

# Active Managerial Control of Employee Health



*Fairfax County*  
Health Department

# Learning Objectives

- Active Managerial Control (AMC)
  - FDA Food Code – Annex 4
  - AMC – Compliance Tool
  - AMC – Management Tool
- Importance of an Employee Health Policy (EHP)
  - Employee Health Policy
  - The Issues with EHP
    - A Local Enforcement Agency
    - Food Service Establishments
- Local Enforcement Agency: AMC & EHP
  - Fairfax County's AMC Recognition Program
  - Fairfax County's EHP Establishment Training

# Active Managerial Control

Active Managerial Control (AMC) is a *preventive* food safety *management* system. AMC embodies a *proactive* rather than *reactive* approach to food safety through a continuous system of *monitoring* and *verification*.

# Annex 4

## Management of Food Safety Practices – Achieving Active Managerial Control of Foodborne Risk Factors

### Food Code

U.S. Public Health Service



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2013

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U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

Public Health Service • Food and Drug Administration

College Park, MD 20740

# Annex 4 - Theme

- Regulators recognize and seek correction of violations through re-inspection and enforcement



- Operators respond to inspection findings by immediately correcting identified violations

REACTIVE

# Annex 4 - Summary

- In order to make a **positive impact on foodborne illness**, retail and food service operators must achieve **active managerial control of the risk factors** contributing to foodborne illness.
- **Regulatory inspections** must also be **proactive** by using an inspection process designed to **assess the degree of active managerial control** that retail and food service operators have over the foodborne illness risk factors.
- **Encourage operators** to take **purposeful actions** to ensure safe food.

# Active Managerial Control

- Compliance Tool for Regulator
- Management Tool for Operator

# AMC – Compliance Tool

- Re-introduce AMC concept to Health Department staff
- Introduce/Promote concept to Food Service Operators
  - Newsletters
  - On-site Discussions
  - Handouts
- AMC Recognition Program
  - Immediate recognition of operators demonstrating good AMC implementation



# AMC – Management Tool

- Includes operators and staff who are knowledgeable about food safety issues, and are responsible for controlling practices and procedures to help prevent foodborne illness.
- Components of Active Managerial Control:
  - **Policies:** These lay out a clear plan for employees to follow.
  - **Training:** Ensure that employees are trained to policies so that they know them and can follow them.
  - **Verification:** A way to ensure on a regular basis that the policies are being followed.
  - **Corrective Actions:** Know how to correct a policy violation when one is found.

# How to Make AMC Integral to a Food Safety Program

- Talk up the concept of AMC with staff continually
- Talk up the concept of AMC with operators continually
  - Present corrective actions to operator in the context of long-term compliance (AMC)
- AMC Recognition Program
  - Award Pin

# Fairfax County's AMC Recognition Program

## ● Purpose

- Promote AMC
  - Newsletter
  - On-site Discussion
  - AMC Handout
- Recognize AMC
  - Newsletter
  - Award Pin
- Encourage AMC – EHS role
  - Discuss new concept
  - Assess AMC – recognize positive behaviors
  - Educate – offer constructive feedback

# Criteria for the AMC Award



## Demonstration of Knowledge

<p><b>Hands as a Vehicle of Contamination</b>  <b>Personal Hygiene</b>  <b>Employee Health</b></p>	<p><b>Contaminated Equipment</b>  <b>Consumer Advisory</b>  <b>Unsafe Food Source</b></p>	<p><b>Inadequate Cooking</b>  <b>Time/Temperature Relationship</b>  <b>Improper Holding Temperatures</b></p>
<p>Timer for washing hands</p>	<p>Color coded cutting boards, tongs, etc.</p>	<p>Recipe Cards                      Thermometer Calibration Logs</p>
<p>Designated person to monitor employee hygiene</p>	<p>Updating menu as needed/communicate with HD</p>	<p>Time as the public health control (timers and time charts)</p>
<p>Regular staff meetings with updated employee health information</p>	<p>Designated person to inspect shipments received</p>	<p>Temperature logs (cooling, hot/cold holding, receiving, and equipment)</p>

# AMC Recognition Pin

## The Process

- Recognize PIC on duty at the time – individual award
- Interview Form – quotes used in next newsletter
- Media Release Form – photo taken, used in next newsletter
- 13 given to date





# Benefits

- Reduce the risk of foodborne illness risk factors
  - Provide long-term solutions
- Create a partnership with Food Service Industry
  - Restaurant operators find and correct violations long before the health inspector does
- Recognize what is being done right
  - Positive re-enforcement
- Create some excitement among staff
  - Productive inspections



# 14 Carrot Gold Food Safety Excellence Award

Recognizes establishments that demonstrate consistent food safety practices and promote food safety education among their employees.





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QUESTIONS?

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