# Active Managerial Control of Employee Health



#### **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** 



2013

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.

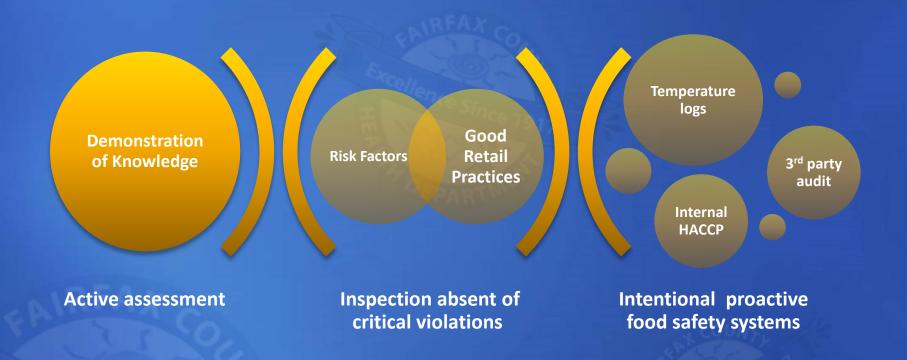
# How to Make AMC Integral to a Food Safety Program

- 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 longterm 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**

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

# 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

Excellence Since



#### 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.





## QUESTIONS?

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