

Food Handler Exclusion Worksheet

This guide is designed to assist local health departments follow recommendations for food handlers who are experiencing jaundice, or who were exposed to, have symptoms of, or diagnosed with communicable conditions that can be transmitted through food. The Food Establishment Code (64 CSR 17) is the West Virginia legislative rule that establishes the minimum requirements for the design, construction, management, and operation of food establishments. Annex 2 through 7 of the 2013 Recommendations of the United States Public Health Service, Food and Drug Administration (FDA) Federal Food Code have been adopted for use by the Food Establishment Code. Outlined in the 2013 Federal Food Code are the exclusion, restriction, and reinstatement requirements for food handlers. Food handlers may be restricted and excluded from food service to reduce the likelihood that organisms that are known to be transmissible via contaminated food will be transmitted from infected food employees to food. The recommendation to restrict[†] or exclude food handlers is based on the risk that an infected food handler will transmit the organism to food and the clinical illness caused by the organism. These recommendations will guide local health department decision-making on the removal of food handlers that pose a risk of transmitting foodborne pathogens.

Table 1. Restriction, Exclusion, and Reinstatement Recommendations for Food Handlers with Symptoms or Diagnoses of Foodborne Communicable Conditions

Organism	Food Handler Recommendations
Campylobacter	(1) EXCLUDE food handlers with diarrheal illness until the food handler has been asymptomatic for at least 24 hours without the use of anti-diarrheal medications. (2) Asymptomatic infected food handlers do not need to be excluded if proper personal hygiene measures, including hand hygiene are maintained.
Cryptosporidium	EXCLUDE food handlers with diarrheal illness until the food handler has been asymptomatic for at least 24 hours without the use of anti-diarrheal medications.
Giardia	EXCLUDE food handlers with diarrheal illness until the food handler has been asymptomatic for at least 24 hours without the use of anti-diarrheal medications.
Jaundice or Diagnosis of Hepatitis A virus	(1) EXCLUDE food handlers who are: <ul style="list-style-type: none"> ▪ Jaundiced and the onset of jaundice is within the last seven calendar days. OR ▪ Diagnosed with Hepatitis A virus infection within 14 calendar days from illness onset or within seven days of the onset of jaundice. OR ▪ Diagnosed with Hepatitis A virus infection and have not developed symptoms. (2) REINSTATE the food employee once the person in charge* obtains approval from the regulatory authority**; AND <ul style="list-style-type: none"> ▪ The food employee has been jaundiced for more than seven calendar days. OR ▪ The symptomatic food employee without jaundice has experienced symptoms for more than 14 days. OR ▪ The food employee provides the person in charge* with written medical documentation stating that the food employee is free of a Hepatitis A virus infection.
Nontyphoidal Salmonella	(1) EXCLUDE food handlers experiencing symptoms of vomiting or diarrhea. (2) RESTRICT [†] asymptomatic food handlers diagnosed with nontyphoidal <i>Salmonella</i> . (3) Symptomatic food handlers whose symptoms are resolved may work on a RESTRICTED [†] basis. Maintain restrictions for 30 days or until they meet conditions to be reinstated. (4) REINSTATE the food employee once the person in charge* obtains approval from the regulatory authority**; AND <ul style="list-style-type: none"> ▪ The food employee provides written medical documentation stating that the food employee is free of a nontyphoidal <i>Salmonella</i> infection based on test results showing two consecutive negative stool specimen cultures collected at least 24 hours apart and at least 48 hours after the discontinuance of antibiotics. OR ▪ The food employee was asymptomatic at the point of diagnosis and remained asymptomatic for more than 30 days after diagnosis.

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<p>Norovirus</p>	<ol style="list-style-type: none"> (1) EXCLUDE food handlers experiencing symptoms of vomiting, diarrhea, or diagnosed with an infection from Norovirus. (2) EXCLUDE food handlers that work in a sensitive setting[†] until conditions for reinstatement are met. (3) RESTRICT[†] asymptomatic food handlers diagnosed with Norovirus infection working in a food establishment serving the general population. (4) Symptomatic food handlers working in a food establishment serving the general population may begin working on a RESTRICTED[†] basis 24 hours after symptoms have resolved. Maintain restrictions until conditions for reinstatement are met. (5) REINSTATE the food employee once the person in charge* obtains approval from the regulatory authority**; AND <ul style="list-style-type: none"> ▪ The food employee provides written medical documentation stating that the food employee is free of a Norovirus infection. OR ▪ The food employee was symptomatic, symptoms have resolved, and more than 48 hours have passed since the food employee became asymptomatic. OR ▪ The food employee was asymptomatic, did not develop symptoms, and more than 48 hours have passed since the food employee was diagnosed.
<p>Salmonella Typhi</p>	<ol style="list-style-type: none"> (1) EXCLUDE food employees diagnosed with <i>Salmonella</i> Typhi or who report a <i>Salmonella</i> Typhi infection within the past three months. (2) REINSTATE the food employee once the person in charge* obtains approval from the regulatory authority**; AND <ul style="list-style-type: none"> ▪ The food employee provides written medical documentation that states the food employee is free from <i>Salmonella</i> Typhi infection based on obtaining three consecutive negative stool cultures collected at least 24 hours apart and at least 48 hours after completing antibiotics and at least one month has passed since symptom onset.
<p>Shiga Toxin-Producing E. coli (STEC)</p>	<ol style="list-style-type: none"> (1) EXCLUDE food handlers experiencing symptoms of vomiting or diarrhea. (2) If a food employee is diagnosed with STEC and is asymptomatic or at least 24 hours have passed since symptoms resolved: <ul style="list-style-type: none"> ▪ EXCLUDE food employees who work in sensitive settings[†] until conditions are met for reinstatement. ▪ RESTRICT[†] food employees who work in food establishments serving the general population until conditions are met for reinstatement. (3) REINSTATE the food employee once the person in charge* obtains approval from the regulatory authority**; AND <ul style="list-style-type: none"> ▪ The excluded/restricted food employee provides written medical documentation stating that the food employee is free of an infection from STEC based on obtaining two consecutive negative stool specimen cultures collected at least 24 hours apart and at least 48 hours after the discontinuance of antibiotics. OR ▪ The food employee was excluded/restricted after symptoms resolved and more than seven calendar days have passed since symptoms resolved. OR ▪ The food employee was excluded/restricted and did not develop symptoms and more than seven days have passed since the food employee was diagnosed.
<p>Shigella</p>	<ol style="list-style-type: none"> (1) EXCLUDE food handlers experiencing symptoms of vomiting and diarrhea. (2) If a food employee is diagnosed with Shigellosis and is asymptomatic or at least 24 hours have passed since symptoms resolved: <ul style="list-style-type: none"> ▪ EXCLUDE food employees who work in sensitive settings[†] until conditions are met for reinstatement.

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| | <p>(3) RESTRICT[†] food employees who work in food establishments serving the general population until conditions are met for reinstatement.</p> <p>(4) REINSTATE the food employee once the person in charge* obtains approval from the regulatory authority**; AND</p> <ul style="list-style-type: none"> ▪ The excluded/restricted food employee provides written medical documentation stating that the food employee is free of Shigella infection based on obtaining two consecutive negative stool specimen cultures collected at least 24 hours apart and at least 48 hours after the discontinuance of antibiotics. OR ▪ The food employee was excluded/restricted after symptoms resolved and more than seven calendar days have passed since symptoms resolved. OR ▪ The food employee was excluded/restricted and did not develop symptoms and more than seven calendar days passed since the food employee was diagnosed. |
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***Person in charge:** the individual present at a food establishment who is responsible for the operation at the time of inspection.

****Regulatory authority:** the local, state, or federal enforcement body or authorized representative having jurisdiction over the food establishment.

[†]**Restriction:** limits the activities of a food employee so that there is no risk of transmitting a disease that is transmissible through food and the food employee does not work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single use articles.

[‡]**Sensitive Setting:** people who are more likely than other people in the general population to experience foodborne disease in locations such as childcare and healthcare facilities.

Table 2. Restriction Recommendations for Food Handlers Exposed to a Foodborne Communicable Condition

- (1) Food employees working in food establishments that serve the general population should receive education on the signs and symptoms to watch for and report, ensure compliance with good hygienic practices including hand washing, and prevent bare hand contact with ready-to-eat foods.
- (2) **RESTRICT[†]** food employees who are exposed to a foodborne pathogen and work in a sensitive setting[‡].
- (3) The period of restriction begins with the most recent foodborne or household contact exposure and lasts for the incubation period of the pathogen. For food employees with an ill household contact the period of restriction lasts for the duration of the household contact's illness plus the pathogen's incubation period.
- (4) **REINSTATE** food employees who were restricted based on exposure to one of the following pathogens using the criteria below:

Organism	Exposed Food Handler Recommendations
Hepatitis A virus	<ol style="list-style-type: none"> (1) The food employee is immune to Hepatitis A virus infection because of prior illness from Hepatitis A virus, vaccination against Hepatitis A virus, or IgG administration. OR (2) More than 30 days have passed since the last day the food employee was exposed. OR (3) More than 30 days have passed since the food employee's household contact became jaundiced. OR (4) The food employee continues to use a procedure that prevents bare hand contact with ready-to-eat food until at least 30 days after exposure and receives additional training on: <ul style="list-style-type: none"> ▪ Hepatitis A symptoms and how to prevent transmission; ▪ Proper handwashing procedure; AND ▪ Protecting ready-to-eat food from contamination introduced by bare hand contact.
Norovirus	<ol style="list-style-type: none"> (1) More than 48 hours have passed since the last day the food employee was exposed. OR (2) More than 48 hours have passed since the food employee's household contact became asymptomatic.
Salmonella typhi	<ol style="list-style-type: none"> (1) More than 14 days have passed since the last day the food employee was exposed. OR (2) More than 14 days have passed since the food employee's household contact became asymptomatic. (3) Consideration should be given to obtaining two negative stool cultures taken at least 24 hours apart from household and close contacts prior to working in a sensitive setting[‡].
Shiga Toxin-Producing E. coli (STEC)	<ol style="list-style-type: none"> (1) More than three days have passed since the last day the food employee was exposed. OR (2) More than three days have passed since the food employee's household contact became asymptomatic.
Shigellosis	<ol style="list-style-type: none"> (1) More than three days have passed since the last day the food employee was exposed. OR (2) More than three days have passed since the food employee's household contact became asymptomatic.

[†]**Restriction:** limits the activities of a food employee so that there is no risk of transmitting a disease that is transmissible through food and the food employee does not work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single use articles.

[‡]**Sensitive Setting:** people who are more likely than other people in the general population to experience foodborne disease in locations such as childcare and healthcare facilities.

See the condition surveillance protocol for more information: <https://oepps.wv.gov/atoz/Pages/default.aspx>

The 2013 FDA Federal Food Code is available at: <https://www.fda.gov/food/fda-food-code/food-code-2013>