

Sandia Onsite Clinic Program

Effective: January 1, 2016

Program Summary

Important

This Program Summary applies to employees, effective January 1, 2016. For more information on other benefit programs under the Sandia Health Benefits Plan for Employees, see the booklet entitled *Sandia Health Benefits Plan for Employees Summary Plan Description*.

The Sandia Onsite Clinic Program is maintained at the discretion of Sandia and is not intended to create a contract of employment and does not change the at will employment relationship between you and Sandia. The Sandia Board of Directors (or designated representative) reserves the right to amend (in writing) any or all provisions of the Sandia Onsite Clinic Program, and to terminate (in writing) the Sandia Onsite Clinic Program at any time without prior notice.

The Sandia Onsite Clinic Program's terms cannot be modified by written or oral statements to you from human resources representatives, HBE, or other Sandia personnel.



Contents

- Section 1. Introduction 3**
- Section 2. Overview 4**
 - Services Provided 4
 - Cost of Services 4
 - Accessing Services 4
- Section 3. Sandia Medical Clinic 7**
 - Services 7
- Section 4. Health Management Clinic..... 8**
 - Services 8
- Section 5. Emergency Medical Services (EMS) 10**
 - Services 10
- Section 6. International Travel 11**
 - Services 11
- Section 7. Laboratory 13**
- Section 8. X-ray/Imaging 15**
 - X-ray Services..... 15
- Section 9. Behavioral Health Program 16**
 - Services 16
- Section 10. Physical Therapy 17**
 - Physical Therapy Clinic – Services..... 17
- Section 11. Wellness Programs 19**
 - Biometric Screenings 19
 - Health Assessment 19
 - Health Counseling..... 19
 - Objectives 19
- Section 12. Other Services 21**
 - Behavioral Health 21
 - Ergonomic Evaluations..... 21
 - Occupational Medicine Programs..... 21
 - Return to Work..... 22
 - Group Fitness Programs 22
 - Accessing Care 22

Section 1. Introduction

This is a summary of highlights of the Sandia Onsite Clinic Program, a component of the Sandia Health Benefits Plan for Employees (ERISA Plan 540). This Program Summary is part of the booklet titled *Sandia Health Benefits Plan for Employees Summary Plan Description*.

When the words “we”, and “our” are used in this document, we are referring to Sandia. When the words “you” and “your” are used throughout this document, we are referring to Sandia employees.

Many sections of this Program Summary are related to other sections of the Program Summary and to information contained in the *Sandia Health Benefits Plan for Employees Summary Plan Description*. You will not have all of the information you need by reading just one section of just one booklet.

Refer to the *Sandia Health Benefits Plan for Employees Summary Plan Description* for information about eligibility, when coverage ends, appeals procedures, and your rights under the Employee Retirement Income Security Act of 1974 (ERISA).

To receive a paper copy of this Program Summary, other Program Summaries, or the *Sandia Health for Employees Summary Plan Description*, contact Sandia HBE Customer Service at 505-844-HBES (4237) or email <https://hbe.sandia.gov>. These documents are also available at <http://www.sandia.gov/resources/emp-ret/spd/index.html>.

Since these documents will continue to be updated, we recommend that you check back on a regular basis for the most recent version.

The Sandia Onsite Clinic provides services beyond those covered under the Sandia Health Benefits Plan for Employees. The services in Sections 2-12 are all associated with the Plan (with the exception of any treatment or service rendered for any work-related injury or illness). Services discussed in Section 13 are outside of the Sandia Health Benefits Plan for Employees and are shown for completeness sake.

Section 2. Overview

The Sandia Onsite Clinic is a self-insured, self-administered workplace based medical services facility that provides outpatient healthcare to current Sandia employees with authorized badge access to Sandia facilities at its Albuquerque and Livermore locations.

Services Provided

Services offered include the following:

- Behavioral Health
- Health Management
- Emergency Medical
- International Travel
- Laboratory
- Physical Therapy
- Acute Care Clinic
- X-ray/Imaging

Each of these services is described in detail in subsequent sections of this Program Summary.

Cost of Services

There is no cost to you when you access any of these services.

Accessing Services

The Sandia Onsite Clinic is operated by Sandia's Health Services Center or those with authorized badge access to Sandia facilities. For information or to make an appointment, you can contact HBE in a variety of ways:

- For appointments in Albuquerque, NM, call 505-844-HBES (4237). HBE Customer Service Representatives are available Monday through Friday from 7:00 a.m. to 5:00 p.m. MT.
- For appointments in Livermore, CA, call 925-294-2700. Office hours are Monday through Friday from 7:30 a.m. to 4:00 p.m. PT.
- For HBE Customer Service go to <http://hbe.sandia.gov> and enter your question from the "Ask a Question" tab.

HBE FollowMyHealth portal is your online connection to healthcare providers in the Sandia Onsite Clinic. To access the FollowMyHealth, click on the “FollowMyHealth” icon on the home page of [HBE](#). You will then be able to:

1. Receive secure messages from HBE, for example lab and test results, request an appointment, prescription refill request, or send HBE a message or online consultation request.
2. Obtain individualized medical advice without the need to come into the office. Online consultations are only for routine, non-emergency questions that do not require a physical exam. Online consultations could be about questions about medications, explanation of simple test results, or gathering information about next steps in your treatment plan.

Section 3. Sandia Medical Clinic

The purpose of the Sandia Medical Clinic (SMC) is to provide immediate health care to Sandia employees.

Services

The SMC provides employees access to an onsite urgent care facility to address urgent health care needs. Normally, an appointment is required; however, in certain situations, an employee can walk in to the SMC and receive care. The SMC is staffed with physicians, nurse practitioners, and physician assistants. The following list is a sample of the conditions that the SMC provides initial treatment for:

- Upper-respiratory infections
- Musculoskeletal pains, strains, and sprains
- Work-related injuries
- Allergies

And, medical emergencies such as:

- Chest pain
- Shortness of breath
- Abdominal pain
- Headaches

Clinicians are able to provide prescriptions to patients for conditions for which they are being treated. If outside referrals are needed, clinicians will facilitate the referral appointment.

The clinic administers allergy shots. Employees must have authorization from an Allergist, allergy extract and injection and an injection schedule to use the onsite Allergy Shot Clinic. This is a “walk-in” service, no appointments are necessary.

HBE’s Sandia Medical Clinic (SMC) is an ambulatory care clinic dedicated to treatment of a broad spectrum of illnesses and injuries. Those patients that require emergent evaluation or treatment beyond the scope of an urgent care clinic are transported offsite to the emergency department. All patients who are seen in the SMC are encouraged to have a primary care practitioner (PCP) for management of conditions beyond the SMC scope of practice and for medical care outside of SMC hours.

Not all services may be available at all times.

Section 4. Health Management Clinic

The Health Management Clinic (HMC) assists Sandia employees who are at risk of or are managing the following chronic conditions: metabolic syndrome, prediabetes, diabetes, hyperlipidemia, hypertension, obesity, smoking cessation, and depression/anxiety.

Services

The HMC services include educational services, medical care and treatment including medication management, comprehensive appointments with a clinician, onsite lab work, and medical testing and counseling services. Appointments via a referral into the clinic are necessary based on risk level in order to receive these services. Referrals are initiated from Preventive Health Assessment screening processes, self-referral for individuals with previously diagnosed chronic medical conditions and internal referrals within HBE from the Sandia Medical Clinic, Absence Management Team, or Occupational Medicine Programs.

HMC's multi-disciplinary team of health professionals consist of physicians, physician assistants, certified diabetes educator, nurses, medical assistants, dietitians, health educators and exercise specialists. Not all services may be available at all times.

Health Management Clinic Services	Descriptions/Instructions
Ambulatory Blood Pressure Monitoring	This is an appointment to setup or disconnect the monitor. Ambulatory <u>blood pressure</u> monitoring (ABPM) is a device for taking regular blood pressure readings, usually over a 24-hour period, as patients conduct their normal activities. A special, automatic blood pressure monitor is used, and patients are asked to keep a diary or log of their activities during the day.
Blood Pressure Check	This is a walk-in service during which a healthcare professional will perform a blood pressure reading. Blood pressure checks are available to employees at the HBE onsite clinic as a walk-in service.
Pre/Diabetes and Diabetes Clinic Services Certified Diabetes Educator Visit	Description/Instructions This is a diabetes education appointment with a Certified Diabetes Educator (CDE) healthcare professional. Please remember to bring your glucose meter to your appointment and ask for a download upon arrival.
Continuous Glucose Monitoring (<i>not available in Livermore</i>)	This is an appointment to setup or disconnect the CGMS. A continuous glucose monitoring system (CGMS) is an FDA-approved device that records blood sugar levels throughout the day and night. The system is used to measure an average <u>blood sugar</u> for a period of 3-7 days while the person with <u>diabetes</u> continues daily activities at home. The sensor measures the level of glucose in the tissue every 10 seconds and records the information. An average glucose value is recorded every 5 minutes for up to 288 glucose readings per day.
Podiatry (Not available in Livermore)	This is a podiatry appointment for preventive diabetic foot care services. Note: The podiatrist is onsite at SNL only a limited amount of time. Due to his limited availability, appointments are booked a minimum of 4 months in advance.

Obesity Clinic Services Fasting Body Gem	Description /Instructions This is an appointment to measure resting metabolic rate. Remember to fast 12 hours prior to the appointment ; drink plenty of water to avoid dehydration. Prescribed medications are allowed. Do not exercise, drink caffeine or alcohol within 24 hours prior to this appointment.
Weight Check	This is a walk-in service during which a healthcare professional will record a patient's updated weight for on-going weight loss monitoring. Weight checks are available to employees at the HBE onsite clinic as a walk-in service
Weight Management Visit	This is an educational appointment with a registered dietician regarding weight loss services offered by the clinic
Tobacco Cessation Clinic Service	Description/Instructions
Tobacco Cessation	This is an education appointment with a health educator on tobacco cessation services offered by the clinic
Services Available in all HMC Speciality Clinics	Description/Instructions
Fitness Appointment	This is an appointment with a Health Management fitness professional. Participants should come in workout attire and tennis shoes.
Supervised Exercise Clinic	This is a 30 minute exercise appointment during which participants will meet with an exercise professional who will oversee their exercise session while providing education and safety instructions.
Initial Visit	This is an initial visit with a healthcare professional as an introduction to the services available within the Health Management Clinic. The healthcare professional will review recent test results and will work with you to identify personal risk.
Labwork	This is an appointment for a fasting blood draw where blood pressure and biometrics are obtained. A Health Management health professional will meet with you to review our programs standards of care and your progress on lifestyle goals prior to the blood draw. Remember you will need to fast 12 hours prior to the appointment ; drink plenty of water to avoid dehydration. Prescribed medications are allowed.
Physical Part 1	This is a 60 minute appointment to complete lab work and other medical tests as needed in preparation for your physical exam. Remember you will need to fast 12 hours prior to the appointment ; drink plenty of water to avoid dehydration. We ask that you bring eyeglasses/contacts if applicable. Be prepared to provide a urine specimen. Prescribed medications are allowed. Prior to attending your appointment, please complete the required medical history paperwork <u>HBE Physical Exam Part 1 Form</u> . If you have not done so in the past year, please complete your online <u>Health Assessment</u> prior to your appointment.
Physical Part 2	This is a 45 minute appointment for a physical exam by an SNL physician.
Physician/Mid-Level Provider Visit	This is an appointment with a physician, physician assistant or nurse practitioner to discuss progress towards treatment goals.
Walk-in Visit	This is an emergent walk-in visit to see a physician to progress towards treatment goals.

Section 5. Emergency Medical Services (EMS)

The Emergency Medical Services provides emergency medical response to all Sandia employees. Depending on the condition of the patient, they will either be transported to the Sandia Medical Clinic for treatment or transported to a local hospital.

Services

The Emergency Medical Services is staffed from 7:00 a.m. to 5:00 p.m., Monday – Friday. A response is initiated by a 911 call, which is handled by SNL dispatchers within the Emergency Management Department. An Emergency team will be dispatched to the location of the injured or ill employee.

In Albuquerque, employees located in space outside of the Eubank Gate (except for the CINT Building) are located within the jurisdiction of the City of Albuquerque. These 911 calls are handled by the City of Albuquerque and City Police, Fire and Ambulance will be dispatched.

In Livermore, Emergency Medical Services are provided by Lawrence Livermore National Laboratory and are staffed by Alameda County Fire Protection. A response is initiated by a 911 call through the onsite telephone system or 294-2222 from a cell phone. An emergency team will be dispatched to the location of the injured or ill employee.

Section 6. International Travel

The International Travel Clinic (ITC) provides preventive care to Sandia employees prior to international business travel. The ITC does not provide services to employees engaging in personal international travel.

Services

The ITC is staffed by nurses, and visits include:

- A review of the country being traveled to
- Whether or not there are certain health precautions (water/food contamination) the traveler should be aware of
- Whether or not there are certain disease outbreaks to be concerned with that as a clinic we can either vaccinate the traveler or provide the traveler with medications to prevent disease.

Sandia employees would only be scheduled for an exam if there is a particular health condition a physician should be aware of. The ITC nurse would determine if an exam with a physician is needed.

All appointments should be scheduled as soon as traveler receives a memo from the ITC nurse, which is used to notify the ITC clinic of pending travel.

It is recommended that all employees engaging in international travel for SNL visit the ITC prior to travel.

Sandia employees can obtain vaccines necessary to prevent possible disease during an international trip. Depending on the country, various medications in addition to vaccinations may be prescribed to the traveler.

Vaccines provided through ITC can include:

- Diphtheria
- Tetanus
- Hepatitis A, B and C
- Meningococcal
- Polio
- Varicella
- Yellow Fever
- Typhoid
- Tuberculin Test

Medications often prescribed to travelers include:

- Loperamide
- Doxycycline
- Ciprofloxacin

International SOS is used for international travelers who need medical advice or assistance. The services are available 24/7, 365 days and the traveler can initiate the service by calling the 1-215-942-8226. International SOS will arrange medical care or transportation, monitor a patient's condition or evacuate a traveler to a center of medical excellence if local care is inadequate.

Section 7. Laboratory

Sandia has contracted with a national laboratory to provide clinical laboratory services to Sandia employees in Albuquerque, NM and Livermore, CA. Results for tests ordered by physicians not practicing at one of Sandia's clinics will be delivered to the ordering physician. Once reviewed, results for tests ordered by a Sandia clinic physician will be delivered electronically or by interoffice mail to the patient. Not all services may be available at all times. Note: Offsite physician lab requests are billed directly to your insurance and any costs not covered are your responsibility. Not all insurance carriers cover all tests. They will make every effort to notify you in advance if a particular test is not covered, but please contact your insurance carrier to confirm your plan's coverage of laboratory testing in advance. See your applicable health program summary for additional details.

To take advantage of this service when a personal physician orders lab tests:

In New Mexico

1. Call 505-844-HBES (4237) for a Lab Draw Fasting or Lab Draw Non-fasting appointment.
2. Prior to your lab appointment, fax your external physician request to HBE Clinical Lab at 505-844-2608 (at least 24 hours prior to your appointment).

In California

1. Call 925-294-2700 for an external physician Lab Draw Fasting or Lab Draw Non-fasting appointment.
2. At least 24 hours prior to your lab appointment, fax your external physician request to the HBE Clinical Lab at 925-294-2392.

Note: If your physician orders a specialized lab test that cannot be processed onsite, you will be notified by the HBE Clinical Laboratory staff.

External Physician lab requests should include:

1. Patient's full name, address, phone number
2. Date of birth
3. Tests checked off clearly
4. Doctor's name/address/phone/fax
5. Date obtained
6. Fasting vs. non-fasting requirement

7. ICD10 or Diagnosis Code for test ordered for insurance billing

The most commonly ordered routine tests are:

CBC, Lipid Panel, Basic or Comprehensive Metabolic Panel, Electrolytes, Ferritin, Liver (Hepatic) Function Panel, T4, TSH, T3, Iron & TIBC, Urinalysis, Protime/INR, HCG, Hemoglobin A1C, Hepatitis Antibodies, PSA, Vitamin B12 & Folate, Vitamin D 25-Hydroxy, and Uric Acid. These tests can be collected and processed here, as well as any components of these tests.

Many tests can be processed at the HBE onsite clinical lab, as well. The scope of available medical laboratory tests is extremely broad and continually expanding; therefore an order faxed to the HBE Clinical Lab at 505-844-2608 in Albuquerque or 925-294-2392 in Livermore at least 24 hours before your appointment will allow the lab staff to determine the feasibility of processing your physician's order onsite.

Section 8. X-ray/Imaging

The X-ray/Imaging program provides imaging services at Sandia's Albuquerque clinic. At the Livermore clinic, X-ray services are referred to an offsite provider. The program provides early identification, intervention and assessment of injuries.

Employees can have the services listed below either through a referral through the onsite clinic or through a prescription from an outside provider. An appointment is preferred. A physician order for the X-ray or exam is required. Results are provided to the ordering physician within two business days for follow-up. National registered and state licensed radiographers staff the clinic. Not all services may be available at all times.

X-ray Services

- Bony Thorax (Sternum-Ribs)
- Chest and Abdomen
- Extremities (Lower)
- Extremities (Upper)
- Facial Bones
- Pelvic Girdle
- Shoulder Girdle
- Skull
- Spinal Column

Section 9. Behavioral Health Program

The Behavioral Health Program assists in the early identification and resolution of personal concerns which may impact job performance.

Services

The Behavioral Health Program is a confidential assessment, referral, and short-term (typically 6-12 visits) onsite counseling program available to assist Sandia employees with anxiety, depression, family issues, grief counseling, martial issues, mental health, and substance abuse. Counselors also provide referrals to elder care and child care programs, financial and legal information, health and wellness programs, specialists in the community, and vocational assistance.

The Behavioral Health Program is staffed by a licensed psychologist and a licensed professional clinical counselor (LPCC). To speak to a Sandia Behavioral Health Counselor, call 505-844-HBES (4237) for an appointment. Appointments are scheduled in 15-, 60-, and 90-minute intervals. Telephone consultations are also available.

Section 10. Physical Therapy

The HBE Physical Therapy clinic provides physical therapy treatment for symptomatic and functionally limiting musculoskeletal conditions, performs Job Placement Assessments and Medical Ergonomic Worksite Evaluations at SNL/NM and SNL/CA.

The onsite physical therapy clinic manages orthopedic conditions at all stages. Neurological conditions, post-operative hands, and injuries with risks outside of the PT Scope of Services are sent offsite. Physical therapy assessment and treatment will be applied in accordance to [the American Physical Therapy Association \(APTA\) Code of Ethics and Guide to Physical Therapist Practice.](#)

- Individual treatment plans may vary based on the physical therapists clinical assessment and the best interest of the patient.
- The physical therapist will discharge the patient from physical therapy services when the anticipated goals or expected outcomes for the patient have been achieved.
- The physical therapist will also discontinue intervention when the patient is unable to continue to progress toward his/her goals or when the physical therapist determines that the patient will no longer benefit from physical therapy.
- Additionally, a patient will be discharged following two no-show appointments, per the Physical Therapy Use Guidelines.
- A referral is required to access the onsite physical therapy clinic and is valid for 90 days. The referral must come from a medical provider and include a physical therapy appropriate medical diagnosis. Post-operative patients must have a referral from their surgeon. Patients undergoing physical therapy treatment from an off-site clinic will not be transferred onsite.

Physical Therapy Clinic – Services

- Injured Worker Rehabilitation
- Personal Injury Outpatient Evaluation and Treatment
- Low Back Care Education
- Ergonomic Evaluations
- Preventive Consultations
- Chair Fittings
- Job Placement Assessments
- Work Site Job Evaluations
- Work Fitness Programs

- All non-work-related therapy appointments will be scheduled on a first-come, first-served basis according to the following triage system:
 - Post-surgical referrals and acute injury referrals
 - All other referrals
- Employees with non-work-related injuries are notified once by voice mail or email to schedule an appointment. Once scheduled, the patient will receive an electronic verification.
- All therapy visits will be scheduled on dates and times that are physiologically beneficial to the condition identified by the therapist.
- Some treatment referrals, for example for injuries sustained in non-work-related motor vehicle injuries, will be referred to community providers.

Section 11. Wellness Programs

The purpose of the wellness programs is to provide awareness and opportunities for Sandia employees to achieve and maintain physical and mental health and well being.

Biometric Screenings

When you get a biometric screening, a trained technician takes your blood pressure, measurements, and draws blood for analysis. You may be asked if you want fasting or non-fasting lab tests. Fasting lab test results will typically include Total cholesterol, HDL, LDL, Triglycerides, and Glucose. Non-fasting tests report only Total Cholesterol and HDL. Fasting labs yield the most comprehensive lab test results, but either option will provide what is needed for the Health Assessment.

Health Assessment

A Health Assessment is a confidential online questionnaire that asks you about your health history, lifestyle behaviors (such as smoking and exercise habits) and your willingness to make changes. You will receive a personalized report of your health status and any health risks you may have now or possibly down the road, and how you can take steps to prevent or manage those risks. If you have no health risks, the report will make suggestions for improving or better managing your health and well-being.

When completing a Health Assessment, you will be asked to enter your cholesterol, glucose, height, weight, waist measurement, and blood pressure. You are strongly encouraged to obtain biometric screening to input into the Health Assessment so that you have an accurate picture of your health risks.

[Click here](#) to complete the online Health Assessment questionnaire.

Health Counseling

Sandia will provide individual health counseling for employees (e.g., nutrition, exercise, blood pressure, etc.).

Preventive Health Program Wellness Programs

The purpose of the Preventive Health Program is to provide awareness and opportunities for Sandia employees to achieve and maintain physical and mental health and well being through a supportive work environment. In addition, contract personnel are allowed to attend group fitness, health education classes and receive resource materials if space and materials are available.

Objectives

This program has the following performance objectives:

- To provide the opportunity for all SNL employees to achieve a high level of health and well being in a work environment that encourages healthy behaviors.
- To provide health promotion and education programs to SNL employees that will encourage healthy lifestyles and reduce health risks associated with modifiable risk factors.
- To provide staff specialists (e.g., health educators, exercise physiologists, nutritionists, nurses, psychologists, CPR instructors) to conduct health education classes/training for employees.
- To offer special events (e.g., health fairs) that promotes healthy lifestyles (e.g., National Employee Fitness Day, Great American Smokeout, Walking Month, and Cholesterol Education Month) to all SNL employees.
- To document and track health educational activities provided, lesson plans, class evaluation and attendance records, and referral/counseling sessions.

Service	Description/Instructions
Fitness Assessment	Participants come in workout attire and tennis shoes. A fitness professional measures aerobic capacity, body composition, muscular strength and flexibility.
Functional Fitness Assessment	Participants come in workout attire and tennis shoes. A fitness professional meets with the participant to determine postural imbalances improve alignment and function.
Sleep Assessment	A meeting with a trained health educator to determine what behavioral, physiological and lifestyle factors may be affecting sleep quality and to find out what can be done to sleep well again. A required sleep assessment questionnaire is completed prior to the appointment.
Stress Assessment	A meeting with a trained health professional to learn individual strategies to cope with chronic stress. A required Stress Map questionnaire is completed prior to the appointment.
Telephone Stress Assessment	Meet with a trained health professional over the phone to learn individual strategies to cope with chronic stress. A completed Stress Map is required.
Fitness Appointment	This is an appointment with a fitness professional who works with patients to maximize the benefits of exercise regimen, performs a posture check to assess static posture and balance, and performs body composition testing as applicable. Participants should come in workout attire and tennis shoes.
Nutrition Appointment	This is meeting with a Registered Dietitian to discuss specific nutrition questions or perform a dietary analysis of current nutrition habits. There is a required nutrition assessment questionnaire to complete prior to the appointment.
Pregnancy Wellness Consultation	This is a meeting with a Registered Dietitian to establish optimal dietary goals for prenatal, pregnancy, and postpartum stages of life.
Health Education Coaching	A personal approach to healthy lifestyle changes to reduce health risk, tips for stress management, fitness, nutrition, and recommendations on prevention

Section 12. Other Services

The Sandia Onsite Clinic also provides other services which are not considered part of the Sandia Health Benefits Plan for Employees. Not all services may be available at all times.

Behavioral Health

The Behavioral Health Program is staffed by a licensed psychologist and a licensed professional clinical counselor (LPCC) and provides management consultations and organizational consultations as well as various group education classes.

Ergonomic Evaluations

When Sandia employees are first hired or move to a new office, they can [request](#) that their new work area be assessed with the [Ergonomic New Office Assessment Survey](#). Users can perform their own assessment in an educational framework. If they choose, they may also request an in-person evaluation with a member of our Ergo Customer Support Team. The [Ergonomics website](#) contains a wealth of information, including the *ES&H 411Ergo Tool*. Follow-up appointments are always available.

In addition to in-person office evaluations, the Ergo Team conducts chair fittings to ensure that all Sandia employees sit in a chair that will accommodate their individual stature and provide easy adjustments.

Ergonomic appointments in NM can be requested by clicking [here](#).

Occupational Medicine Programs

The purpose of the Occupational Medicine Programs is to assure compliance with applicable laws and regulations as defined in specific occupational medicine component programs. The following are current surveillance programs and each program has specific regulations to follow:

Accident Response Group	Hazmat Response Team
Arsenic	Hearing Conservation
Beryllium	Highly Enriched Uranium
Biological Laboratory	Human Reliability Program
Bloodborne Pathogens	Incident Command
Blood Lead Program	Laser Safety Program
Cadmium	Methlenedianiline
Commercial Driver License	Nuclear Explosive Search Team
Crane and Hoist	Reactor Operator/Supervisor
Divers	Respirator Users
Hazardous Waste Operations	Security Police Officer

Services	Descriptions / Instructions
OccMed Exam Part I	Scheduled appointment with nurse to have all tests (labs, EKG, visual, hearing, PFT, x-ray) completed.
OccMed Exam Part II	Scheduled appointment with physician to complete physical exam and review all test results.
Audio Hearing Test	Scheduled appointment with nurse to perform hearing test as a requirement for the Hearing Conservation Program.

Return to Work

The SMC provides Sandia employees the ability to return to work after an extended absence. This gives the employee an opportunity to meet with a provider to review any possible accommodations needed for a safe return.

Human Reliability Program (HRP) is embedded within the Occupational Medicine Programs. This is not a separate program.

Group Fitness Programs

Sandia employees, and contract personnel if space and material are available, are allowed to attend group fitness, health education classes and receive resource materials.

Group Fitness Classes	The HBE Preventive Health Program has a staff of certified exercise professionals who offer a variety of group fitness activity classes. For information on types of classes and times offered: https://hbeupdate.custhelp.com/app/answers/detail/a_id/2515
Corporate Fitness Facility	The Corporate Fitness Facility is open to the entire workforce and offers a variety of cardio and resistance training equipment, perfect for before work, lunch time or after work workouts. For information on locations and operational hours: https://hbeupdate.custhelp.com/app/answers/detail/a_id/2515

Accessing Care

- Click [here](#) to complete the Physical Activity Readiness Questionnaire (PAR-Q) form for fitness activities.
- Call 505-844-HBES (4237) to make an appointment with an HBE wellness professional.