

	<h1>NEW MEXICO CORRECTIONS DEPARTMENT</h1>	
	<p><i>"We commit to the safety and well-being of the people of New Mexico by doing the right thing, always."</i>  <b>C</b>ourage <b>R</b>esponsibility <b>E</b>thics <b>D</b>edication - <b>CRED</b>ibly serving the public safety of New Mexico</p>	
	<b>ISSUE DATE:</b> 01/01/89 <b>EFFECTIVE DATE:</b> 01/01/89	<b>REVIEW/REVISED:</b> 03/04/15
<b>TITLE: Employee Health Screen and Nursing Mother Break Time</b>		

**AUTHORITY:**

NMSA 1978, Section 33-1-6, as amended.

**REFERENCES:**

- A. ACA Standard 2-CO-1C-19, *Manual of Standards for the Administration of Correctional Agencies*, 2<sup>nd</sup> Edition.
- B. ACA Standard 4-4062, *Manual of Standards for Adult Correctional Institutions*, 4<sup>th</sup> Edition.
- C. *NCCHC-Standards for Health Services in Prisons*, #P-22, P-40.
- D. *JCAHO Accreditation Manual for Hospitals*, 1988, MA.1.6.
- E. NMSA 1978, Section 28-20-2, as amended.

**PURPOSE:**

To delineate the provision of medical care to the New Mexico Corrections Department employees and independent contractors.

**APPLICABILITY:**

All staff of the New Mexico Corrections Department and independent contractors.

**FORMS:**

None

**ATTACHMENTS:**

None

**DEFINITION:**

*Emergency:* A medical condition or problem in which a delay will jeopardize the life or safety of the patient.

**POLICY:**

- A. Employees who have direct contact with inmates shall receive a physical examination prior to job assignment. All other employees shall receive a medical screening prior to job assignment. Employees receive reexamination according to a defined need or schedule. **[2-CO-1C-19] [4-4062]**
  
- B. The New Mexico Corrections Department, through the medical vendor for the NMCD, will provide medical services to employees and contract employees as outlined below:
  - Entrance physical examinations for new Correctional Officers through the New Mexico Corrections Training Academy (NMCTA).
  - Entrance physical exams for Probation and Parole Officers through the local public prison facilities.
  - Emergency services.
  - Triage and referral of non-emergency complaints.
  
- C. To foster the ability of a nursing mother who is an employee, volunteer, private or public employee of other agencies/companies doing work for the department, or contractor hired directly by the department, to use a breast pump in the workplace, the Department shall provide the following upon request:
  - 1. A space for using a breast pump that is:
    - a. clean and private;
    - b. near the employee or person's workspace; and
    - c. not a bathroom.
  
  - 2. Flexible break times.
  
  - 3. The Department shall not be liable for:
    - a. storage or refrigeration of breast milk;
    - b. payment for a nursing mother's break time in addition to established employee or other designated breaks; or
    - c. payment of overtime while a nursing mother is using a breast pump.



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Gregg Marcantel, Secretary of Corrections  
New Mexico Corrections Department

03/04/15  
Date