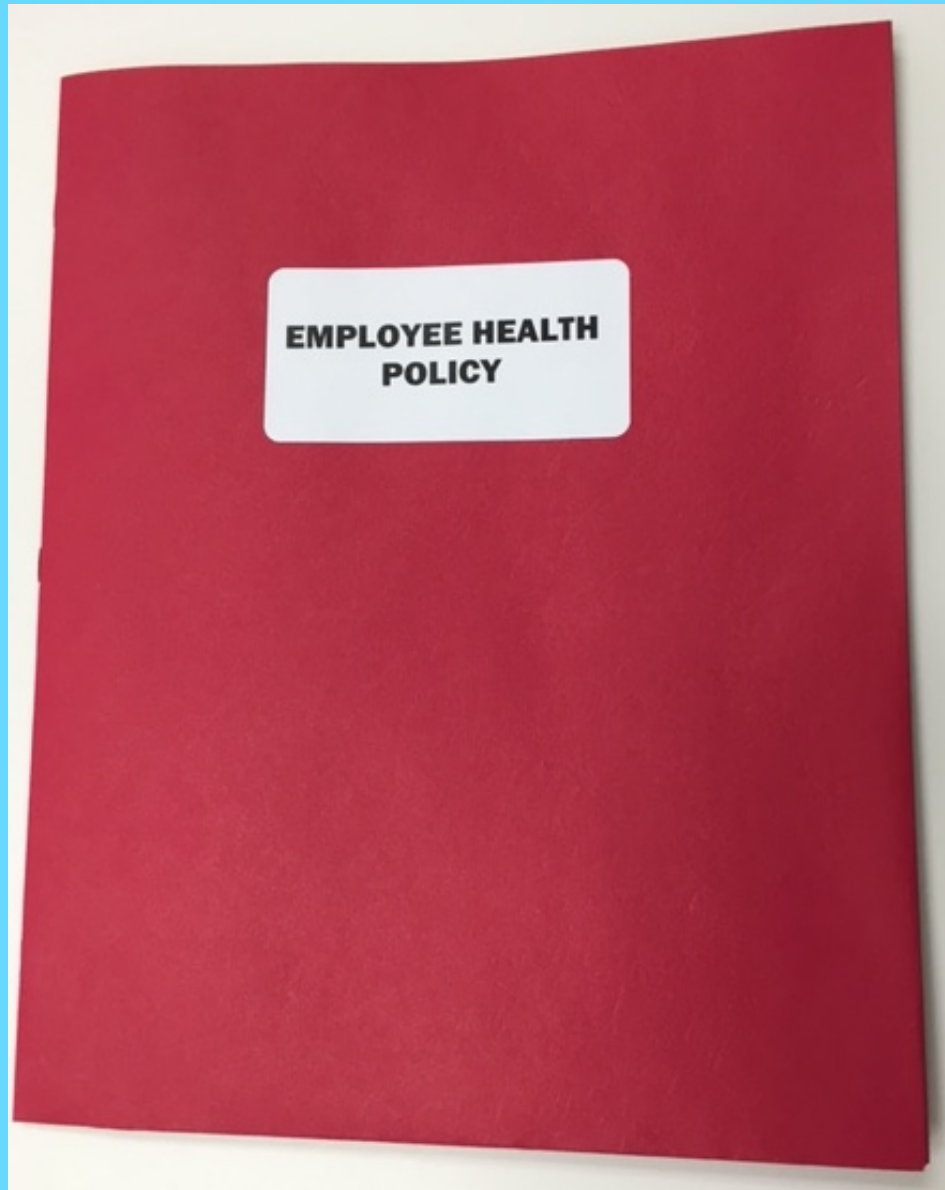


# Employee Health Policy Field Presentation

- Significance of having an EHP
  - Food safety equals the prevention of foodborne illness
  - Ramifications of FBI in establishment
- Handouts
  - FBI training – focus on symptoms
  - Reporting Agreement – employee responsibility and buy-in
  - Decision Guide – management responsibility
- Expectations
  - Second six month inspection will ask about implementation



# The **RED FOLDER**





## County of Fairfax, Virginia

To protect and enrich the quality of life for the people, neighborhoods and diverse communities of Fairfax County

### Let's start an Employee Health Policy!

To start an employee health policy (EHP), you must have a training meeting with your employees, one at a time or as a group, and review some very specific information.

There are three forms which are used to explain the employee health policy (EHP). Two of the forms are for employees and managers and the third form is for **managers only**.

**Form #1** is titled "What is foodborne illness?"

**Form #2** is called the **Employee Agreement**.

**Form #3** is called the **Manager's Decision Guide**.

You will use forms #1 and #2 when training your employees. Make enough copies for each employee to have his/her own to review.

**Form #1 – What is foodborne illness?** You must make the following important points:

- 1) Foodborne illness can make customers sick and that can have an effect on the restaurant's business.
- 2) The **BIG FIVE** cause the largest amount of foodborne illness in the United States.
- 3) It is important for employees and managers to recognize the symptoms of the **BIG FIVE** foodborne illnesses.

**Form #2 – Employee Agreement;** you must make the following important points:

- 1) The **employee agrees to report** to a manager if:
  - a. the employee experiences symptoms of a foodborne illness;
  - b. a doctor tells the employee he/she is sick with a foodborne illness;
  - c. the employee is exposed to a foodborne illness through contact with other people.

Make the Employee Health Policy part of the training for all new employees. During inspections, the area health department inspector will ask for evidence that you are doing the training.

There are two ways to show that employees have received the Employee Health Policy information:

- 1) employee signature on the Employee Agreement or
- 2) a sign-in sheet from a group training meeting.

If you have any questions about the Employee Health Policy, you may contact Fairfax County Health Department or get more information from our website, [www.fairfaxcounty.gov/hd/food](http://www.fairfaxcounty.gov/hd/food).





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### Form #1 What is foodborne illness?

People can become sick from eating contaminated food. This is called foodborne illness. *Contaminated* means there are bacteria and viruses on the food which can make people sick. Sometimes the food in a restaurant can become contaminated because of the way an employee handles the food. If a customer becomes sick from eating contaminated food in a restaurant, there may be serious results. For example:

#### Employee

Contaminates the food by not washing his/her hands properly;

#### Customer

Gets sick

Tells friends, relatives, neighbors not to eat at restaurant

Complains to the health department

Could take the restaurant to court

#### Restaurant

Loses business

Could go out of business

#### Employee

Could be out of a job

The most common foodborne illnesses in the United States are:

1. E.Coli
2. Hepatitis A
3. Shigella
4. Salmonella
5. Norovirus

These illnesses are referred to as the **Big Five**. Often these illnesses have similar symptoms. It is important that an employee recognize the symptoms of foodborne illness:

- 1) vomiting
- 2) diarrhea
- 3) jaundice
- 4) sore throat with fever
- 5) skin infection such as open sores



= CALL YOUR  
MANAGER





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### Form #2 EMPLOYEE ILLNESS REPORTING AGREEMENT

You play an important role in providing safe food to the general public. As a food handler, you have a responsibility to report the symptoms and conditions listed below.

I agree to report to the person in charge the following symptoms of foodborne illness:

1. Vomiting
2. Diarrhea
3. Jaundice – yellow skin or eye color
4. Sore throat with fever
5. Infected wounds

I agree to report to the person in charge if a doctor says that I have one of the following infections:

1. E.coli
2. Salmonella
3. Shigella
4. Hepatitis A
5. Norovirus

I agree to report to the person in charge if I am exposed to foodborne illness in the following ways:

1. I am exposed to a confirmed outbreak of foodborne illness;
2. Someone who lives in my house is diagnosed with a foodborne illness;
3. Someone who lives in my house attends an event or works in a place which has a confirmed outbreak of foodborne illness.

#### Employee Acknowledgement

I understand that if I fail to meet the terms of this agreement, action could be taken by the food establishment or Fairfax County Health Department that may affect my employment.

Employee Name (please print) \_\_\_\_\_

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_

Signature of Person in Charge \_\_\_\_\_ Date \_\_\_\_\_





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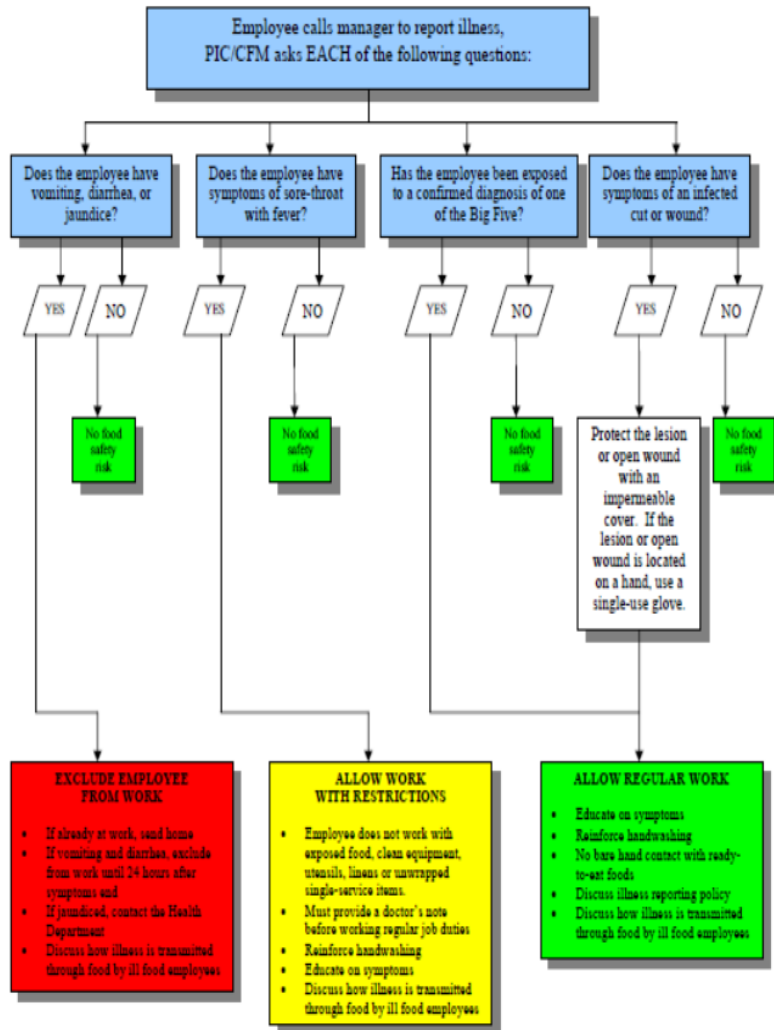
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### Employee Illness Decision Guide for PIC/CFM (non-HSP)

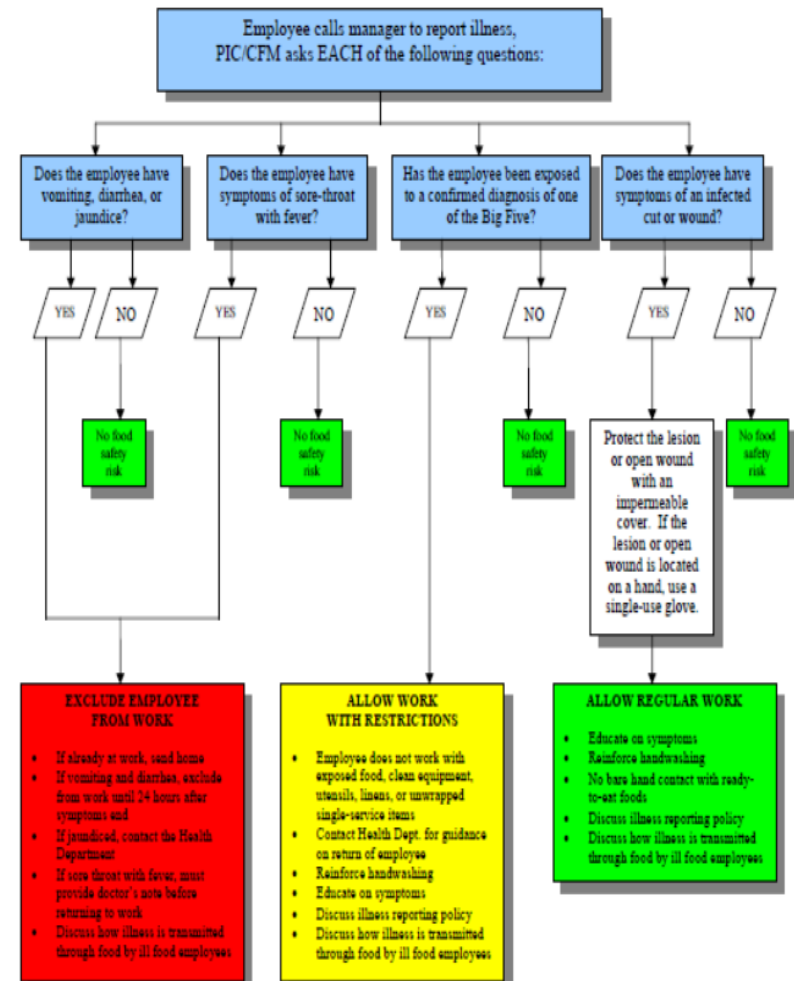
Use this flow chart to determine if an employee with an *undiagnosed* illness can spread the illness through food and should be restricted or excluded from work.



If a food employee reports a **diagnosis of Norovirus, E.coli O157:H7, Shigella, Hepatitis A virus, or Salmonella Typhi**, immediately exclude the employee and contact the Fairfax County Health Department, Food Safety Section at 703-246-2444 for guidance.

### Employee Illness Decision Guide for PIC/CFM (HSP)

To be used for employees working with a highly susceptible population, including nursing homes, adult day health care, child day care or elementary school. Use this flow chart to determine if an employee with an *undiagnosed* illness can spread the illness through food and should be restricted or excluded from work.



If a food employee reports a **diagnosis of Norovirus, E.coli O157:H7, Shigella, Hepatitis A virus, or Salmonella Typhi**, immediately exclude the employee and contact the Fairfax County Health Department, Food Safety Section at 703-246-2444 for guidance.



# Tools and Resources

- Handouts – 10 Languages
- Web page PPT slide show
- Newsletter

**Food Service Employee Health Policy**

Food Service  
Employee Health Policy  
A Presentation of the  
Fairfax County Health Department  
Food Safety Program



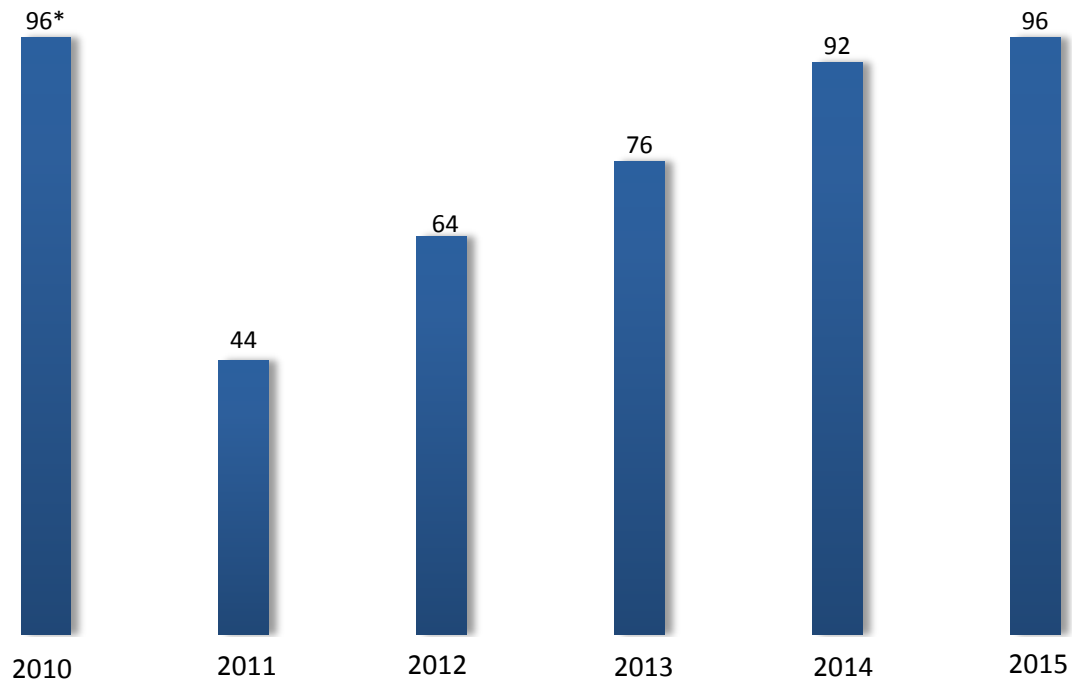
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# RESULTS, PART 1

## EHP Compliance Percentage





## RESULTS, PART 2

Standard 9 Risk Factor Study

Assess Program; Identified Deficiencies

Standard 7 Outreach to Industry

Training; Compliance; Partnership



# Contact Information

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Fairfax County Health Department  
[ronald.campbell@fairfaxcounty.gov](mailto:ronald.campbell@fairfaxcounty.gov)

**Training Materials Available at:**  
[www.fairfaxcounty.gov/hd/food](http://www.fairfaxcounty.gov/hd/food)

**Food Shield**  
<https://www.foodshield.org/>