

Overcoming Challenges - Employee Health

Food establishment management and staff often encounter many challenges when it comes to Employee Health and Illnesses

Part 2-2 of the 2013 FDA Food Code states that the permit holder shall require food employees to report to the person in charge, information about their health and activities as they relate to diseases that are transmissible through food in order to prevent spread food borne illnesses.

Common Challenges

There are many challenges associated with employee health and illness, but three main root causes can be directly correlated to controlling this hazard:

Staff Behavior

- Staff hide their symptoms and work while sick
- Hazard of working while ill is not realized until it's too late

Business Policies

- Business does not provide sick leave which puts pressure on staff to work
- Business does not allow for flexible schedules to allow staff to make up missed time
- Business may not have enough employees to cover missed shifts

Management Behavior

- Managers may be under pressure for profits, causing food safety to be lower priority
- Management does not make time to monitor employees in kitchen
- Employees not trained on illnesses and associated symptoms
- Management doesn't realize employees are required to report symptoms to them

Overcoming Challenges

There are effective options to consider when overcoming employee health and illness challenges.

Create Policies

Train Staff

Verify Policies are Working