



POLICY DIRECTIVE

Policy:	DOC 4.5.49 MEDICAL SURVEILLANCE OF OFFENDER WORKERS
Effective Date:	01/04/2021 Page 1 of 2
Revision Date(s):	04/24/2026
Department Director Signature:	/s/ Eric Strauss, Director
Medical Director Signature:	/s/ Dr. Paul Rees, MD
Health Services Bureau Chief Signature:	/s/ Cynthia McGillis-Hiner, RN, MSN

I. POLICY

The Department ensures the health and safety of the offender worker population are protected.

II. APPLICABILITY

All secure facilities Department-owned and contracted.

III. DEFINITIONS (see Glossary)

IV. REQUIREMENTS

A. General Requirements

1. The responsible physician and the responsible health authority develop and oversee a medical surveillance program to prevent illness and injury among the offender worker population.
2. The responsible physician reviews and approves the health aspects of the medical surveillance program.
3. The responsible physician will determine which regulations apply to offender workers and consult with local, state, or national authorities for technical assistance in determining exposure risk for offenders and approaches to risk reductions and elimination.
4. Each facility has a medical surveillance program.

B. Medical Screening

1. An initial medical screening of an offender for contraindications to a work program, based on job risk factors and offender condition, is conducted prior to enrollment into the program.
2. Ongoing medical screening of offenders in work programs is conducted in a way that affords the same health protections as medical screening of employee workers in equivalent jobs.

C. Medical Surveillance Committee

1. The medical surveillance committee will meet at least annually, or as needed, to discuss work-related health risks that are identified and create mitigation plans.

2. Offender illness or injury potentially related to occupational exposure or with occupational implications is identified and the information is provided to the committee for review.

V. CLOSING

Questions about this policy should be directed to the Health Services Bureau Chief.

VI. REFERENCES

- A. *P-B-04; National Commission on Correctional Health Services, 2018*