



Employee Exclusion and Restriction Guidance

Proper management of a food establishment involves practicing procedures for identifying employees who may transmit foodborne pathogens to food, other employees, and customers. Persons in Charge (PIC) must ensure that food employees are aware of the reporting requirements for foodborne illness symptoms and diagnoses. Additionally, when an employee reports an exposure to, symptoms of, or a diagnosis with foodborne illness, the proper protocols and actions must be followed in order to prevent potential disease transmission. The PIC must understand the requirements for restricting, excluding, and reinstating food employees due to food illnesses.

Three interventions that have been proven effective in the prevention of the transmission of foodborne disease include: (a) restricting or excluding ill food employees from working with food; (b) using proper hand washing procedures; and (c) eliminating bare hand contact with foods that are ready-to-eat (RTE). The concurrent use of each intervention will help prevent the transmission of disease from food employees to consumers through contaminated food.

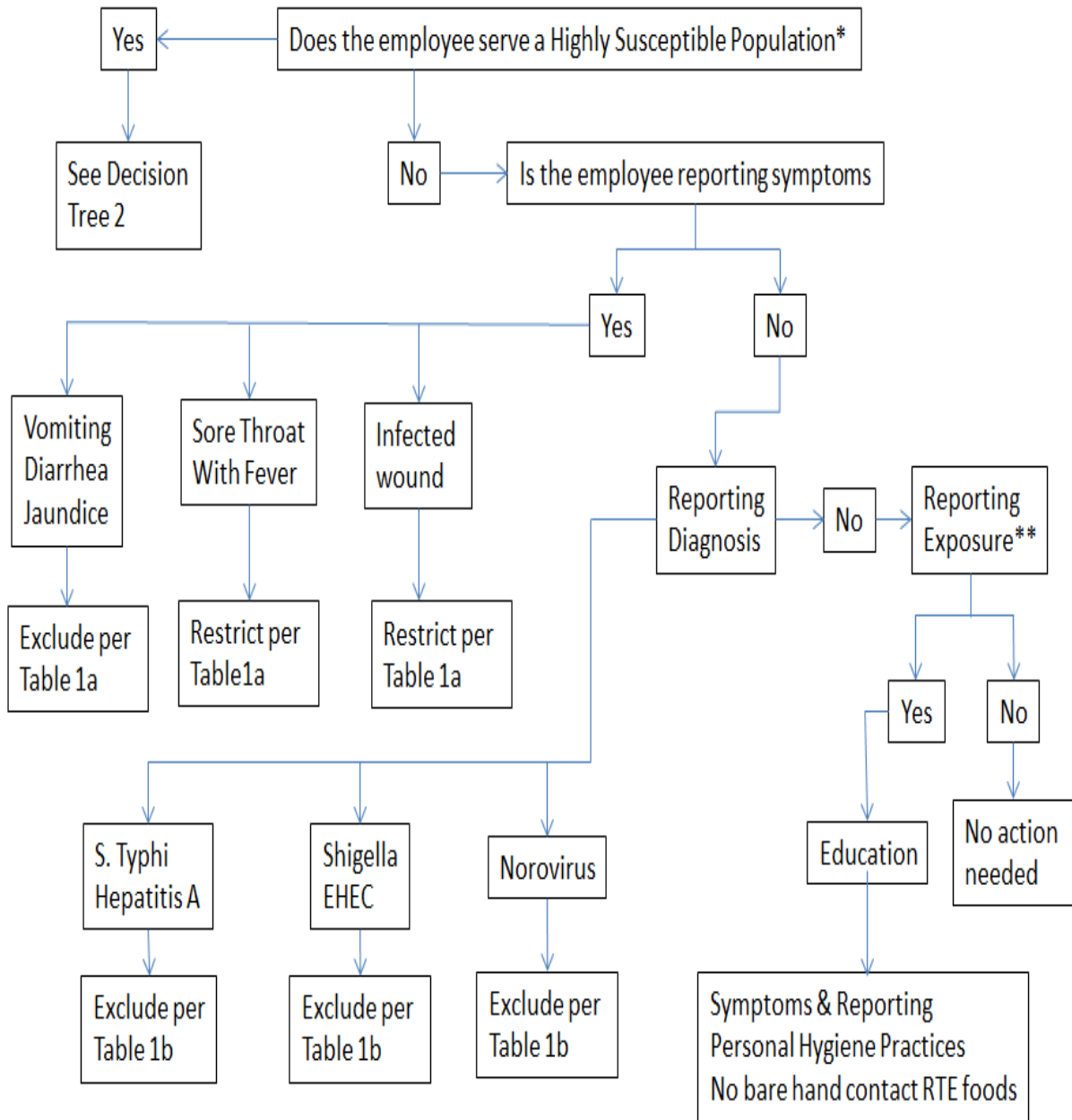


Photo from: <https://www.navy.com/careers/business-legal/food-services-hospitality.html>

The following information provides guidance to the PIC when it becomes necessary to restrict or exclude a food service employee due to a diagnosis of, or symptoms associated with, a foodborne illness. By utilizing the decision trees and associated tables, a PIC can make a sound public health decision on whether an employee should be restricted or excluded and can clearly define the conditions which must be met before an employee can return to a full duty status.



Employees NOT serving a Highly Susceptible Population*
Decision Tree 1

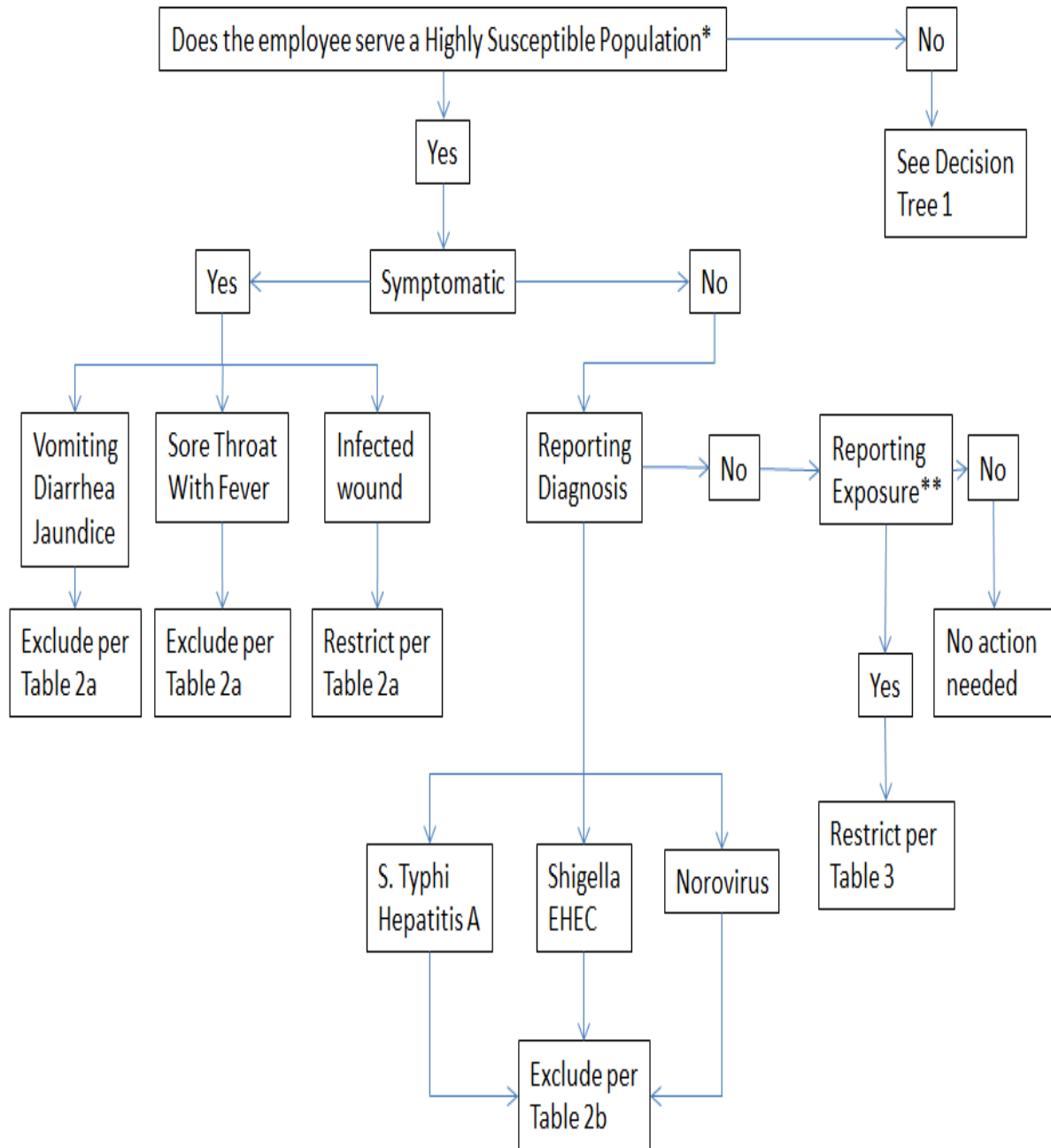


*As defined in the NAVMED P-5010 Chapter 1 pg 301

**As defined in the NAVMED P-5010 Chapter 1 pg 16



Employees serving a Highly Susceptible Population*
Decision Tree 2



*As defined in the NAVMED P-5010 Chapter 1 pg 301

**As defined in the NAVMED P-5010 Chapter 1 pg 16



Table 1a: Requirements for Non-diagnosed, Symptomatic Food Service Workers (Not serving HSP)

Symptom	Exclude/ Restrict	Removing from Exclusion/Restriction
Vomiting	Exclude	Asymptomatic for 24 hours
Diarrhea	Exclude	Asymptomatic for 24 hours
Jaundice	Exclude	Employee provides medical documentation employer
Sore Throat w/ Fever	Restrict	Asymptomatic for 24 hours
Infected Wound	Restrict	Affected area is properly covered

Table 1b: Requirements for Diagnosed Food Service Workers (Not serving HSP)

Diagnosis	Exclude/ Restrict	Removing from Exclusion/Restriction
E. coli	Exclude	May return as restricted employee after asymptomatic for 24 hours; To return unrestricted must provide medical documentation or be asymptomatic for at least 7 days
Norovirus	Exclude	May return as restricted employee after asymptomatic for 24 hours; To return unrestricted must provide medical documentation or be asymptomatic for at least 48 hours
Hepatitis A	Exclude	Jaundiced more than 7 days; or anicteric employee had symptoms more than 14 days; or provided medical documentation
S. Typhi	Exclude	Employee provides medical documentation certifying infection free to employer
Shigella	Exclude	May return as restricted employee after asymptomatic for 24 hours; To return unrestricted must provide medical documentation or be asymptomatic for at least 7 days



Table 2a: Requirements for Non-diagnosed, Symptomatic Food Service Workers Serving HSP

Symptom	Exclude/ Restrict	Removing from Exclusion/Restriction
Vomiting	Exclude	Asymptomatic for 24 hours
Diarrhea	Exclude	Asymptomatic for 24 hours
Jaundice	Exclude	Employee provides medical documentation employer
Sore Throat w/ Fever	Exclude	Asymptomatic for 24 hours
Infected Wound	Restrict	Affected area is properly covered

Table 2b: Requirements for Diagnosed Food Service Workers Serving a HSP

Diagnosis	Exclude/ Restrict	Removing from Exclusion/Restriction
E. coli	Exclude	Provide medical clearance, or be asymptomatic for at least 7 days
Norovirus	Exclude	Provide medical clearance, or be asymptomatic for at least 48 hours
Hepatitis A	Exclude	Jaundiced more than 7 days; or anicteric employee had symptoms more than 14 days; or provided medical documentation
S. Typhi	Exclude	Employee provides medical documentation certifying infection free to employer
Shigella	Exclude	Provide medical clearance or be asymptomatic for at least 7 days



Table 3: History of Exposure, without symptoms or diagnosis for Employees serving a HSP

Pathogen	Exclude/ Restrict	Removing from Exclusion/Restriction
E. coli	Restrict	3 days since last exposure, or More than 3 days since household contact became asymptomatic
Norovirus	Restrict	48 hours since last exposure, or More than 48 hours since household contact became asymptomatic
Hepatitis A	Restrict	Employee proves immunity (previous infection, vaccination or IgG results), or 30 days since last exposure or household contact became jaundiced
S. Typhi	Restrict	14 days since last exposure, or More than 14 days since household contact became asymptomatic
Shigella	Restrict	3 days since last exposure, or More than 3 days since household contact became asymptomatic