

## The Mental Health Divide

When you think of the words “mental health,” what comes to mind? Have you ever wondered if you should talk to someone? If you have worries about work/life balance, living paycheck to paycheck, your workload, saving for the future, or getting out of debt, you may benefit from a mental health checkup. At some point, many of us can benefit from talking to a professional counselor. The following benefits can offer you and your family peace of mind when navigating through any situation:

- SBO’s [Behavioral Health/Emotional Wellbeing](#) page provides resources to help control your overall wellness and improve your quality of life, interpersonal relationships, and physical health outcomes.
- [ComPsych® GuidanceResources®](#) is your Employee Assistance Program, and it offers someone to talk to and resources to consult whenever and wherever you need them.
- [Disability Insurance Program](#) pays a portion of your monthly earnings if you cannot work because of a disabling illness or injury that happens on or off the job.
- [Accident and Critical Illness Insurance](#) provides lump sum cash payments if you, or a covered dependent, suffer an injury from an accident or are diagnosed with a condition covered under the policy.

## National Cervical Cancer Awareness Month

January is National Cervical Cancer Awareness Month. Cervical cancer can develop from the human papillomavirus (HPV) infection, which you may not even know you have. This slow-growing cancer spreads in both sexes. The good news is you can take steps to prevent this form of cancer by receiving the HPV vaccine and scheduling regular checkups that will detect any changes in your cells. The HPV vaccine is recommended for people between the ages of 9 and 26. In addition, it is recommended that adults 27 to 45 and determined to be at a risk for developing cancer receive the vaccination. To learn more about cervical cancer and the risks click on SBO’s [Cancer Resources](#) page.

## Upcoming Employee Benefits

### Modernization Survey

The State Employee Benefits Committee (SEBC) is conducting an employee survey to better understand the evolving needs of our workforce. An online survey will be sent to you in February that seeks feedback regarding benefits and non-financial rewards, such as training opportunities, recognition, and career development. The survey is being administered by the SEBC’s consulting partner, Willis Towers Watson (WTW) and will be completely **confidential**. Only aggregated data will be shared with the SEBC.

The survey results will help us determine what combination of rewards, including benefits, work environment, learning and development, and alternative work arrangements, motivates employees to stay with the State of Delaware. Invitations and reminders to participate in the survey will come directly from WTW at [BenefitsSurveyDE@wtwco.com](mailto:BenefitsSurveyDE@wtwco.com) to your business email address on file. You will need to log in to the survey using your Employee ID number. If you do not know your Employee ID number, please outreach to your organization’s HR/Benefits Office now.

Your participation is voluntary, but highly encouraged. Be on the lookout for your personal email invitation coming February 1. You will be asked to complete the online survey between February 1 – 17, 2023. We look forward to hearing from you!

## State Employee Benefits Committee (SEBC) Corner

At its December meeting, the SEBC discussed the current [Group Health Insurance Plan \(GHIP\) Strategic Framework](#). In the coming months, the committee will assess potential revisions to the framework’s goals and strategies. The Subcommittees continue to evaluate options to solve the Fiscal Year 2024 projected deficit.

SEBC and Subcommittee meetings are open to the public and include an opportunity for public comment. Visit the [SEBC page](#) for meeting information and more.

## New Training Available in 2023

SBO has launched two new online training courses to assist you with understanding your benefits. The courses are *State Group Universal Life Insurance* and *Accident & Critical Illness Insurance*. These courses have been added to SBO's growing library of training and resources to help simplify your benefits. Visit the [Benefits Training](#) page to access the courses through the Delaware Learning Center or the SBO website. While you are there, don't forget to check out other online courses like *Choosing the Right Care* which can help you understand your care options, where to go for services, know how much services cost and make informed decisions to ensure you and your family receive high quality, safe, and affordable care.

## Upcoming Webinars

**Aetna** offers monthly [webinars](#) that employees, pensioners, and their family members can attend, regardless of enrollment in a State health plan. There is no need to register simply click the link below to attend.

- New Year's Resolutions - [January 10 @ 12 pm](#)
- Get Moving - [January 26 @ 5 pm](#)

**ComPsych® GuidanceResources®** is offering webinars that employees, pensioners, and their family members can attend, regardless of enrollment in a State health plan. Click on the links below to register:

- Supervisor Orientation - [January 18 @ 1 pm](#)
- Employee Orientation - [January 19 @ 10 am](#)

**Delta Dental** offers [webinars](#) addressing good oral health that employees, pensioners, and their family members can attend, regardless of enrollment in a Delta Dental plan.

- Oral Health and Wellness – [January 10 @ 11 am](#)

The webinars above will be recorded and posted to the website if you are unable to attend.

## Hinge Health Virtual Exercise Therapy

Do you suffer from back and/or joint pain? We might have the solution for you! Beginning January 1, 2023, individuals aged 18 and over enrolled in a State of Delaware Aetna or Highmark Delaware non-Medicare health plan are eligible to participate in Hinge Health, a no cost virtual exercise therapy program.

Hinge Health offers participants access to multiple programs based on each member's unique needs ranging from preventive, acute, chronic, and pre/post-surgery care. Participants will be asked to complete an online clinical screener. Hinge Health takes it from there, matching the member to a customized program that could include access to licensed doctors of physical therapy, board certified health coaches, physicians, and orthopedic surgeons, advanced motion sensors for virtual visits, and wearable pain management. Best of all, you can participate in your program from anywhere, at any time, all from the convenience of your smartphone Hinge Health app.

To learn more and enroll, visit SBO's [Musculoskeletal Pain Resources](#) page.

## Caramel Yogurt Dip



Ingredients:

- ¼ tsp salt
- 2 tbsp agave syrup
- ¼ cup brown sugar
- 6 oz. of plain yogurt
- 1 tsp vanilla

Directions:

1. Combine salt, syrup, and sugar in a small saucepan and heat on low until the sugar dissolves.
2. Remove from heat and stir in yogurt and vanilla.
3. Allow to cool. For a thicker dip, refrigerate overnight.
4. Serve with apples

Recipe from [Delta Dental](#).

**Hidden Treasures:** Go to the Heart Health Resources page on SBO's website under your group. Find the four example factors that can lead to heart disease and email the list to [sbo.communications@delaware.gov](mailto:sbo.communications@delaware.gov) (Subject: Hidden Treasures). A random drawing from all correct responses received by the end of the month will be conducted for a prize. Congratulations to last month's winner, Lisa S. from Indian River School District!