



Date: 01 February 2019	Name: Medical Fitness & Reporting of Illness Policy
Module: Personal Hygiene	Approved by Group Food Safety Manager: Tessa Morris
Policy Number: 03	Revision:

Policy

The objective of this policy is to ensure that employees are medically fit so as to not pose a risk to the integrity of the product. No employee suffering from any transmittable disease and/or condition such as septic lesions/sores, stomach disorders etc. will be allowed to partake in any actions that might lead to the contamination of the product.

Procedure

- Medical certification may take place prior to employment and must confirm that all workers are healthy and fit to work with food products and that workers are not carriers of, or suffering from, a communicable disease, such as:
 - Influenza
 - Chicken Pox
 - Measles
 - Hepatitis A
 - Jaundice
 - Tuberculosis
 - Flu or flu-like symptoms e.g. coughing, sneezing
 - Sore throat with fever, or cold sores
 - Visibly infected skin lesions (Boils, cuts, etc.)
 - Discharges from the ear, eye or nose.

Or has a symptom caused by illness, infection or other source that is associated with an acute gastrointestinal illness such as:

- Diarrhoea
- Fever
- Vomiting
- And when diagnosed with an illness due to:
 - Salmonella typhi
 - Shigella
 - Escherichia coli O157:H7
 - Hepatitis A virus

Any person so affected should immediately report illness or symptoms of illness to the manager.

Any employee suffering from the above conditions will be reallocated to a function that will not endanger any products.

Daily fitness checks, including corrective actions applied in cases of illness and injury can be conducted.

If a worker has been ill for three or more days, he/she must present a medical certificate from a physician, licensed to practice medicine, stating that the person is free of the infectious disease that is suspected of causing the person's symptoms or causing food borne illness. The manager may after receiving the medical documentation allow the person to re-enter the food handling area.

Records pertaining to all Medical certifications must always be available.

