

Check list for employee health verification For Highly Susceptible Populations (HSP)

For Food Service and Conditional employees

The following link provides American Disabilities Act information regarding how to deal with conditional employees. http://www.eeoc.gov/facts/restaurant_guide.html. Food employers should ask questions about symptoms and diseases transmissible through food only after a conditional job offer has been made. After you make a conditional job offer, you may ask about diseases transmissible through food. You may ask questions about an applicant's health and require a medical exam. Further information on developing an employee health policy is available from FDA's Employee Health and Personal Hygiene Handbook at <http://www.fda.gov/Food/FoodSafety/RetailFoodProtection/IndustryandRegulatoryAssistanceandTrainingResources/ucm113827.htm>

Reportable Symptoms (employees and conditional employees)

- Vomiting
- Diarrhea
- Jaundice
- Sore Throat with fever
- Lesion with pus that cannot be protected by an impermeable cover

Reportable diagnosis (employees and conditional employees)

- typhoid fever (Salmonella Typhi) Presently or within past 3 months w/o antibiotic therapy
- shigellosis (Shigella spp. infection)
- Escherichia coli 0157:H7 or other EHEC/STEC infection
- Hepatitis A virus Presently Diagnosed with Symptoms
- Norovirus

Reportable Exposure (employees and conditional employees)

This includes exposure to: a household member diagnosed with, or household member attending or working in a setting experiencing a confirmed case of:

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| • typhoid fever (Salmonella Typhi) | 14 Days | ACTION NEEDED: Restrict no exposed food, equipment, utensils, counsel |
| • shigellosis (Shigella spp. infection) | 3 Days | Restrict no exposed food, equipment, utensils, counsel |
| • Escherichia coli 0157:H7 or other EHEC/STEC infection | 3 Days | Restrict no exposed food, equipment, utensils, counsel |
| • Hepatitis A virus | 30 Days | Restrict no exposed food, equipment, utensils, counsel |
| • Norovirus | 48 hours | Restrict no exposed food, equipment, utensils, counsel |

Exclusions, Restrict and Reinstate

(Regular script = no regulatory approval required) (***Bold italics = regulatory approval required***)

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| • Vomiting | Exclude | 24 hours w/o symptoms |
| • Diarrhea | Exclude | 24 hours w/o symptoms |
| • Sore Throat with Fever | Exclude | Must provide medical clearance before returning |
| • Lesion with pus | Allow Work | Protect lesion or wound with impermeable cover if located on hand single use glove. |
| • <i>Jaundice</i> | <i>Exclude</i> | <i>Contact health department; Onset within last 7 days; unless medical proof not caused by Hepatitis A</i> |
| • <i>Salmonella Typhi</i> | <i>Exclude</i> | <i>Written medical documentation/clearance</i> |
| • <i>Shigella spp. infection</i> | <i>Exclude</i> | <i>24 hours after symptoms resolve; remains restricted until medically cleared or > 7days w/o symp</i> |
| • <i>Norovirus</i> | <i>Exclude</i> | <i>24 hours after symptoms resolve; remains restricted until medically cleared or >48 hours w/o symp</i> |
| • <i>EHEC or STEC</i> | <i>Exclude</i> | <i>24 hours after symptoms resolve; remains restricted until medically cleared or >7days w/o symp</i> |
| • <i>Hepatitis A virus</i> | <i>Exclude</i> | <i>If within 14 days of any symptom or 7 days of jaundice and until medically cleared free of Hep A</i> |