



Employee Health Nursing (EHN)

May 2024 Newsletter

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Happy Teachers Week May 6-10th!



Happy Nurses Week May 6-12th!



May

May 6-10 Teacher Appreciation WEEK

May 19-25 National EMS & National Public Works Week



2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
			School Principal's Day	World Password Day	National Paranormal Day	Star Wars Day
5 Cinco de Mayo	6 National Nurses Day	7 National Teacher Appreciation Day	8 National Receptionists Day	9 National Sleepover Day	10 Child Care Provider Day	11 National Dog Mom's Day
12 Mother's Day	13 National Frog Jumping Day	14 National Dance Like A Chicken Day	15 National Chocolate Chip Day	16 National Sea Monkey Day	17 World Hypertension Day	18 National No Dirty Dishes Day
19 World Family Doctor Day	20 National Be A Millionaire Day	21 Eat More Fruits and Vegetables Day	22 Sherlock Holmes Day	23 National Lucky Penny Day	24 Code Talkers Day	25 National Tap Dance Day
26 National Family Fun Day	27 Memorial Day	28 World Hunger Day	29 National Senior Health and Fitness Day	30 International Hug Your Cat Day	31 National Heat Awareness Day	



May 14th is National Dance Like A Chicken Day!

What do you get when you cross a chicken with a guitar?

A: A chicken that makes music when you pluck it.

How do monsters like their eggs?

A: Terri-fried!

Why did Humpty Dumpty have a great fall?

A: To make up for a bad summer!



Oneida Employee Health Nursing

Nursing Clinic Promoting Health & Wellness

- ~Minor injury or illness evaluation
- ~Weight management, education, and coaching
- ~Domestic violence screens and referrals
- ~Blood pressure monitoring
- ~Immunizations (Tetanus, Hepatitis B, Pneumovax, Influenza, Tdap)
- ~Coordinate Oneida Nation Blood Drives with the American Red Cross
- ~Respirator Fit
- ~Need your blood sugar checked
- ~Tuberculosis screening
- ~Tobacco cessation
- ~Ergonomics

Case Management Early Return to Work (ERTW)

- ~Case management of work-related and non-work related injuries/illnesses

Drug and Alcohol-Free Workplace Policy

- ~Pre-employment/Internal transfer drug testing
- ~Suspicion testing for drug and alcohol
- ~Coordinate DOT random testing for drug and alcohol



High Blood Pressure:

Ways to control high blood pressure without medication.

By making lifestyle changes you can lower your blood pressure and reduce your risk of heart disease. Lifestyle plays a vital role in treating high blood pressure.

Here are some lifestyle changes that can lower blood pressure and keep it down.

1. **Lose extra pounds and watch your waistline.** Blood pressure often increases as weight increases. Being overweight also can cause disrupted breathing while you sleep (sleep apnea) which further raises blood pressure. Weight loss is one of the most effective lifestyle changes for controlling blood pressure. Also, the size of the waistline is important. Carrying too much weight around the waist can increase the risk of high blood pressure. Blood pressure might go down about 1 millimeter of mercury (mmHG) with each 2 pounds of weight lost.

In general:

- Men are at risk if their waist measurement is greater than 40 inches.
- Women are at risk if their waist measurement is greater than 35 inches.

These numbers vary among ethnic groups. Ask your health care provider about a healthy waist measurement for you.

2. **Exercise regularly.** Regular physical activity can lower high blood pressure by about 5 to 8 mmHg. It's important to keep exercising to keep blood pressure from rising again. As a general goal, aim for at least 30 minutes of moderate physical activity every day.

Some examples of aerobic exercise that can lower blood pressure include walking, jogging, cycling, swimming, or dancing. Another possibility is high-intensity interval training. This type of training involves alternating short bursts of intense activity with periods of lighter activity.

3. **Eat a healthy diet.** Eating a diet rich in whole grains, fruits, vegetables and low-fat dairy products and low saturated fat and cholesterol can lower high blood pressure by up to 11 mmHg. Examples of eating plans that can help control blood pressure are the DASH diet and the Mediterranean diet.

4. **Reduce salt (sodium) in your diet.** Even a small reduction of sodium in the diet can improve heart health and reduce high blood pressure by about 5 to 6 mmHg. A lower sodium intake-1,500 mg a day or less is ideal for most adults.

To reduce sodium in the diet-

~Read food labels and look for low-sodium versions of foods and beverages.

~Eat fewer processed foods. Only a small amount of sodium occurs naturally in foods. Most sodium is added during processing.

~Don't add salt. Use herbs or spices to add flavor to the food.

~Cook. Cooking lets you control the amount of sodium in the food.

5. **Limit alcohol.** Limiting alcohol to less than one drink a day can help lower blood pressure by about 4 mmHg. Drinking too much alcohol can raise blood pressure by several points. It can also reduce the effectiveness of blood pressure medications.

6. **Quit smoking.** Smoking increases blood pressure. Stopping smoking helps lower blood pressure. It can also reduce the risk of heart disease and improve overall health, possibly to a longer life.

7. **Get a good night's sleep.** Poor sleep quality-getting fewer than six hours of sleep every night for several weeks-can contribute to hypertension. Several issues can disrupt sleep, including sleep apnea, restless leg syndrome and general sleeplessness (insomnia). Let your health care provider know if you often have trouble sleeping. Finding and treating

the cause can help improve sleep. However, if don't have sleep apnea or restless leg syndrome, follow these simple tips for getting more restful sleep.

- ~Stick to a sleep schedule. Go to bed and wake up the same time each day. Try to keep the same schedule on weeknights and on weekends.
- ~Create a restful space. That means keeping the sleeping space cool, quiet, and dark. Do something relaxing in the hour before bedtime. That might include taking a warm bath or doing relaxation exercises. Avoid bright light, such as from a TV or computer screen.
- ~Watch what you eat and drink. Don't go to bed hungry or stuffed. Avoid large meals close to bedtime. Limit or avoid nicotine, caffeine, and alcohol close to bedtime, as well.
- ~Limit naps. For those who find napping during the day helpful, limit naps to 30 minutes earlier in the day might help nighttime sleep.

8. **Get support.** Supportive family and friends are important to good health. They may encourage you to take care of yourself, drive you to the health care provider's office or start an exercise program with you to keep your blood pressure low.

Sincerely,

"The Safety Nurse"

Contact **Employee Health Nursing (EHN)** if you would like your blood pressure checked. No cost for ALL Oneida Employees

“A Page from the Medical Assistant’s Journal”

By

The Medical Assistant

Want to feel better after a long day, have more energy or even look fit and flexible? Just exercise. Exercise is good for our mental and physical health and comes in various forms, including Yoga and Pilates. Yoga and Pilates are low-impact exercises designed to improve strength, balance and flexibility. I have found myself enjoying both exercises. Yoga is my shining knight of armor. Last year, I was overworked, stressed and anxiety ridden. I was drowning in the chaos of this fast-paced world. A friend of mine invited me to her yoga class, and it has helped me improve my mental health. Yoga exercises such as relaxation require gentle and controlled breathing movements that relieve stress and anxiety from my body. Mindfulness is the whole science of understanding my mind. It has trained me on how to “shut my mind off”. In other ways, I am more aware of my thoughts and emotions, and I also know how to control them to avoid feeling overwhelmed easily. I also was able to let go of belief patterns that no longer served me. My Pilates class has done wonders for my physical fitness. I enjoy the calm and peacefulness of Pilates, which synergizes the mind, body, and spirit to achieve optimal energy levels. Pilates has made me more attuned to my body and how it moves and function. I have noticed a change in posture and it has significantly reduced my back pain. I seem to be more prone to injury (turning 60) and I like how my Pilates class has increased my flexibility and balance reducing the chances of being injured. Pilates has a way of synergizing mind, body and spirit to achieve optimal energy levels.

Check out, Flow Yoga Studio in De Pere, Bay Area Yoga and Weiler Academy in Green Bay.

Thank you for reading.

“The medical assistant.”



Mom

*You are the strongest
person I have ever known.*

*I admire you for your
strength, kindness &
compassion.*

*You are my Mother-teacher
and my best friend*

I know I don't say it often enough

-Mom-

*You mean the world to me
and every year that passes
I love you even more and I am
grateful for you everyday!*

Happy Mothers Day



Nurse

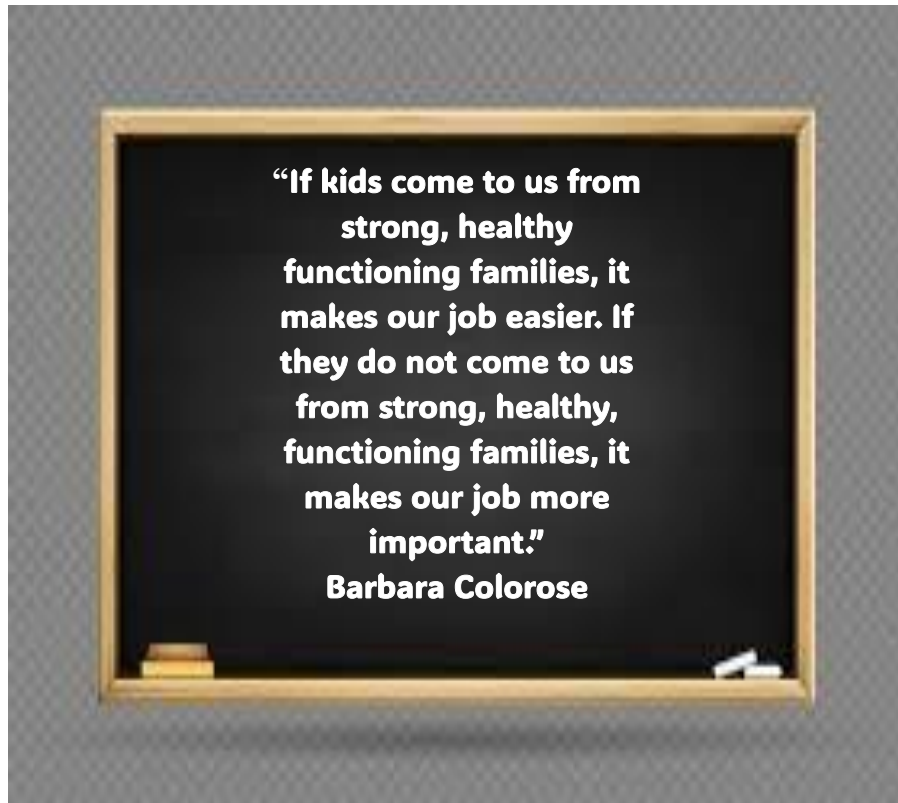
Just another word to
describe a person strong
enough to tolerate
everything and soft
enough to understand
everyone

Happy Nurses Week



**"If kids come to us from
strong, healthy
functioning families, it
makes our job easier. If
they do not come to us
from strong, healthy,
functioning families, it
makes our job more
important."**

Barbara Colorose



Employee Recognition is important

At first glance this may not be listed as a priority in our busy work schedule or at the top of our pile of “to do list” to get completed like *yesterday*. Everyone appreciates when they are recognized for the great work they do or when they go above and beyond what is required of them at their job. I know I do!

“The simple act of acknowledging achievement is a major boost for employee morale and performance. And that’s why employee recognition is so critical.” (Wickham, 2023).

Natalie Wickham published some of the research findings for the importance of employee recognition in her article found in Quantum Workplace. In the article she lists:

8 employee recognition statistics

1. The #3 reason most people leave their jobs is a lack of recognition.
2. Organizations with recognition programs have 31% lower voluntary turnover than those without.
3. Organizations with recognition programs in place experience 28.6% lower frustration levels than those without.
4. 52.5% of employees want more recognition from their immediate manager.
5. Organizations with sophisticated recognition programs are 12X more likely to have strong business outcomes.
6. 4 in 10 respondents (41%) want more recognition from their immediate coworkers.
7. Recognition for work is one of the top drivers of candidate attraction.
8. When companies spend 1% or more of payroll on recognition, 85% notice a positive impact on engagement.

If you are a manager/supervisor and have an employee or a department that has done excellent work, please take the time to complete the Employee Spotlight form and submit to EHN_Department@oneidanation.org We would also like to include a picture in our Employee Health Newsletter of the employee or the department being nominated.

Any questions please feel free to contact Monica Montgomery, RN at 920-496-5271.

Employee Spotlight
 (To be completed by Emp's Manager/Supervisor)

Name of Employee or Dept		Employee #
Nominated by		
Department	Position	
Has worked for the Oneida Nation _____ yrs		Employee gives permission for their picture to be in our EHN Newsletter? Yes No
Reason for nomination...		
Anything else you would like to mention about this nominee?		
Manager/Supervisor Signature		
Nominated Employee's Signature		
Complete and scan this form to mmontgom@oneidanation.org		

Mother's Day

By Christina Maloney

Mother's Day. A day to show our love and appreciation to our mom. As a young child and teenager, I didn't always appreciate my mom's wise words and sayings on how to be a better person. To be decent to one another.

My mom was great. I know, lucky me. She died when I was 20 and she was in a wheelchair for most of my life. But she was the pillar of our family. She was kind, smart, and courageous. And she never minded sharing her words of wisdom to her kids. Like.... all the time.

Turn the other cheek--responding to insult without retort. To decide not to hurt someone that has hurt you. Like when kids at school would make fun of me and be mean. I just wanted to be mean back. She told me to turn the other cheek. "Perhaps they had a bad day. Or "They just don't know any better". I like that one... a lot. I still hear my mom's voice saying this to me, and I try to listen... for the most part.

Look on the bright side—to be cheerful even in bad situations. To imagine how it could be worse. For instance, I recall being so upset that I struck out in an important softball game, and we lost. She told me to look on the bright side. "At least you got to be at bat". And "You'll get another chance at the next game. Some kids don't get to play ball". An eight-year-old doesn't care about stuff like that, but she said it in her soft encouraging voice—"To look on the bright side", so I tried to do just that. And she was right, I suppose situations could always be worse.

Benefit of the doubt—to believe something good about someone rather than something bad, when you have the possibility of doing either. I would come home from school with all sorts of drama about my friends, middle school girls

can be so mean. It was usually one friend telling me another friend said stuff about me, hurtful mean stuff. And if you know me, I would get up on my high horse and get all riled up believing the worst. My mom told me to give the benefit of the doubt, to not believe what was supposedly said. To believe the good about someone until proven differently.

There are so many more sayings and wise words she said to me, some are not quite appropriate for this newsletter. She always said the right things at the right time to try to make me a decent person. And I listened to her, most of the time.

She was an incredible mom, and I miss her dearly. So, if you have a mom, or a person that shows you motherly love, let them know how important they are to you and your life. Let her know every day that you love and appreciate her. You never know what tomorrow may bring.



HAPPY MOTHER'S DAY



TOP 5 WAYS TO IMPROVE MEDICATION ADHERENCE



So what do we mean when we talk about adherence to medications. "Adherence is defined as the degree to which a person's behavior [taking their medications as directed] corresponds with the agreed recommendations from a health care provider."

Sometimes you might hear medication compliance which is used interchangeably with adherence but is considered more "paternalistic-doctor chooses an appropriate course of treatment, which the patient is supposed to follow and therefore plays a passive role" (Abbott,2024).

Why is it important to take your medications that have been prescribed to you by your healthcare team (Abbot, 2024)?

- "Effective disease management."-Such as diabetes, depression, hypertension, etc.
- "Cost-effective." -Better outcomes, less hospitalizations, and preventing disease progression.
- "Improve quality of life."

There may be a reason you don't take your medications.

- Lack of understanding of what the medication is for or why you are taking the medication. -It is important to talk to your healthcare provider about why you are prescribed the

medication. Even if you have been taking your medications for years, if you don't know why you are taking the medication(s) please ask. At your next follow up appointment ask for a printout of your medications with the reason you are taking them. Your healthcare provider's nurse may also be a good resource and help go over your medication list. **NOTE: Bring all of your medications to every visit with your healthcare provider. By bringing in your medications the nurse and healthcare provider can check for possible medication interactions, duplication of therapy, or dosage errors. Bringing your medications to every appointment allows ALL of your healthcare providers know what each other is prescribing, therefore, reducing duplication or possible drug interactions.**

- **Memory Issues/forgetfulness.** -Some helpful tools and ideas:
 - ~Apps on our phones to help us remember when to take our medications.
 - ~Talk with your healthcare provider about services you may qualify for such as having a nurse set up your medications.
 - ~Contact your pharmacy about bubble/blister packing your medications.
 - ~Take medications along with other daily events, like brushing your teeth.
 - ~Label your medication bottles with colored stickers. For instance, blue stickers are medications taken in the morning and green stickers are medications you take at night.
 - ~Pill boxes (with/without) alarms.
- **Lack of involvement with the decision-making process regarding treatment.**
- **Lack of family or social support.**

"Not adhering to your prescription medication causes up to 25% of hospitalizations yearly in the United States." When you don't

use medication as prescribed, it can't effectively treat your condition. And the more serious the condition, the more serious the consequences."

"If you take medication for a chronic condition, such as high blood pressure or diabetes, missing doses can cause additional issues. It can even be life-threatening—over 100,000 Americans lose their lives yearly due to medication non-adherence." (Kim, PharmD, 2023).

Mary Montgomery, RN

"Taking Medication as Prescribed: Why It Matters." by Emmanuel Kim, PharmD. January 13, 2023.
www.inovanewsroom.org/author/emmanuel-kim/

"Taking Control of Your Medicine." Written by American Heart Association editorial staff and reviewed by science and medicine advisors. March 31, 2018.

"What is medication compliance?" a:care, 2024.

"9 Best Pill Reminder Apps.", Debra Rose Wilson, Ph.D, MSN, RN, IBCLC, AHN-BC, CHT. May 3, 2022.

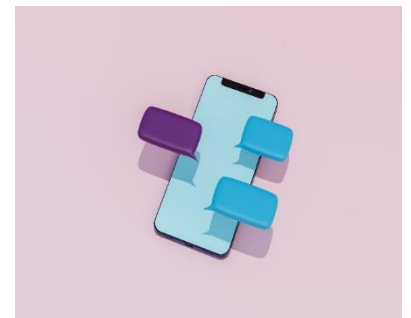


Top 9 Best Pill Reminder Apps

(According to Medical News Today, May 3, 2022)

1. **MediSafe App**- has an option to synchronize data from multiple users into a single account.
2. **Dosecast**- has flexible scheduling for daily, weekly, or monthly dosage.
3. **CareClinic**- tracks the use of medications, supplements, and birth control. It also allows for symptom tracking.
4. **Pillboxie**- graphics allow users to access and stock a virtual pillbox so they can see the amount of medication they have or need to take.
5. **Lady Pill Reminder**- notifies people to take their birth control pill at the same each day.
6. **CareZone**- medication reminders and online pharmacy services.
7. **MedManage**- able to manage medications for multiple people.
8. **Care4Today**- has a database with images of pills and an option to upload photos of medications that are not in the database.
9. **RoundHealth**- is simple and easy to use.

Note: EHN does not promote a specific product/app and this article is used for information only.



Mother's Day

T E N D E R N E S S F E M J Z
O L Y P S C F U G U L M N W X
U G I N S P I R A T I O N S I
M N R R C B K R I Y O H G U U
U P S A Z E T D T W G H U P C
E L R E T M L J Q B I U J P S
T Q U F L I O E J D F G J O P
H X I N A F T T B T T S G R E
A U Z L J M I U H R S K N T C
N J K J J Z I S D E A X M A I
K K I L K R J L H E R T D E A
F N S O R W P V Y N W H I W L
U H S X J D K S L Y E K O O O
L R E K R E D U F L H S W O N
L A S K J K D E T X V D S J D

unselfishness

motherhood

special

thankful

celebration

tenderness

family

support

inspiration

gratitude

kisses

gifts

hugs



Employee Health Nursing (EHN) eLearnings Explained

Basic Safety and Bloodborne Pathogen (BBP)

The purpose of this eLearning is to educate all Oneida employees on basic safety and potential hazards in the workplace. This includes possible exposure to blood or other potentially infectious materials (OPIM).

Occupational Safety and Health Association (OSHA) recommends anyone who may encounter blood or other bodily fluids have training:

1. At orientation - before starting work
2. When transferring into a department where your potential risk for exposure is increased.
3. ANNUAL training for those departments whose job classification will likely expose them to blood or bodily fluids (OPIM) – i.e. healthcare workers, custodial, facilities, Police/EMS, etc.

Influenza

The purpose of this annual eLearning is to educate all employees that work in the Comprehensive Health Division (CHD) buildings on what influenza is and why vaccination helps reduce the spread of infection. The influenza (flu) vaccine is MANDATED for all those who work in CHD buildings (i.e. custodial, maintenance, Digital Technology Services (DTS), security, healthcare workers, etc.).

TB Basics for Healthcare Workers

The purpose of this annual eLearning is to educate all employees that work in the Comprehensive Health Division (CHD) buildings on what tuberculosis (TB) is and why screenings are important.

SUPERVISORS ONLY:

Drug and Alcohol-Free Workplace Policy (DAFWP) - Suspicion Testing

The purpose of this eLearning is to educate supervisors on the Oneida Nation DAFWP policy. Educates on sign/symptoms of employees who may be under the influence. Explains where to get the testing forms and the whole process and consequences of violating the DAFWP policy. This training is assigned to new hire supervisors, those transferring to a supervisory role, and upon request.

Department of Transportation (DOT) Supervisors - Drug and Alcohol-Free Workplace Policy (DAFWP) – Suspicion, random, the pre-employment testing process and post-accident testing

The purpose of this eLearning is to educate DOT supervisors on the policy as it pertains to Federal Motor Carrier Safety Administration (FMCSA)/Federal Transit Association (FTA) regulations. This training is assigned to new hire supervisors, those transferring to a supervisory role, and upon request.

Early Return to Work (ERTW)

The purpose of this eLearning is to educate supervisors on the ERTW Law. Describes workplace injury reporting and where to seek medical attention for work-related injuries. What the supervisor's role is in monitoring work restrictions (work related or non-work related) and possible department accommodation. ERTW process including modified duty is explained.

Fit for Duty (FFD)

The purpose of this eLearning is to provide the process in having an employee medically and/or mentally evaluated. This applies when they are unable to perform their job duties satisfactorily and/or presents a health or safety hazard to themselves or others. This does not apply to employees that already have medically documented diagnoses.

FOR ONEIDA POLICE DEPARTMENT ONLY:

Narcan

The purpose of this annual eLearning is to provide opioid drug education and how to use Narcan, a life-saving medication, in the event of overdose.

By Kristi Giltner, RN



Mother's Day

T E N D E R N E S S F E M J Z
 O L Y P S C F U G U L M N W X
 U G I N S P I R A T I O N S I
 M N R R C B K R I Y O H G U P C
 U P S S A Z S T D T W G H U P C
 E L O U F E M Y O B I U J J P S
 T H X I N A F T T B T T S G R E C
 A U Z L J M U H R S K N T C I
 N J K J J Z N S D E A X M A I
 K K I L K R J L H E R T D E A
 F N S O R W P V Y N W H N W L
 U H S X J D K S L Y S K O O Q
 L A S K J K D E T X V D S J D

- unselfishness
- motherhood
- special
- thankful
- celebration
- tenderness
- family
- support
- inspiration
- gratitude
- kisses
- gifts
- hugs