



## Quality Improvement Story Board

**Title:** Employee Health and Fitness

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## PLAN

### Getting Started—(Understanding the Problem)

An Employee Interest and Needs Survey was given to employees in 2017. Twenty-eight MCHD employees completed the survey. The survey results showed 68% of employees reported medical diagnosis of high blood pressure, 27% reported Diabetes, 37% reported borderline Diabetes, and 37% reported high cholesterol. The survey should be repeated yearly for tracking and monitoring purposes. The MCHD would like to provide a fitness membership at the Downtown Athletic Club (DAC) adjacent to the Health Department. All employees would be provided with a 12 month membership by the MCHD at a cost of \$2,000.00 annually for all employees. This averages out to a cost of just over \$51 per year per each of the 39 employees. Another \$600 would be set aside to be used to purchase incentive prizes each month, \$50 per month. These incentive prizes would be given each month as part of a drawing for those who reach a predetermined department fitness goal. The total of allocated funding would be \$2,600.00. The program would be evaluated each 12 month period to determine effectiveness on employee health and fitness and funding availability.

### Aim Statement

Improve the health and fitness of MCHD employees by providing a 12 month membership (January–December 2018) to DAC and incentives.

### Examine the Current Approach

Currently, MCHD employees are not involved in any health and fitness activities at work. Most MCHD employees are not engaging in physical activity during their fifteen minute breaks, lunch breaks, or when they are not at work.

## Identify Potential Solutions

- Offer employees free access to DAC with a 12 month membership.
- Offer incentives for reaching health and fitness goals.
- Provide organized activities for employees to participate in during lunch breaks, fifteen minute breaks, and outside of work.
- Conduct another employee Health and Fitness Interest Survey in 2018. The goal is to see lower rates of health issues, and higher rates of physical activity.

## Improvement Theory

If the plan is carried out, **then** MCHD staff will have free access to DAC for 12 months. This in turn will improve employee health and wellness that will increase employee attendance and productivity at work.

## DO

### Test the Theory

- December 2017: Jan approved gym membership for all MCHD employees. All employees given certificate to sign up for membership.
- January 2018: prize drawing held for all employees that signed up at gym for membership. 25 employees signed up.
- February 2018: Employees encouraged to use gym membership and get Biometric screening. Prize drawing held for employees that did their Biometric screening and attended gym 8 or more times in February.
- March 2018: Walk Across Kentucky challenge was initiated by the QI project team, and ended in September.
- Gave incentives to encourage gym use and reaching fitness goals.
- June 2018: QI Health and Wellness project joined with KA-POW (MCHD Wellness group—Keeping Active and Promoting our Wellness). This allowed KA-POW to monitor activities for this project and expand beyond it.

- KA-POW offered health and fitness activities during lunch and breaks throughout the year to encourage employees to move more and eat healthier.

## CHECK

### Study the Results

- 25 employees joined the gym. A handful of employees used the gym monthly.
- An Employee Interest and Needs Survey was given to employees again in November 2018. Twenty-six MCHD employees completed the survey. The survey results showed 24% of employees reported medical diagnosis of high blood pressure, 12% reported Diabetes, 12% reported Pre-Diabetes/borderline Diabetes, and 28% reported high cholesterol. When asked how many days of physical activity per week they do, one day decreased by one response; 2-3 days increased by three responses; and 4-5 days decreased by five responses.

## ACT

### Standardize or Develop New Theory

Based on the results of the 2018 survey there was a reduction of high blood pressure, diabetes, borderline diabetes and high cholesterol among employees. 2-3 days of physical activity per week increased. These could be partially attributed to an increase in fitness and wellness activities provided throughout the year, as well as other factors such as staff changes.

### Future Plans

Members of this project also serve on KA-POW and employee health and wellness will continue with that group. Some of the health and fitness activities KA-POW provided in 2018 were an 8 week Healthy Habits Challenge, thirty day 30-30 Challenge, Ain't Gaining – Just Maintaining! 7 week challenge, and monthly calendars with fifteen minute activity breaks offered 2-3 days per week. The monthly activity break calendars include things like chair yoga, walking, musical chairs, basketball, etc. The group will continue to offer activities and monthly calendars with weekly activity breaks and incentives to keep employees motivated and engaged.