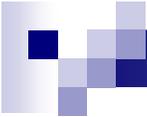


State Employee Wellness Program 2010 Year End Summary and Update

WCTS

April 14, 2011





NH Citizen's Health Initiative

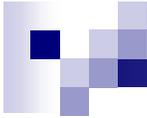
Health Promotion and Disease Prevention Pillar

Pillar Co-Chairs

Dr. Jose Montero and Yvonne Goldsberry

A Strategic Plan for Integrating the Work of New Hampshire's Public Health
and Medical Care Systems

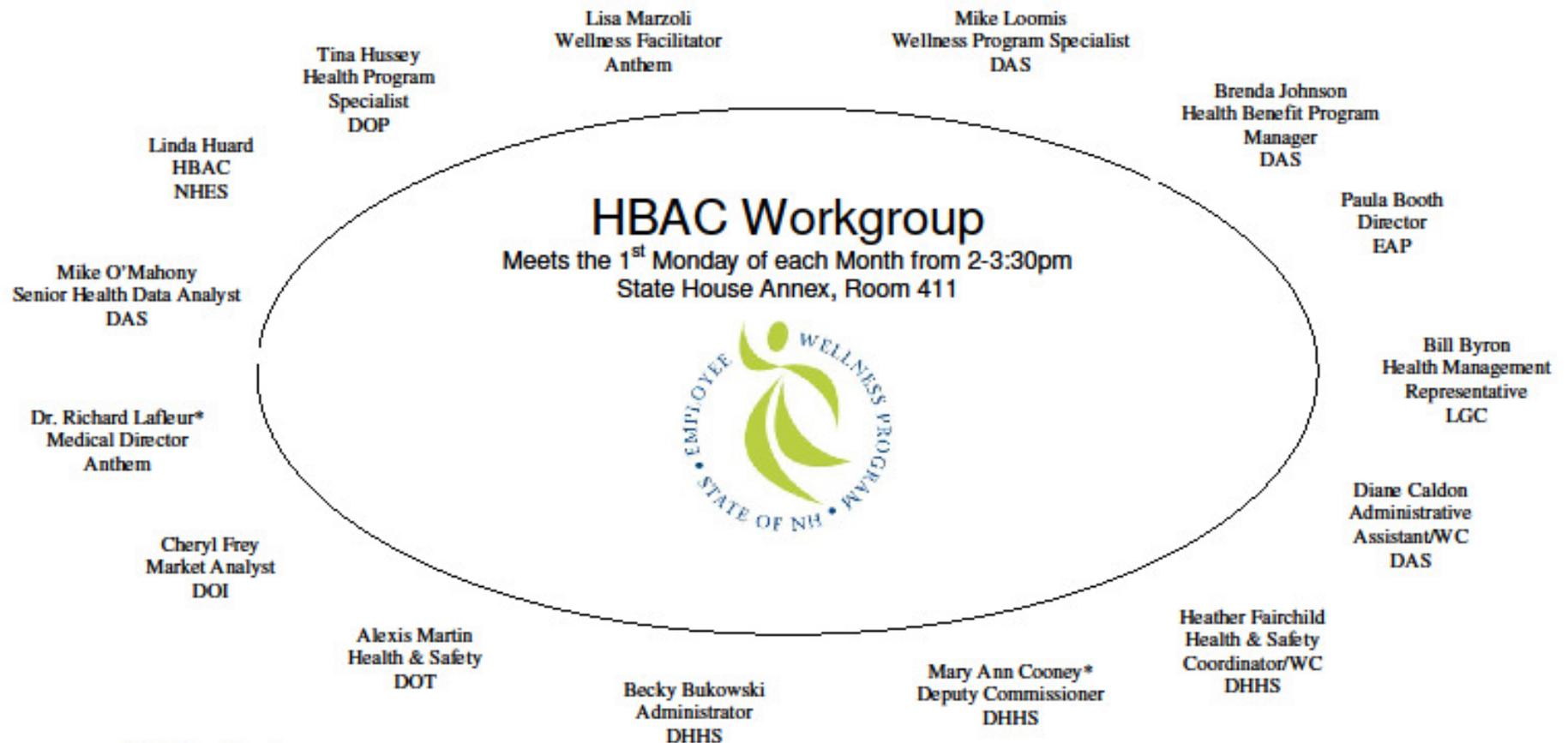
“To make a significant leap in addressing the major causes of death and disability in NH (tobacco use, unhealthy eating, sedentary lifestyle, and unhealthy alcohol use) will require a deliberate and calculated statewide strategy that links the work of medicine and public health”



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

- **Vision:** The State of NH will have an employee and retiree wellness program that is fully integrated within state operations through partnerships, and that is regarded as a national model of employee and beneficiary wellness.

- **Goals:** Promote the importance of health and wellness to all state employees and their families.
 - Long Term – Assist in the reduction of medical and prescription drug costs while improving the health of NH employees, retirees and their families.



* Ad Hoc Member

HBAC Workgroup Committees

Wellness Coordinators

Goals:

1. Provide open communication and current information to wellness coordinators
2. Provide processes for the coordinators to excel and be recognized
3. Plan quarterly training sessions
4. Prepare monthly newsletter
5. Provide input for end of year report

Members: Diane (Chair), Tina, Alexis, Heather, Mike, Lisa
Meetings occur the 3rd week of each month

Communication

Goals:

1. Review and recommend policies and guidelines that will improve the wellness program
2. Develop and provide wellness program presentations to stakeholders
3. Provide recommendations and updates for the wellness website
4. Provide input for end of year report

Members: Mike (Chair), Mike O., Linda, Cheryl, Brenda, Mary Ann, Lisa
Meetings occur the 3rd Monday of each month

Resource

Goals:

1. Recommend and promote wellness resources and interventions to support increased physical activity, tobacco cessation, weight management, in addition to any other risk factor opportunities through health assessments/data collection
2. Promote and provide up-to-date resources for the program
3. Provide input for end of year report

Members: Lisa (Chair), Paula, Bill, Mike
Meetings occur the 3rd week of each month



2010 Goals and Objectives Accomplished by Wellness Program

- HBAC Workgroup met on a Regular Basis (bimonthly)
- Utilized 2009 Work Plan Goals
 1. Provide ongoing communication, support and training to wellness coordinators to promote wellness
 2. Recommend and promote wellness activities to improve healthy behaviors
 3. Provide updates/resource materials for SoNH wellness website
 4. Demonstrate State/Agency leadership support
 5. Assess health data to measure wellness engagement



Goal #1: Provide ongoing communication, support and training to wellness coordinators (WC) to promote wellness

- HBAC Workgroup held 4 WC trainings covering 24 wellness topics and guest speakers
- Monthly Wellness Newsletters
- Online wellness interest survey created
- WC orientation created
- WC's recognized for their accomplishments
 - January – Lisa Campbell (DOI), Diane Caldon (DAS)
 - April – Heather Fairchild (DHHS)
 - July – All Wellness Coordinators
 - October – Zandi Dezonie & Cyndi Peterson (NHES)



Goal #1: Provide ongoing communication, support and training to wellness coordinators (WC) to promote wellness

- HBAC Workgroup establishing wellness relationships with State agencies (Agriculture, DHHS, DRED, Fish and Game)
- Promotion of NH wellness event calendars and searchable data base (NH HEAL, DRED)
- Increased collaboration with NH wellness partners
 - NH Healthy Eating Active Living Initiative
 - NH Comprehensive Cancer Collaboration
 - Capital Area Wellness Coalition
 - Citizen's Health Initiative (Health Promotion Disease Prevention Pillar)
 - Commute Green
 - Breathe NH
 - Pathways to Alternative Transportation and Health
 - Governor's Council on Physical Activity & Health



Goal #2: Recommend and promote wellness activities to improve healthy behaviors

■ Increased Agency participation in wellness activities

- Commissioner's Physical Activity Challenge (Walk NH)
- Diabetes "Reduce Your Risk"
- Health Fairs
- Weight loss/physical activity challenges
- Workshops and demonstrations

■ Tobacco Cessation Promotion

- Counseling (telephonic, group, one on one)
- Rx Coverage of FDA approved therapy

Goal #3: Provide updates/resource materials for SoNH wellness website

an official **NEW HAMPSHIRE** government website

Employee & Family Wellness Coordinators

The State of New Hampshire Employee Wellness Program

Governor **John Lynch**

[A message from our Governor](#)

Health Benefit Advisory Committee (HBAC) Workgroup

The HBAC Workgroup promotes the importance of health and wellness to all state employees and their families. Please click [here](#) to find out more information on the HBAC and the 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.

Our Vision

The State of NH to 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.

Our Initiatives

Links to your Benefits

- Compass
- Health
- Rx
- Dental
- FSA/HRA
- EAP
- Benefit Forms on the HR Website

For a complete list of your employee benefits, please visit the Human Resources website.

Click here to stay on top of your preventive screenings, and earn cash incentives by using the **Compass SmartShopper Program**.

Done Internet 100%



- New website improvements in 2010.

- DOT created maps of walking routes around 21 State agencies
- Survey Monkey “Wellness Interest Survey”
- Post wellness newsletter
- Foundation for Healthy Communities’ “Know Your Numbers” card
- Anthem Preventive Health Guidelines
- Tobacco cessation benefit information and resources
- Local Government Center Wellness Workshop Presentations
- Wellness coordinator section
 - Newsletter submission form
 - Activity toolkits
 - Training session presentations and resources
- Employee and family section
 - Anthem health improvement benefits and resources
 - EAP Services
 - LGC workshops and demonstrations
 - Agency WC contact list



Goal #4: Demonstrate State/Agency leadership support

- Commissioner Champions for Commissioner's Physical Activity Challenge
 - Commissioner Campbell (DOT)
 - Commissioner Hodgdon (DAS)
 - Commissioner Burack (DES)
 - Commissioner Reardon (NHES)

- Commissioner Champion for Tobacco Cessation
 - Commissioner Campbell (DOT)

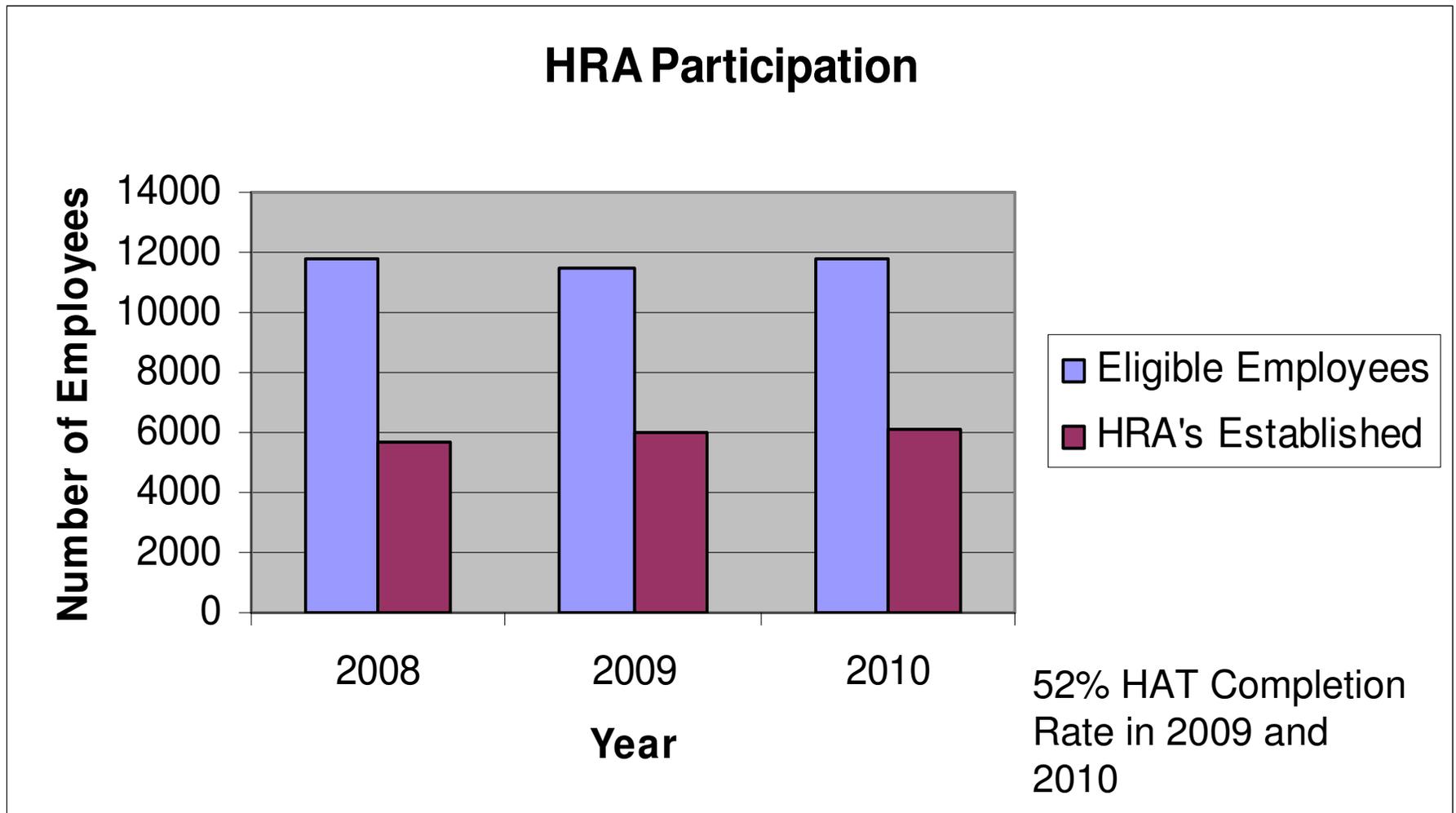
- Commissioner Champion for Diabetes "Reduce Your Risk"
 - Commissioner Toumpas (DHHS)



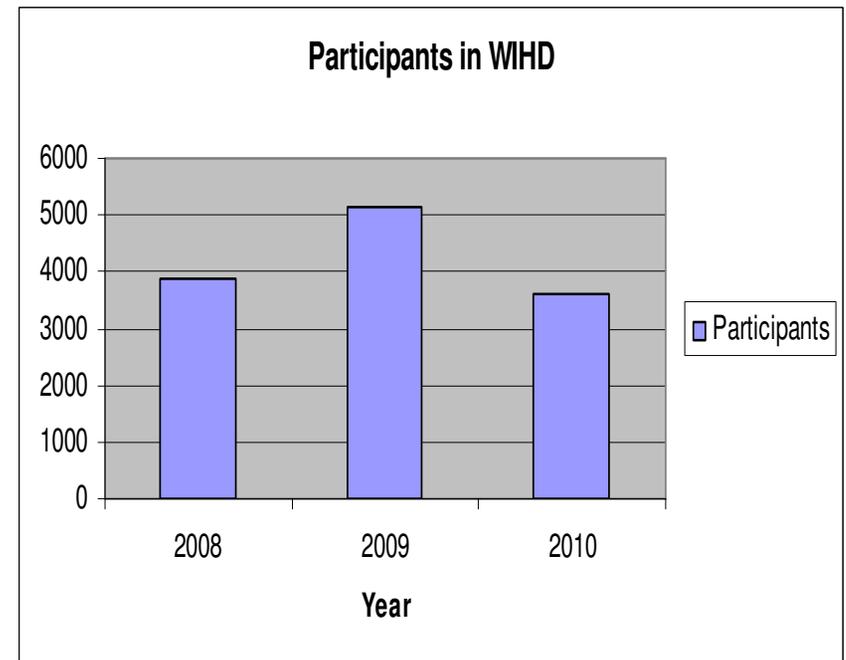
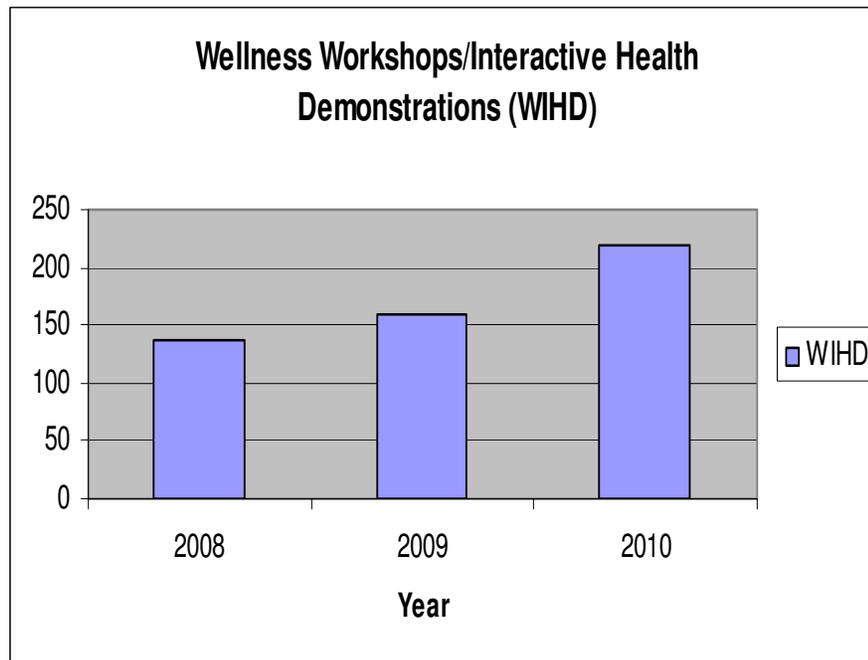
Goal #4: Demonstrate State/Agency leadership support

- Commissioner Campbell speaking at the State Workforce Development Summit on how DOT is promoting wellness as a strategy
- Wellness discussion at Commissioner meeting
- Commissioners competing in Physical Activity Challenge
- DHHS begins wellness planning with Deputy Commissioner Cooney as Chair
- Wellness newsletter article submissions
 - July – Campbell (DOT) “Wellness by the W’s – What it Means to You”
 - October – Reardon (NHES) “NH Employment Security Staff Surpass Commissioner’s Challenge”

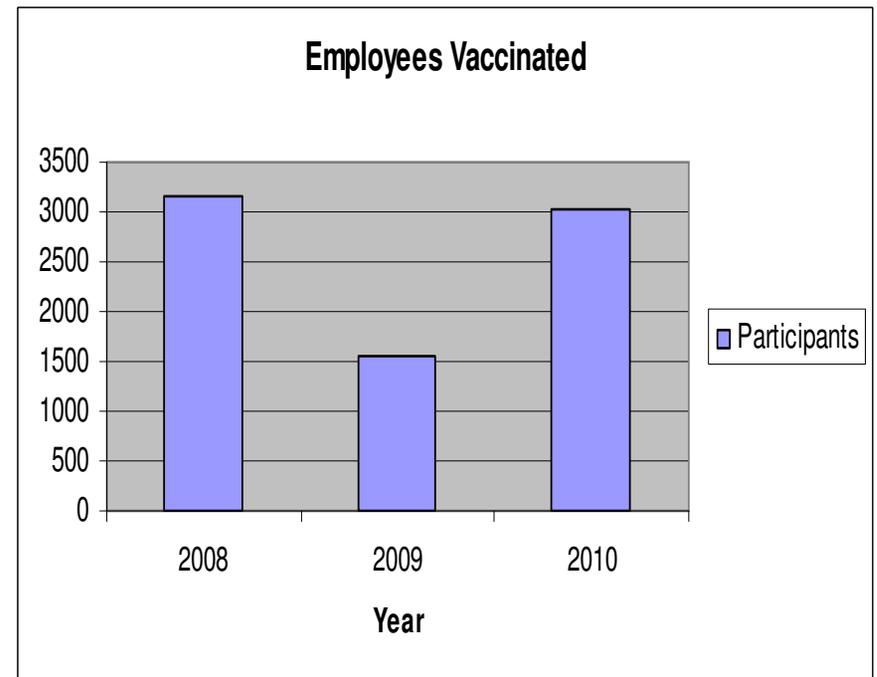
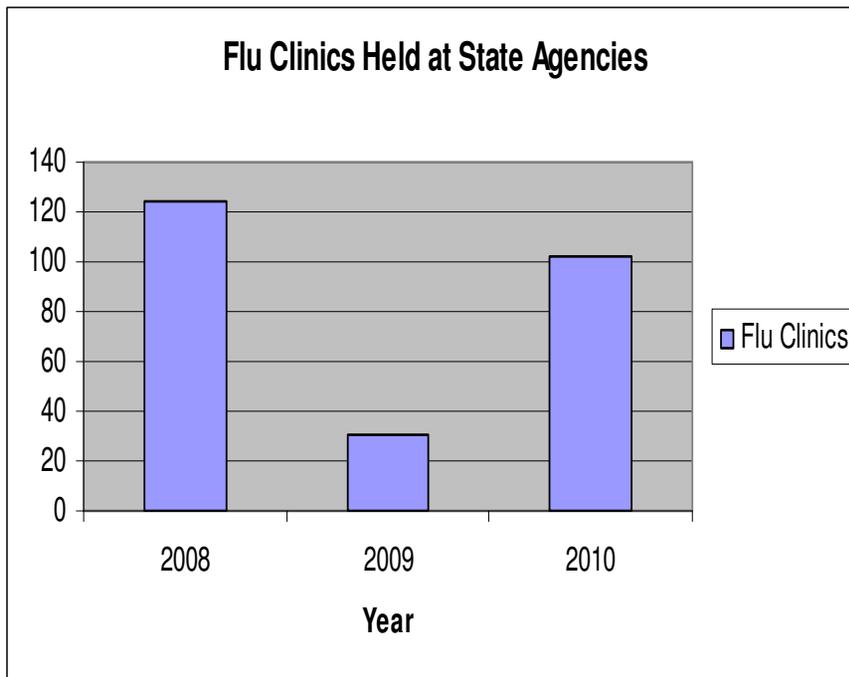
Goal #5: Assess health data to measure membership wellness engagement



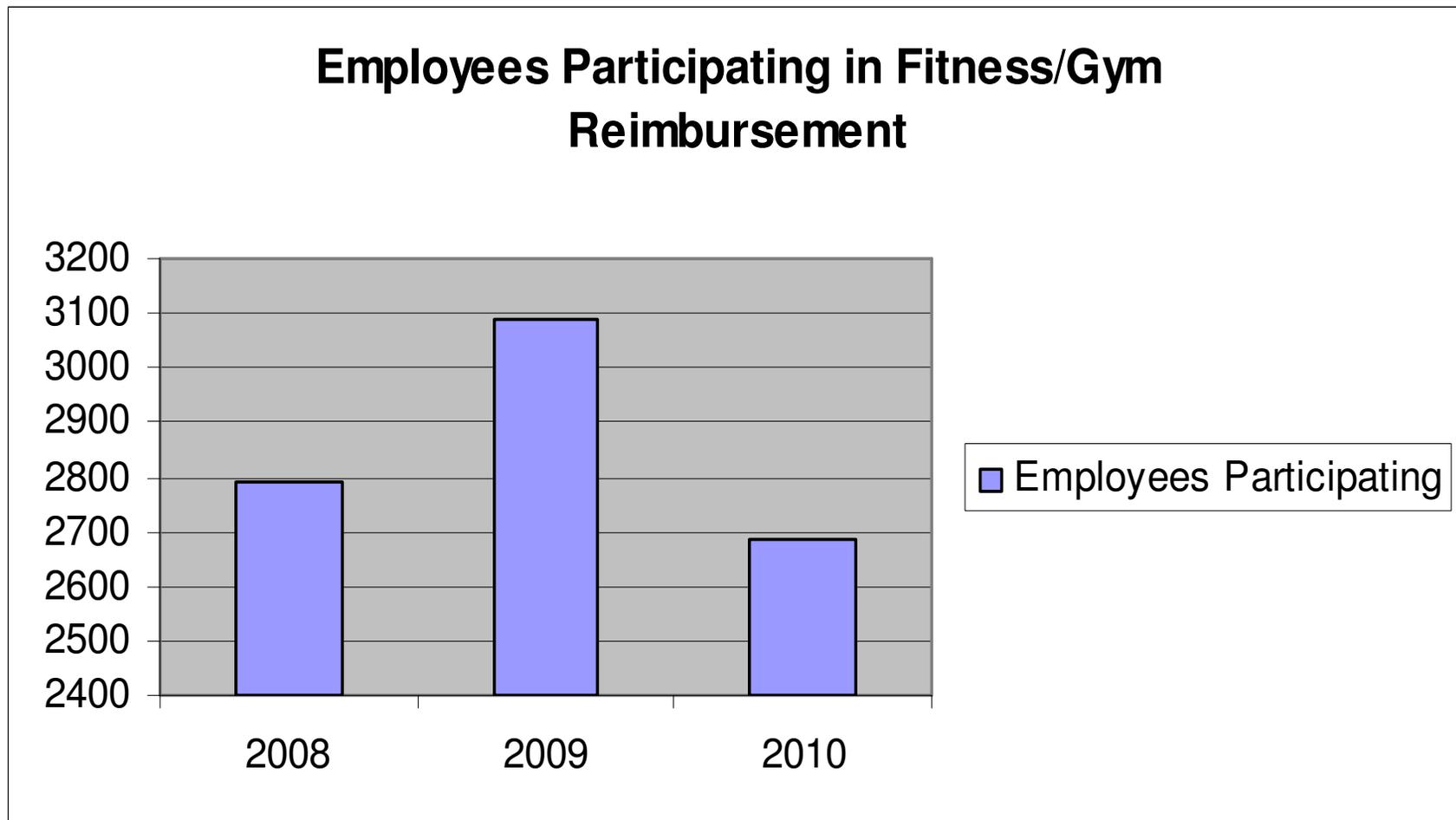
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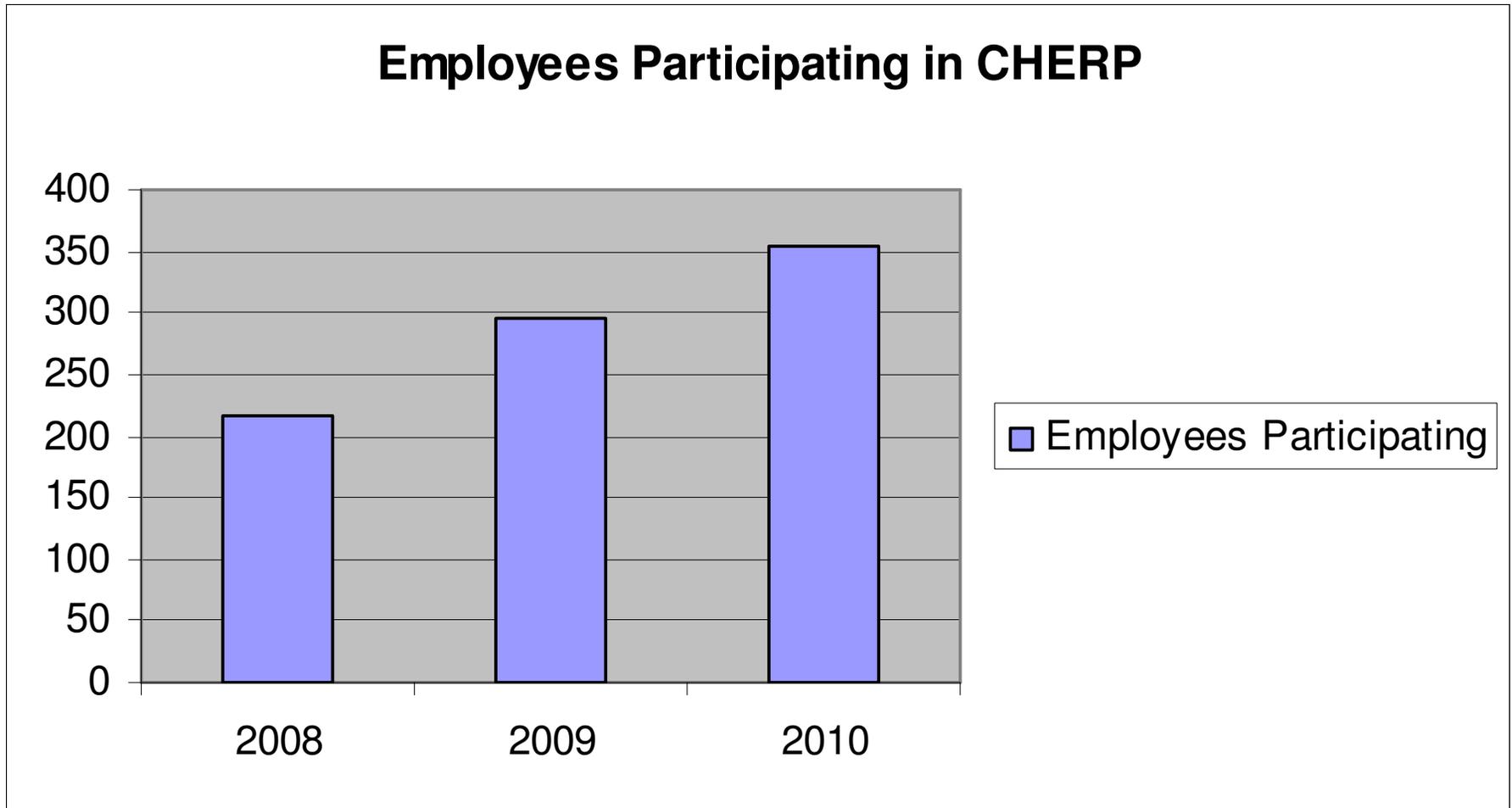
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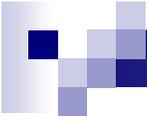
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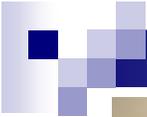












Snowfall until sundown

18 inches of powder buries city over course of 17 hours



Photo by [Alexander Cohn](#) / [Monitor staff](#)

State of New Hampshire Wellness Coordinators Diane Caldon of Loudon (left) and Mike Loomis of Newbury use their lunch-break to snowshoe a few laps around the State House as a snowstorm blankets Concord and New England; Wednesday, January 12, 2011.(Alexander Cohn/ Monitor staff)



Goals for 2011

- Continue to operate in three HBAC Workgroup subcommittees developing, implementing and measuring wellness activities
- Develop an appointment criteria for agency wellness coordinators
- Continue using State Leadership to Champion wellness promotion and activities



Goals for 2011

- Continue to Promote Monthly Wellness Topics in 2011 Wellness Newsletter & Calendar according to the 2011 National Health Observances produced by the Office of Disease Prevention and Health Promotion, U.S. Department of Health and Human Services. Spotlight on Anthem “Time Well Spent” Wellness Calendar topics.

January: Smoking Cessation
February: Heart Health
March: Colon Cancer/Nutrition
April: Cancer Control/Alcohol
May: High Blood Pressure
June: Men’s Health

July: Skin Cancer
August: Immunizations
September: Cholesterol
October: Breast Cancer
November: Diabetes
December: Prevention

- Quarterly Training Sessions for Agency Wellness Coordinators
 - January 13th
 - April 14th
 - July 14th
 - October 13th



What Lies Ahead?

- Improve our Program by using the Wellness Council of America (WELCOA) Seven Benchmarks to a results driven wellness program
 - Benchmark 1: Capturing Senior Leadership Support 45*
 - Benchmark 2: Cohesive Wellness Teams 78*
 - Benchmark 3: Collecting Data 39*
 - Benchmark 4: Operating Plan 0*
 - Benchmark 5: Appropriate Interventions 57*
 - Benchmark 6: Supportive Environment 58*
 - Benchmark 7: Evaluating Outcomes 25*

*WELCOA's "Well Workplace Checklist" NH Wellness Program scores assessing the quality and comprehensiveness of an organization's wellness initiative. Completed on 11/22/2010.