NATIONAL
ENVIRONMENTAL
HEALTH
ASSOCIATION

PROFESSIONAL FOOD MANAGER POWERPOINT PRESENTATION

Chapter 5 - Employee Training



Overview

After completing this lesson, you should be able to:

- Describe the relationship between personal hygiene and food safety hazards.
- Explain why hand washing is important for food handlers.
- Explain the importance of wearing gloves.
- Discuss the importance of a personal hygiene policy in a food facility.
- Demonstrate the importance of communication in the workplace.
- Create a successful training schedule.



Lesson 1: Hygiene

• **Personal hygiene**: Standards of personal cleanliness habits, including keeping hands, hair, and body clean and wearing clean clothing in the food establishment.





Lesson 1: Hygiene



Clothing

- Clean
- Appropriate
- Dress from top down
- Change in the work facility





Lesson 1: Hygiene

- Jewelry, perfume, and long or fake nails
 - None of the above
 - Can hide dirt and bacteria
 - Can fall into food
 - Can taint smell and taste

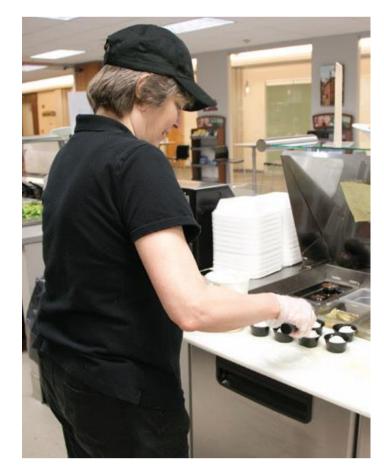
Smoking

- Illegal around food; check regulations
- People touch their lips and can transfer bacteria to food from their mouth
- Cigarettes contaminated with saliva may be placed on work surfaces
- Smoking encourages coughing
- Cigarette butts and ash may land on and contaminate food



Lesson 1: Hygiene

- Food handlers are potentially the greatest hazard in a food facility
 - Practice proper hand washing techniques and employ proper glove use
 - Maintain a high level of personal cleanliness
 - Wear proper work attire





Lesson 1: Hygiene

Hands

- Keep hands clean at all times
- Keep nails short and clean
- Not use false nails or nail polish
- Cover wounds with waterproof dressing, preferably blue
- Employees with boils, lesions, or infections on hands must be excluded from working with TCS foods





Lesson 2: Hand Washing



Hand washing is one of the most important actions that can be taken to prevent the spread of foodborne illnesses.



- Why wash?
 - Reduce number of pathogens on hands to a safe level
- When to wash?
- Where to wash?





- Double-wash procedure with a nailbrush after heavy contamination:
 - Going to the toilet
 - Changing a dressing
 - Cleaning up feces or vomit



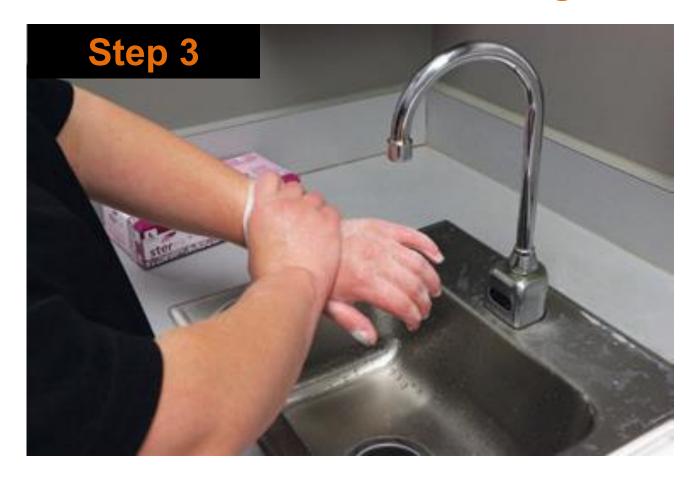






















- Bare-hand contact
 - Current FDA Food Code prohibits bare-hand contact with RTE foods
 - No bare-hand contact with RTE foods when serving a highrisk population



Lesson 3: Gloves



 When used properly, gloves can aid in the service of safe food by acting as an added layer of protection between hands and food.



Lesson 3: Gloves

- Purchasing gloves:
 - Single-use gloves only
 - Variety of different sizes
 - Do not use latex gloves

 alternative materials
 include: polyvinyl,
 nitrile, chloroprene, and
 polyethylene
 - Match the proper type of glove to the appropriate task

- Change gloves:
 - When changing tasks
 - After touching raw meat
 - Before handling cooked or ready-to-eat food
 - After touching the mouth when sneezing or coughing
 - After touching face or hair
 - When they become soiled or torn
 - After four hours



Lesson 4: Employee Health

Food handlers are particularly hazardous when they are ill.
 Every facility should have a personal hygiene policy to discuss the exclusion or restriction of an employee.





- If an employee has:
 - A sore throat with fever
 - A wound or lesion, such as a boil or infected wound, that is covered and protected
- Then that employee must:
 - Report the illness to the manager
 - Be restricted from working with food
 - Be excluded from the facility if serving a high-risk population



- If an employee has:
 - Vomiting
 - Diarrhea
 - Jaundice
 - A wound or lesion, such as a boil or infected wound, that is open or draining and cannot be protected by a proper cover
- Then that employee must:
 - Report the illness to the manager
 - Be excluded from the facility



- Jaundice must be reported to the local health agency
- Other illnesses that must be reported to the health agency are:
 - Norovirus
 - Hepatitis A virus
 - Shigella spp.
 - Shiga toxin-producing E. coli
 - Salmonella Typhi
 - Non-typhoidal Salmonella



- For foodborne illnesses that must be reported to an agency:
 - If employee shows no symptoms of being affected by the illness, restrict the employee from working with food in all facilities and completely exclude the employee from facility if working with a high-risk population.
 - If the employee exhibits symptoms, he or she must be excluded from all facilities.
 - A health care practitioner or regulatory authority must approve the employee's return to work.



Lesson 5: Communication

- Communication is key to a good working environment in any industry.
- Listen reflect on comments
- Lead by example demonstrate what is expected of employees





Lesson 6: Delivering Training

- Employee training enables food workers to acquire the capabilities they need to perform their jobs correctly.
- Training is linked to both employee performance and retention.





Lesson 6: Delivering Training

- Value proposition
 - Help employees see the value of training
 - Offer hands-on activities
 - Give feedback



- Keep sessions short no more than 45 minutes
- Keep it appropriate: in-depth discussion or overview of material



Lesson 6: Delivering Training

- Refresher training
 - Keeps employees up-todate
- Provide refresher training:
 - When new equipment, legislation, or products arrive
 - At regular intervals
 - After a complaint or incident





Questions



