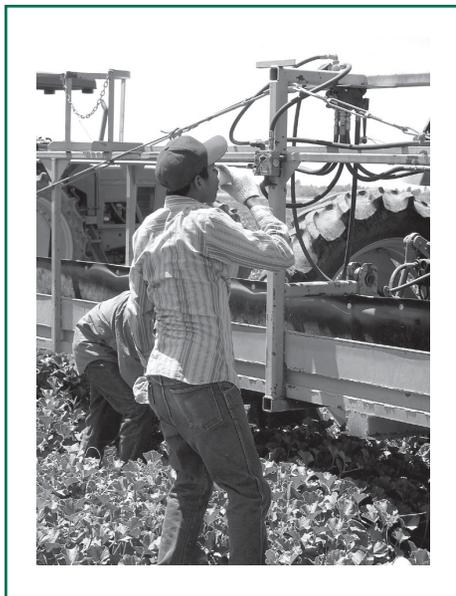


Food Safety Begins on the Farm: A Grower Self Assessment of Food Safety Risks



Worker Hygiene



Worker Hygiene and Training

Many fruits and vegetables are harvested or packed by hand. The health and hygiene of farm workers directly impacts the safety of produce since their hands can contaminate the fresh fruits and vegetables they handle. The importance of the cleanliness of every worker's hands throughout all phases of production, especially harvesting and packing, cannot be over-emphasized.

Educating workers about the risks, enforcing the use of toilets and handwashing facilities, paying close attention to the health of workers, and encouraging them to report illnesses are a few simple steps growers can take to reduce the risk of pathogens being spread from workers to fresh produce. All workers, even your family members, should receive training.

Worker health also influences produce safety. People who are ill or who have symptoms of nausea, vomiting, or diarrhea can transmit harmful microorganisms to fruits and vegetables and should not handle them directly. Open or infected wounds, blisters, or bleeding cuts also can transmit harmful pathogens to produce. Workers who have cuts or who have slight illnesses, but are healthy enough to work, should be assigned to non-produce contact jobs or provided with adequate bandages and gloves to reduce the risks of contamination.

An effective employee education and training program that explains the microbial risks associated with farm labor and highlights

proper handwashing practices is essential to a comprehensive food safety management plan. This training should be in the language appropriate to the workers and the training information should be reinforced continuously. Providing accessible and clean restroom facilities with well-stocked handwashing stations is critical to encourage good worker hygiene. To ensure the use of these facilities, regular cleaning and maintenance should be scheduled. Handwashing should occur after using the restroom, before starting or returning to work, and before and after eating or smoking. **An effective worker health and training program will only occur with grower commitment and oversight.**



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Worker Hygiene and Training

Good Agricultural Practices

Practices Requiring Attention



Management Area	Best Practice	Minor Adjustments Needed	Concerns Exist; Examine Practice	Needs Improvement: Prioritize Changes Here
Worker training on hand washing and personal hygiene for food safety 	All workers attend regular training programs focused on good personal hygiene AND handwashing is emphasized daily AND language and training materials are appropriate for workers.	All workers attend one training focused on hygiene, provided in their language, but the importance is not reinforced.	Training is provided sporadically OR is presented in language not well understood by workers.	No training on handwashing or person hygiene for food safety is provided to workers.
Management of worker training programs on food safety and personal hygiene 	Designated trainers on the management team are responsible for conducting training programs and provide consistent messages. These trainers keep records of frequency and attendance, assuring that all workers have received training at least one time each season. All managers act as role models by practicing proper handwashing.	All workers receive hygiene training at least once per season but the information presented is not consistent. Records are kept documenting the training sessions and who attended.	Training is provided by different people only sporadically, or when there is an observed problem, or only to some workers. No records are kept.	No training on food safety and personal hygiene is provided to workers.

Worker Hygiene and Training

Good Agricultural Practices

Practices Requiring Attention



Management Area	Best Practice	Minor Adjustments Needed	Concerns Exist; Examine Practice	Needs Improvement: Prioritize Changes Here
On-farm posted signage instructing workers of personal hygiene requirements	Signs are posted instructing workers to use toilet facilities AND to properly wash their hands after using the toilet, smoking or eating.	Signs are posted instructing workers to use toilet facilities and to wash their hands after using toilets, BUT not after eating or smoking.		No signs are posted instructing workers to use toilet facilities OR to properly wash their hands after using facilities, smoking or eating.
Signage in appropriate languages or uses diagrams for non-English speaking or illiterate workers	Personal hygiene signage is provided in the appropriate language(s) or via diagrams for workers to read and understand.		Personal hygiene signage is provided in English only although farm routinely employs non-English speaking or illiterate workers.	No signage is used.
Worker illness reporting 	Workers are required to report illness AND if ill, given non-food contact jobs AND supervisors have permission to reassign workers who appear to be ill.		No accommodations are made for sick workers, but very sick workers are eventually sent home.	Worker illness is not monitored AND there is no standard procedure for workers reporting illness.
Record keeping of worker training 	Records are kept documenting dates and attendance at training progress, as well as copies of all training materials.	Standard operating procedures are in place and written, but records are not kept documenting implementation.	Standard operating procedures are understood, but not written, and records are not kept documenting implementation.	There are no standard operating procedures in place for worker hygiene training.

Worker Hygiene Training Action Plan

Date: _____ Reviewer: _____ Field or Commodity: _____

Management Area					Your Plans to Reduce Risks			
					Action for Improvement	Person Responsible	Estimated Cost	Target Date
Worker training on handwashing and personal hygiene for food safety								
Management of worker training programs on food safety and personal hygiene								
On-farm posted signage instructing workers of personal hygiene requirements								
Signage in appropriate languages or uses diagrams for non-English speaking or illiterate workers								
Worker illness reporting								

Worker Hygiene Training Action Plan

Date: _____ Reviewer: _____ Field or Commodity: _____

Management Area					Your Plans to Reduce Risks			
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Record keeping of worker training								