

## Make Workplace Safety A Priority

Safety in the workplace is essential for everyone. What can we do to help keep our workplaces as safe as possible for our employees? Fortunately, a number of resources are available to provide safety tips, strategies and training. Here are a few sites to consider:



Photo: [Mental Health First Aid](#)

- [DHRM Mental Health Guide](#)
- [National Mental Health First Aid](#)
- [US Department of Homeland Security](#)
- [State Employee Workers' Compensation Resources](#)
- [Employee Assistance Program \(EAP\) Services](#)

For state agencies, the Anthem EAP offers assistance when critical incidents and emergencies occur in the workplace. Call **1-855-223-9277** anytime you are in need of these services or training sessions for managers and supervisors.

## Workforce Management



**Veterans at Work Certification:** Virginia prides itself on its commitment to veterans and transitioning service members. Our elected representatives unanimously voted to place the Commonwealth at the vanguard of veteran employers by requiring most state agencies to achieve certification as a best practice veteran employer through the [Virginia Values Veterans \(V3\) Program](#). The SHRM Foundation is offering a free [Veterans at Work Certification Program](#) for HR professionals, hiring managers, and front-line supervisors. We encourage all agencies to participate in the program, which provides insight and best practices in the recruitment, hiring, retention, and engagement of veterans. You may also earn 10 recertification credits. Please join the DHRM team members who have achieved certification by sending us a photo of your commitment to our veterans and transitioning service members!

**New AHRS Service Model:** In July, the Office of Agency Human Resource Services (AHRS) will implement its first major restructuring in nearly 30 years. The new organizational plan adopts four Service Areas: *Talent Management, Policy and Legislation, Compensation and Workforce Analytics, and Shared Services*. The best solution for achieving the Commonwealth's workforce goals is to shift services and team members, and align our organization with our most critical priorities. We believe this new structure, which incorporates considerable cross-functional collaboration and the establishment of agency advisory action teams, will benefit all stakeholders. Details will be distributed to all human resource directors soon.

**EEO Data Heads Up:** The end of the fiscal year is quickly approaching. Be sure to update all employees' transactions data (e.g., EEO data, payroll data, applicant pool data, etc.). Stay tuned for more information about the EEO-4 Report and EEO Compliance Report (yes, it's that time again).

**Employment Equity Initiative:** On July 1, DHRM will implement significant employment and policy changes designed to support the Commonwealth's commitment to fair and equitable hiring and pay. If you were unable to join the June 18 EEI webinar, a [recording](#) is available. This includes information on the revised compensation policy and streamlined application process, along with FAQs.

**Employment Opportunities Plan (EOP):** Agencies are required to submit a formal EOP each July 1 that outlines strategies for increasing the employment of individuals with disabilities. [See the template.](#)

**Updated Disability Hiring Resources:** Find recruitment facts and best practices, recruitment tools and helpful resources on DHRM's updated disability recruitment web pages. [Check out the site!](#)



## Rewards

**State Health Plan ID Cards:** New state health plan ID cards are on the way for COVA Care, COVA HDHP, COVA HealthAware and Optima Health Vantage HMO members. Mailings began the week of June 10 and continued the week of June 17. More information [here](#).

**Governor's Honor Awards:** Agencies will be receiving information in early July on the Governor's Honor Awards. Full-time and part-time classified, restricted, "at will" employees and faculty staff are eligible for the awards. Nomination forms and instructions will be sent to all agency heads with criteria and the submission process.

**Total Compensation:** Updated employee Total Compensation statements are now available on the My Employment Profile section of [EmployeeDirect](#). Please encourage your employees to review their Profile and advise HR of any changes.

## Engagement



**June is Women's Health Month:** Preventive care is important for both men and women. See some [tips from Anthem Health and Wellness](#) on the special health needs women face.

**Employee Recognition:** Planning to present service awards soon? The [DHRM recognition web page](#) is updated with new vendor information, plus links to certificates, the Employee Recognition Policy and the Employee Recognition Handbook. We are hearing positive feedback from agencies who have implemented recognition for employees at one year and three year milestones. What are you doing to retain new hires?

**"Who We Serve" Kudos:** Thanks to the Virginia Department of Forestry for the [photo on the Canal Cruise celebration](#) for the home page of our website. We want to recognize the agencies we serve. Keep those photos coming!

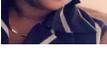
## Comings and Goings....



**COVA Learning Center:** Say hello to John Hein, who has joined DHRM as E-Learning Coordinator/Instructor. John has a background in leading educational programs, data analysis, project management, and designing professional development. He most recently worked at Henrico County Public Schools.



**Office of Employee Programs (OEP):** Welcome to Kelsey Harris, the new CommonHealth Regional Coordinator for the Charlottesville area. She is a proud alumna of ODU, and received her master's degree in public health from Liberty University. Kelsey has pursued her passion for health equality and equity in the healthcare system as a Health Education Specialist.



**Virginia Management Fellow:** DHRM is pleased to support this program, an initiative developed in partnership with Virginia Tech to meet the state's needs for future leaders. The program seeks emerging leaders with the desire to serve the people of the Commonwealth and a willingness to commit to a two year fellowship of state-level service and learning. The Fellows work at three state agencies under the support and guidance of a mentor-leader for 8-month rotations. Welcome to John Cronin, a graduate of UMW, who is one of 12 Fellows selected for 2019. He will serve his 8-month rotation with DHRM.



**Office of Health Benefits:** We bid adieu to Princy Doss, DHRM Health Benefits Appeals Examiner, who accepted a new job opportunity at DOLI. Best of luck, Princy. We will miss you!

### Links of Interest:

- [Governor](#)
- [OntheSquareVA Calendar](#)
- [Virginia Jobs](#)
- [Virginia Retirement System](#)
- [Virginia Values Veterans \(V3\)](#)

- [CommonHealth](#)
- [Commonwealth of Virginia Campaign](#)
- [Employee Discounts](#)
- [Employee Recognition Handbook](#)
- [Weight Watchers](#)

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