



State of New Hampshire EMPLOYEE WELLNESS NEWS

April 2011

WELLNESS PROGRAM NEWS YOU CAN USE!

Substance Abuse—It is a Wellness Issue

April is Alcohol Awareness Month, which is intended to educate people about the consequences of alcohol related problems. Millions of Americans drink alcoholic beverages. Some of them drink too much, which can harm their health and lead to problems. Alcohol is by far the most widely used drug in the United States: Nearly 14 million Americans, one in every 13 adults, abuse alcohol or are alcoholic¹. Meanwhile, addiction to prescription drugs in the United States has reached epidemic proportions.

While alcohol and substances produce different physical effects, all abused substances share one thing in common. Any altered state that is achieved by the abuse of alcohol or substances interferes with the brain's normal reward system and areas of the brain responsible for self-control, judgment, emotional regulation, motivation, memory and learning. Addiction has far reaching effects because it is a disease process that is progressive and chronic. Factors that influence whether an individual is vulnerable to addiction are similar to those we associate with other medical conditions and disease processes. Addiction is influenced by genetic predisposition and lifestyle choices. Studies have shown that individuals with family histories of addiction are 4 times more likely to develop a dependence disorder.

Common Myths About Alcohol and Other Drug Addiction

Overcoming addiction is simply a matter of willpower. You can stop using drugs if you really want to.

Prolonged exposure to alcohol/substances alters the brain in ways that result in powerful cravings and a compulsion to use. These brain changes make it extremely difficult to quit by sheer force of will.

Addicts have to hit rock bottom before they can get better.

Recovery can begin at any point in the addiction process. The longer alcohol/substance abuse continues, the stronger the addiction becomes and the harder it is to treat. Waiting to intervene until the individual has lost it all is not necessary.

You can't force someone into treatment; they have to want help.

Treatment doesn't have to be voluntary to be successful. People who are pressured into treatment by their family, employer or the legal system are just as likely to benefit as those who choose to enter treatment on their own. As they sober up and their thinking clears, many who were formerly resistant, decide they want to change.

Treatment didn't work before, so there's no point in trying again; some cases are hopeless.

Recovery from drug and alcohol addiction is a long process that often involves setbacks. Relapse doesn't mean that treatment has failed or that you're a lost cause. Rather, it's a signal to get back on track, either by going back to treatment or adjusting the treatment approach.

The good news is, treatment works! The State of NH Employee Assistance Program plays a key role in assisting employees and their family members with addressing alcohol and substance use disorders. To find out more about how the EAP can help, read the EAP "Wellness Resources" section on page 3 of the newsletter.

¹ National Institute on Alcohol Abuse and Alcoholism (NIAAA) Strategic Plan 2001-2005

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April



Sun	Mon	Tue	Wed	Thu	Fri	Sat
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3	4	5	6	7	8	9
						
10	11	12	13	14	15	16
						
17	18	19	20	21	22	23
						
24	25	26	27	28	29	30
						

National Health Observances in April

- Alcohol Awareness
- National Stress Awareness
- National Minority Health
- Women's Eye Health and Safety
- National Donate Life
- Sexual Assault Awareness and Prevention
- 4/4-10 National Public Health Week
- 4/7 World Health Day



4/23-30 National Infant Immunization Week

The sneaker on the calendar represents outdoor activity events. Visit www.coolrunning.com to find the time, location and event description.

Additional websites to find out wellness activities happening in your area:

www.visitnh.gov
www.health.org

Wellness Coordinator's Corner

The Department of Administrative Services—Employees and friends have started playing volleyball in the evening at the Howard Recreation Center located at the State Office Park South in Concord. For more information contact Diane Caldon at 271-3180.

Dress in Blue Day—Thirteen agencies participated in *Dress in Blue Day* on March 4th to support colorectal cancer awareness and the importance of screening. Employment Security had over 80% of their employees wearing blue. Thank you to all the agencies participating!

Employment Security—Lisa Marzoli presented *The Hearth Truth* Workshop at the administration building to seventeen NHES employees. Several other agencies invited Lisa to visit and speak about other health and wellness topics such as Anthem's Better Health Digital Coaching Programs.

NH Hospital—Lisa Marzoli and Michael Loomis set up a wellness information table during employee lunch breaks to assist in answering wellness questions and assist employees in completing their Health Assessment Tool.

SAVE THE DATE! The Health Benefit Advisory Committee Workgroup is busy planning for the next Wellness Coordinator Training Session on April 14th at the Local Government Center in Concord. Please RSVP at 271-4103 or email Michael.loomis@nh.gov



Employees at the Concord Fish and Game Office took the time for a photo opportunity on *Dress in Blue Day* to support colorectal cancer awareness and screening.

Take the Stairway to the Mountains

The *Stairway to the Mountains* is based on a simple idea. Instead of taking the elevator in a building, take the stairs. Instead of sitting while watching your favorite TV show, step up and down on an aerobic stepper. We often overlook this easy (and free) way to incorporate physical activity into our lives. Choosing the stairs is a quick way for people to be more active and stay healthy. Why not keep track and try and step the equivalent of a mountain(s) in the New Hampshire Presidential Range! Anyone who participates will be recognized for their achievement each quarter and be entered into a drawing for FREE State Park passes. For information on how to participate in the Stairway to the Mountains, visit

<http://admin.state.nh.us/wellness/docs/Employee%20Participant%20Packet.pdf> or contact Michael Loomis at 271-4103.



Mt. Eisenhower (9,522 steps)

Mt. Madison (10,726 steps)

Mt. Monroe (10,770 steps)

Mt. Pierce (10,770 steps)

Mt. John Quincy Adams (10,820 steps)

Mt. Jefferson (11,430 steps)

Mt. (John) Adams (11,596 steps)

Mt. Washington (12,576 steps)



Wellness Resources

Local Government Center

Understanding Your Health—This workshop will review the problem of increasing health care costs and introduce the concepts of Medical Consumerism and Medical Self-Care. Tips to cost containment and wellness strategies through benefit utilization will be made available to assist you and your family members.

To schedule this workshop, have your agency Human Resource or Wellness Coordinator contact Bill Byron at 800-852-3358 ext: 208 or e-mail at wbyron@nhlgc.org

Anthem

Cancer Prevention Overview—Cancer prevention is action taken to lower the chance of getting cancer. Cancer is not a single disease but a group of related diseases. Many things in our genes, our lifestyle, and the environment around us may increase or decrease our risk of getting cancer.

To schedule this workshop, have your agency Human Resource or Wellness Coordinator contact Lisa Marzoli at 603-695-7559 or e-mail lisa.marzoli@anthem.com

Employee Assistance Program

Substance Abuse Assistance—The EAP offers employees and their family members specialized care in the assessment, and treatment referrals of individuals with alcohol and substance use disorders. EAP's staff of Masters Level Licensed Alcohol and Drug Counselors, Licensed Clinical Social Workers, a Marriage and Family Therapist and a Psychologist provide professional, caring, confidential services for employees seeking help. Employees utilizing the services of EAP can be assured that their confidentiality is protected. The EAP is available for walk-in services Monday through Friday from 8:00AM-4:30PM. The phone number to schedule an appointment is (603) 271-4336. If you or someone you know is struggling with alcohol or substances, help is just a phone call away.

To learn more about EAP services, contact them at 603-271-4336 or visit www.dhhs.nh.gov/hr/eap/index.htm

National Public Health Week

April 4-10, 2011

American Public Health Association (APHA)—Since 1995, when the first full week of April was declared as National Public Health Week (NPHW), communities across the country have celebrated NPHW to recognize the contributions of public health and highlight issues that are important to improving the public's health. The APHA serves as the organizer of NPHW and develops a national campaign to educate the public, policy-makers and practitioners about issues related to that year's theme. APHA creates comprehensive planning, organizing and outreach materials that can be used during and after the week to raise awareness.

In New Hampshire, the Division of Public Health Services is a responsive, expert, leadership organization that promotes optimal health and well being for all people in the State and protects them from illness and injury. The New Hampshire Public Health Association (www.nhpha.org) also works on a local level to promote health and prevent disease. Look for posters in your community that provide examples of how public health protects our lives and how you can contribute to public health.



the
face of
NH public
health

Public health
touches our lives
every day.

Today, did you

- ...eat a healthy breakfast?
- ...brush your teeth with fluoridated water?
- ...buckle your seatbelt?
- ...strap your child into a child safety seat?
- ...take your child to a clinic for a checkup or immunization?
- ...expect the air you breathe to be clean and safe?
- ...fit physical activity into your daily routine?
- ...work in a safe environment?
- ...have your blood pressure checked at a community health screening?
- ...dine out at a restaurant, secure in the knowledge that it has been inspected?
- ...hear a message about how to prevent an infectious disease?
- ...learn about the impact of smoking and second-hand smoke?
- ...expect your community to be prepared in case of a disaster?
- ...talk to your kids about the risk of drugs and alcohol?

That's all the face of NH public health.

IMPROVING HEALTH,
PREVENTING DISEASE,
REDUCING COSTS FOR ALL

www.nhpha.org

Recipes to Try

Almond Hummus

Prep Time: 15 minutes, makes 1 ½ cups

Ingredients

1 c cooked chickpeas	1/3 c tahini
¼ c ground almonds	2 Tbsp olive oil
1 tsp garlic granules	¼ c water
1 Tbsp parsley leaf flakes	1/8 tsp cayenne
½ dash tamari	Salt or pepper to taste

Combine all ingredients in a food processor or blender until smooth.

Serve at room temperature or cool.

Green Smoothie for Beginners

Prep Time: 10 minutes, yields 2 quarts

Ingredients

1 c chard	1 c spinach
8-10 strawberries	Juice of 1 lemon
1 apple, chopped	2 c water
1 banana, peeled and chopped	
1 mango, peeled and chopped	

Blend well. Fresh is always best, but green smoothies can be refrigerated up to three days.

Deal with Stress Before it Deals with You

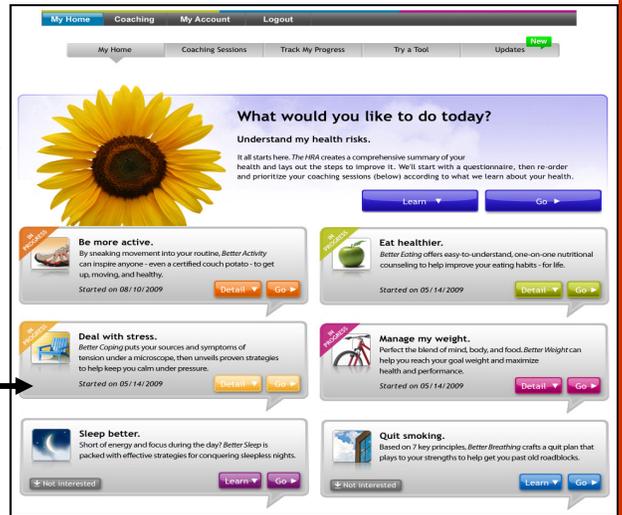


Traffic. Work. The in-laws' surprise visit. And life's big curveballs — illness, divorce, the death of a loved one.

Stress can savage sleep, your heart, your weight ... no wonder it's been called our biggest health threat. We can't deflect your boss's Sunday morning calls or time-travel you through your commute. But with *better coping*, we'll teach you how to catch and handle tension before it gets the upper hand.

Put your sources and symptoms of tension under a microscope, then unveil proven strategies to help keep you calm under pressure. Try Better Health *better coping* today.

Regularly practice the techniques that work for you, and seek to maintain your physical and mental well-being. Further develop your methods by adding techniques, such as yoga, meditation, relaxation, or time management.



State Health Benefit Program Spotlight



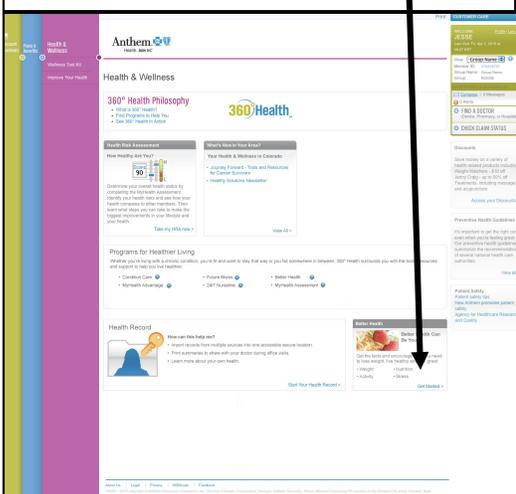
5,132 State Health Benefit Program Members have completed their Health Assessment Tool (HAT)!

Active State employee health benefit subscribers that complete the Better Health HAT will receive a \$200 Health Reimbursement Arrangement (HRA) for calendar/ benefit year 2011, eligible for medical and pharmacy copays and POS deductible and co-insurance. Further details on how to register on anthem.com, a 2011 HAT worksheet, Better Health HAT "Click by Click" instructions, and Frequently Asked Questions can be found by visiting http://admin.state.nh.us/hr/flexible_spending.html

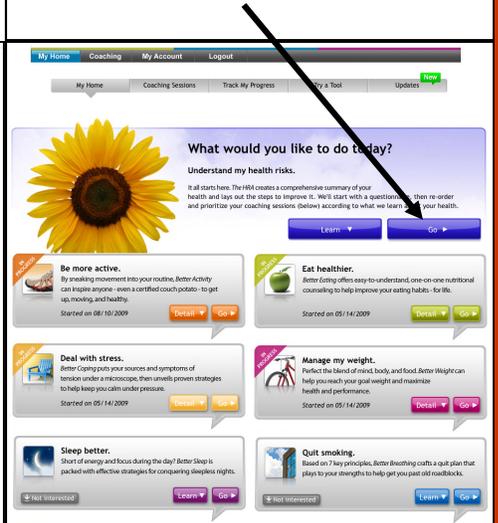
If you are having trouble completing the HAT, you can contact Anthem customer service at 1-800-933-8415 Mon-Thur 8AM-8PM, Fri 8AM-5PM or email stateofnh@anthem.com.

If you or other employees would like one-on-one assistance completing the HAT or instructions on digital health coaching, please contact your HR representative or Wellness Coordinator to arrange a site visit from an Anthem representative.

Step 1. Visit Anthem.com and log in. Click on the purple tab and select "Get Started" in the Better Health icon.



Step 2. To complete your Health Assessment Tool, click "Go"



April is Alcohol Awareness Month

By Lisa Marzoli, Anthem Wellness Coordinator

Alcohol Awareness Month, sponsored by the National Council on Alcoholism and Drug Dependence since 1987, encourages local communities to focus on alcoholism and alcohol-related issues. Alcohol Awareness Month began as a way of reaching the American public with information about the disease of alcoholism - that it is a treatable disease, not a moral weakness, and that alcoholics are capable of recovery. An Integral part of Alcohol Awareness Month has been Alcohol-Free Weekend, which takes place on the first weekend of April. Alcohol-Free Weekend is designed to raise public awareness about the use of alcohol and how it may be affecting individuals, families, and businesses. Essentially, Alcohol-Free Weekend is a community consciousness-raising effort about alcoholism and health related issues and may serve as a trigger to recovery. (www.ncadd.org/programs/awareness/aamhistory)

According to the 2011 NH State Health Profile, recently released by the New Hampshire Department of Health and Human Services, it was found that 5.5% of New Hampshire adults reported heavy drinking, similar to the national rate. 16% of New Hampshire adults reported at least one occasion of binge drinking in the past month, almost identical to the national rate. Binge drinking is currently defined as five or more drinks in one occasion for a man or four or more for a woman.

Alcohol is metabolized quickly by the body. Unlike foods, which require time for digestion, alcohol needs no digestion and is quickly absorbed. Alcohol gets preferential treatment in the body, absorbing and metabolizing before most other nutrients. Approximately 20% is absorbed directly across the walls of an empty stomach and can reach the brain within one minute. Though alcohol affects every organ of the body, it's most dramatic impact is upon the liver. Alcohol metabolism permanently changes liver cell structure, which impairs the liver's ability to metabolize fats. This explains why heavy drinkers tend to develop a fatty liver.

In addition to liver disease, heavy drinking and binge drinking are associated with many other adverse health effects including high blood pressure, heart disease, stroke, cancer, and psychological disturbances. The risk of being injured, or even killed, increases with heavy drinking. Alcohol is a factor in about 60% of fatal burn injuries, drowning, and homicides; 50% of severe trauma injuries and sexual assaults; and 40% of fatal motor vehicle crashes, suicides, and fatal falls. (*Rethinking Drinking.niaaa.nih.gov*)

Many employers are unaware that alcohol use is one of the health factors causing high health care costs. In fact, health care costs for employees who have alcohol problems are about twice as high as for those who do not. When left untreated, alcohol-related problems among employees increase absenteeism, reduce productivity and make it more difficult for coworkers to do their jobs. One survey found that 20% of workers say they have been injured, had to cover for a coworker, or needed to work harder because of other employees' drinking.

Moderate use of alcohol can be a safe experience if used with caution. Some recent studies even suggest that moderate use of alcohol may have a beneficial effect on the coronary system. In general, for healthy people, one drink per day for women and no more than two drinks per day for men are considered the maximum amount of alcohol consumption to be considered moderate use. However, the amount of alcohol that a person can drink safely is highly individual, depending on genetics, age, sex, weight, family history and pre-existing medical conditions, among other factors. As a guideline, one drink is considered:

4-5 ounces of wine 10 ounces of wine cooler 12 ounces of beer
1-1/4 ounces of distilled/hard liquor

What is the State Wellness Program?

The Health Benefit Advisory Committee (HBAC) was established in the FY 2005-2007 Collective Bargaining Agreement. The HBAC is composed of four Employer and four Association members and meets monthly. In 2006, the HBAC appointed a workgroup that works on health promotion and disease prevention strategies to improve wellness programming and opportunities for employees, retirees and their dependents. Because the State's employee and retiree health benefit program is self-funded, healthier members means fewer costs for everyone.

HBAC Workgroup Mission Statement

Establish a wellness program within New Hampshire which supports State of NH employees, retirees and their families in pursuit of greater health and well-being that serves as a national example.

HBAC Workgroup Vision

The State of New Hampshire will have an employee and retiree wellness program that is fully integrated within state operations through partnerships and regarded as a national model for employee and beneficiary wellness.

HBAC Workgroup Initiatives

The wellness program supports the state employee population through partnerships with health and wellness resources both within and outside of state government. Some of the partners and resources include the NH Department of Health and Human Services, Agriculture, Fish and Game, Resources and Economic Development, Foundation for Healthy Communities, NH Citizen's Health Initiative, Anthem, Delta Dental, Local Government Center, and the U.S. Department of Health & Human Services.

