

7

Good Personal Hygiene

Personal Hygiene Program

Learning Objectives

- Why employees with certain types of illnesses should not work directly with food.
- How good personal hygiene can help make sure that food does not become contaminated.
- What practices are not allowed in food handling areas because they could contaminate food.
- Why proper hand washing is essential.
- How and when to wash your hands or change your gloves.

Good practices on personal hygiene

- Good employee hygiene is very important in any steps in the food chain, from farm to table
- Pathogens can be carried or transmitted to food by food employees
- Prevention of contamination of food by employees is part of the Good Agricultural Practice (GAP), Good Manufacturing Practices (GMP), Sanitary Standards Operating Procedures (SSOP), Control Measure of HACCP and Good Retail Practices

Employee Hygiene Program

- To prevent food diseases an employee hygiene program must be established at all steps in the food system:
 - GAP
 - GMP
 - SSOP
 - HACCP
 - Good Retail Programs

Pathogens that may be transmitted by an infected food handler....

- Astroviruses
- *Bacillus cereus*
- *Campylobacter jejuni*
- *Clostridium perfringens*
- *Cryptosporidium species*
- *Entamoeba histolytic*
- Enterohemorrhagic *E. coli*
- Enterotoxigenic *E. coli*
- *Giardia intestinalis*
- Hepatitis A virus
- *Yersinia enterocolitica*
- Nontyphoideal *Salmonella*
- Noroviruses
- Rotaviruses
- *Salmonella Typhi*
- Sapoviruses
- *Shigella species*
- *Staphylococcus aureus*
- *Streptococcus pyogenes*
- *Taenia solium* – cysticercosis
- *Vibrio cholera*

Personal hygiene is important

- Good Agricultural Practices - GAP
- Good Manufacturing Practices - GMP
- Sanitary Standard Operating Procedures - SSOP
- Good Retail Practices - GRP
 - Food Code
- Good Transportation Practices – GTP

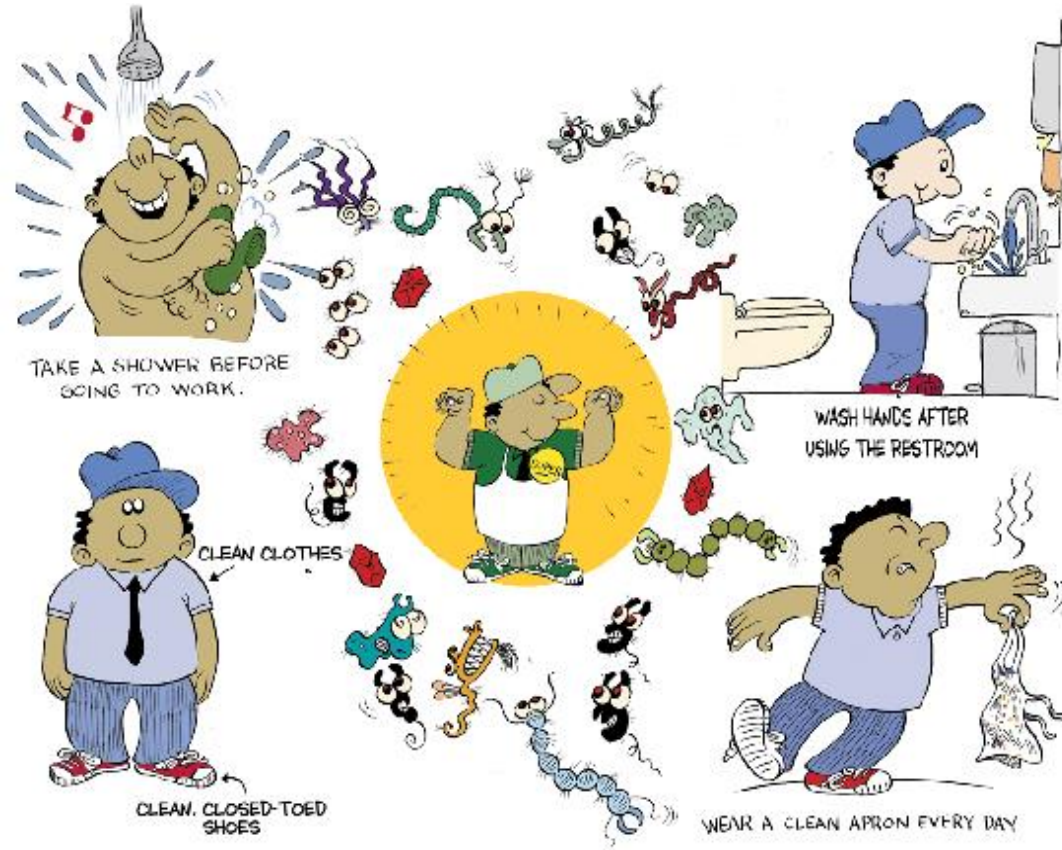
Employee Hygiene Program

Requirements for:

- Disease control – Health of the Employee
 - Preventing food handlers from working with or around food
 - Policies for reporting health issues
 - Handling Staff Illnesses
- Cleanliness
 - Adequate work attire for the task
 - Employee practices such as eating, smoking, drinking, chewing gum or tobacco
 - Actions that can contaminate food



Personal Hygiene



Good personal hygiene is essential for all food employees!

Personal Hygiene



TAKE A SHOWER BEFORE GOING TO WORK.

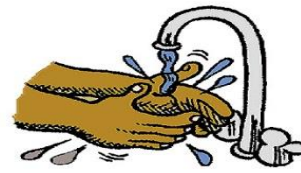


Personal hygiene means keeping good health habits such as:

- Bathing
- Showering daily
- Wearing clean clothing
- Frequent hand washing.

How to wash your hands

Follow these steps to be sure you have reduced the number of harmful microbes to a safe level!



1. Wet Hands



2. Apply Soap



3. Briskly Rub Hands For Twenty Seconds



4. Scrub Fingertips And Between Fingers



5. Scrub Forearm To Just Below Elbow



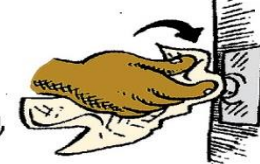
6. Rinse Forearms And Hands



7. Dry Hands And Forearms



8. Turn Off Water



9. Turn Doorknob And Open Door Using Paper Towel



10. Discard Towel



SNEEZING

Saliva - Vehicle of contamination.



Employee Hygiene Program

- Hand washing and hand care
- Single-use gloves
- Bare hand contact (BHC) with Ready to Eat Food - RTE
- Education and training
- Supervision of personnel with regards to these requirements
- Policies and Standard Operating Procedures



Good personal hygiene practices include

- Avoiding personal behavior that can contaminate food
- Proper hand washing and caring for hand
- Wearing clean and adequate work clothes for the task to be done
- Not allowing sick staff to work with or around food since they may carry pathogens
- Training and education

When Should You Wash Your Hands?



Raw and Ready-to-Eat





When do you wash your hands

○ Before....

- Starting work
- Putting on gloves
- Touching prepared food, equipment or clean utensils, articles of a single service and unwrapped single use articles (disposable) or surfaces in contact with food
- Starting to work with another type of product or changing task

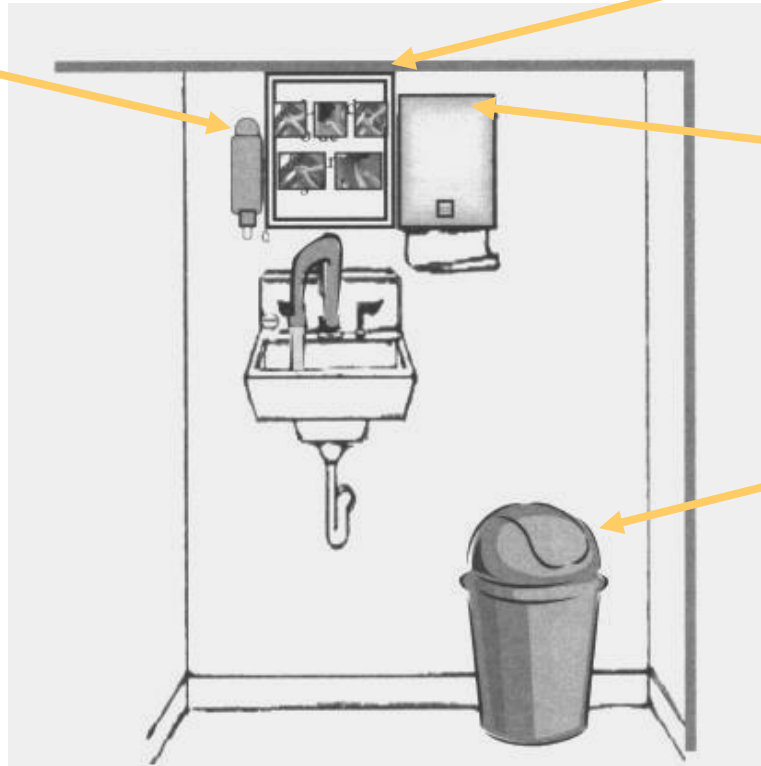
○ After....

- Using bathroom facilities
- Touching your face, hair or skin
- Touching raw foods and then touching ready to eat foods
- Putting trash in the garbage bin or can
- Touching service or handling animals or aquatic animals
- Touching any contaminated surface : dirty equipment or utensils
- Coughing, eating or smoking
- Touching a telephone
- Changing tasks

Where to wash

An equipped, clean hand washing station with signage

Soap dispenser



Sign that hands have to be washed

Disposable paper towels

Garbage can

Other topics

❑ Personal hygiene

- Eating, drinking or use of tobacco only in designated areas
- Wear hair restraints and clean cloth every day
- Discharges from the eyes, nose, and mouth
- Take out aprons before going to the bathroom or taking out the garbage

❑ Hand washing

- One of the most common causes of food contaminated by fecal material are from contaminated hands due to improper hand washing
- Never dry your hands on the apron

Where do you wash your hands?

- Employees shall wash their hands in a hand washing lavatory that provides running water at a temperature of at least 38°C (100 °F). They should not use a sink used for the preparation of food or in a service sink or in a basin or sink used for the disposition of water used in cleaning or similar liquid wastes.



Hand Antiseptics

- Shall comply with:
 - Be an approved drug that is listed in FDA publication Approved drug products with Therapeutic Equivalence Evaluations
 - Have antimicrobial ingredients that are listed in FDA monograph for OTC Health-Care Antiseptic drug products for antiseptic hand wash
 - Be applied to clean hands

Disposable Gloves

Gloves are like skin. . .

Change your gloves whenever you would wash your hands!!



Bare hand contact with ready to eat food (RTE)

Since bare hands can be a source of contamination....

- Do not handle ready to eat food with bare hands
- Never handle RTE food with bare hands if serving mainly high risk population

NON -Bare Hands Contact (NBHC)

Exceptions

- RTE Foods added as ingredient to a food
 - that does not contain raw meat, fish or poultry and that will be subsequently heated to a temperature of 63°C (145°F) or greater. For example adding an ingredient to a pizza dough.
 - that does contain raw meat, seafood or poultry and the dish will be subsequently heated to the minimum internal of the raw item(s). Example adding vegetables to a chicken fricassee.

NBHC

- Some regulatory authorities allow bare hand contact with RTE. They must have specific procedures for double hand washing and other personal hygiene practices.



Responding to Contamination Events

- A food establishment must have a written procedure (SOP) to follow when a vomiting or diarrheal event happens that involves discharges onto surfaces in the food establishment.
- Example of and SOP in the resources/references

Personal Habits and Clothing



- Keep your uniform clean:
- Do not wipe your hands or utensils on your uniform or apron
 - Change your apron after working with raw food items and continue working with RTE food
 - Wear hats, hair coverings, and beard restraints to keep hair from falling in food.

Work Habits

Food employee's habits while working affect food safety:

- Smoke in designated areas only
- Do not eat, chew gum or use tobacco in food prep areas
- *FDA Food Code* permits drinking out of a covered container
- Do not wear jewelry, including medical alert jewelry, in food production and ware washing areas.

Personal Health

Reportable Illnesses

Because these are easily transferable to food, the *FDA Food Code* requires employees report to the person in charge a diagnosis of:

- *Salmonella* Typhi and Non Typhoidal *Salmonella*
- *Shigella* spp.
- Shiga toxin-producing *Escherichia coli*
- Hepatitis A virus.

Personal Health

Employee health is extremely important in keeping food safe!



SICK EMPLOYEES CANNOT
WORK WITH FOOD

Disease Control

Employee health

Situations that can lead to food contamination by food handler

- When they have a food borne illness
- When they have wounds that may contain pathogens
- When sneezing or coughing
- When they have contact with and ill person
When they have symptoms such as diarrhea, vomiting, or jaundice

Employee health

- Person can have a disease and show no symptoms – asymptomatic
- Can spread hepatitis A for weeks before showing symptoms
- Norovirus can be spread for days after symptoms have ended
- Other illness can be spread for months
- 50% of the population carries Staph aureus in the nose and
- 20-35% carry it on the skin

Employee Health, When to report

- According to the 2013 FC employees must report to the PIC when they are sick
- Policies for reporting – proof
 - *Presenting sign statements in which staff have been informed of the responsibility to report and have agree to do so*
 - *Providing proof of training which includes information of the importance of reporting illness*
 - *Posting sign that reminding staff to notify*



How to demonstrate that employees and conditional employees are informed.....

Examples to comply:

- Completion of Form 1-B – “Conditional Employees or Food Employees Reporting Agreement” in Annex 7 of FC (included in the references)
- Evidence of Curriculum and attendance rosters documenting they have attended a training program which includes all the information included in the Form 1-B
- Implementation of an employee health policy that includes employee notification
- Other methods that demonstrate all employees are informed



Employee Health, When to report

- According to the 2013 FC employees must report to the PIC when they are diagnosed by a health practitioner with any of the six illnesses that are transmissible through foods
 - *Salmonella Typhi*
 - nontyphoidal *Salmonella* (NTS)
 - *Shigella* spp.
 - Shiga Toxin producing *Escherichia coli*
 - Hepatitis A virus
 - Norovirus

Why are these six (6) illnesses so important?

- CDC has designated them as having high **infectivity** via contamination by infected food employees and the **severity** of the medical consequences of the disease
- Infectivity – capability of entering, surviving in, multiplying and causing disease in a susceptible host.
- **Severity** - ability to produce severe illness

Employee Health

- Food employees should not work when they are infected or can infect others
- Food employees and conditional employees shall be informed in a verifiable manner of their responsibility to report, in accordance to the law, to the person in charge, information about their health and activities as they relate to diseases that are transmissible through food as specified in the FC.

When must the employee report to the PIC?

Reportable symptoms:

Employee has any of the following symptoms:

- Diarrhea
- Fever
- Vomiting
- Jaundice – Liver illness
- Sore throat with fever or
- A lesion containing pus such as a boil or infected wound that is open or draining and is uncovered or exposed in the hands, arms and wrists



Employee Health

- Illness diagnosed by a health practitioner due to:
 - Norovirus
 - Hepatitis A virus
 - *Shigella* spp.,
 - Shiga toxin-producing *E. coli*
 - *Salmonella* **Typhi** or
 - nontyphoidal *Salmonella* (NTS)

- * Please refer to Annex 3 2013 FC p.369-383 for more information

Employee Health

- Has been exposed to or is a suspected source of, a confirmed disease outbreak because the food employee or conditional employee consumed or prepared food implicated in the outbreak
- Or consumed food at an event prepared by a person infected or ill with:
 - Norovirus within the past 48 hours of the last exposure
 - Shiga toxin producing *E. coli* or *Shigella* spp within the past three days of the last exposure
 - *Salmonella* Typhi within the last 14 days of the last exposure, or
 - Hepatitis A virus within the last 30 days of the last exposure or

* Please refer to Annex 3 2013 FC p.369-383 for more information

When to exclude or restrict*

* Please refer to Annex 3 2013 FC p. 369-383 for more information

Employee health

- ❖ **Exclude** = the employee is not permitted to be in any part of the food establishment where there exists the possibility of transmitting the pathogen through the food or by person to person contact.

Employee health

- ❖ **Restrict** = the employee is limited to tasks that does **not** let them come in contact with:
 - Prepared foods
 - Equipment, utensils and cleaning materials
 - Unwrapped single-service and single-service articles

Exclude or restrict??

- If the food handler has a sore throat with fever
- Restrict from working with or around food.
- Exclude from the operation if primarily serve a high risk population

Exclude or restrict

- Food handler suffers symptoms of an infectious illness such as vomiting, diarrhea and or jaundice
 - Exclude
 - Vomiting and diarrhea
 - Can return to work when have had no symptoms for at least 24 hours
 - Have a written release from a medical practitioner

Exclude or restrict

- Food handler suffers symptoms of an infectious illness such as vomiting, diarrhea and or jaundice
 - Exclude
 - Jaundice
 - Must be reported to regulatory authority
 - If have had jaundice for seven or less days
 - Have a written release from a medical practitioner and regulatory authority to return to work

Exclude or restrict

- Food handler is vomiting or has diarrhea and has been diagnosed with the six pathogens:
 - Norovirus
 - Hepatitis A virus
 - Shigella spp.,
 - Shiga toxin-producing E. coli
 - Salmonella Typhi or
 - nontyphoidal Salmonella (NTS)
- Exclude
- Some diagnosed food handler may not experience symptoms or may have ended
- Work with regulatory authority and medical practitioner to determine is exclude or restrict

Unacceptable practices

- ❑ Work if one is ill
- ❑ Deficient personal hygiene
- ❑ Dirty work cloths
- ❑ Artificial nails and painted nails
- ❑ Jewelry
- ❑ Scraps, cuts, or open burns

