



# QUALITY IMPROVEMENT & ACCOUNTABILITY IN ACTION

## INCREASE PHYSICAL ACTIVITY AMONG SPOKANE REGIONAL HEALTH DISTRICT EMPLOYEES

Spokane Regional Hlth District (population 465,000)

# ENERGIZE YOUR LIFE TEAM MEMBERS

- Cindy Green, Program Manager  
*(budget, communication with management, coordination)*
- Heleen Dewey, Health Program Specialist  
*(physical activity best-practice expert, implementation, communication with staff)*
- Liz Wallace, Epidemiologist  
*(assessment and evaluation, coordination, communication with staff, QI guidance)*
- Mary Holmquist, Human Resource Specialist  
*(Wellness Committee liaison, HR policy reference)*
- Linda Lillard, Graphic Designer  
*(Wellness Committee liaison, communication with staff, graphics)*

# ENERGIZE YOUR LIFE PROJECT DESCRIPTION



## OPPORTUNITY

- Increase physical activity among SRHD employees

## DISCOVERY

- Only 50% of employees met the physical activity recommendations for the past five years

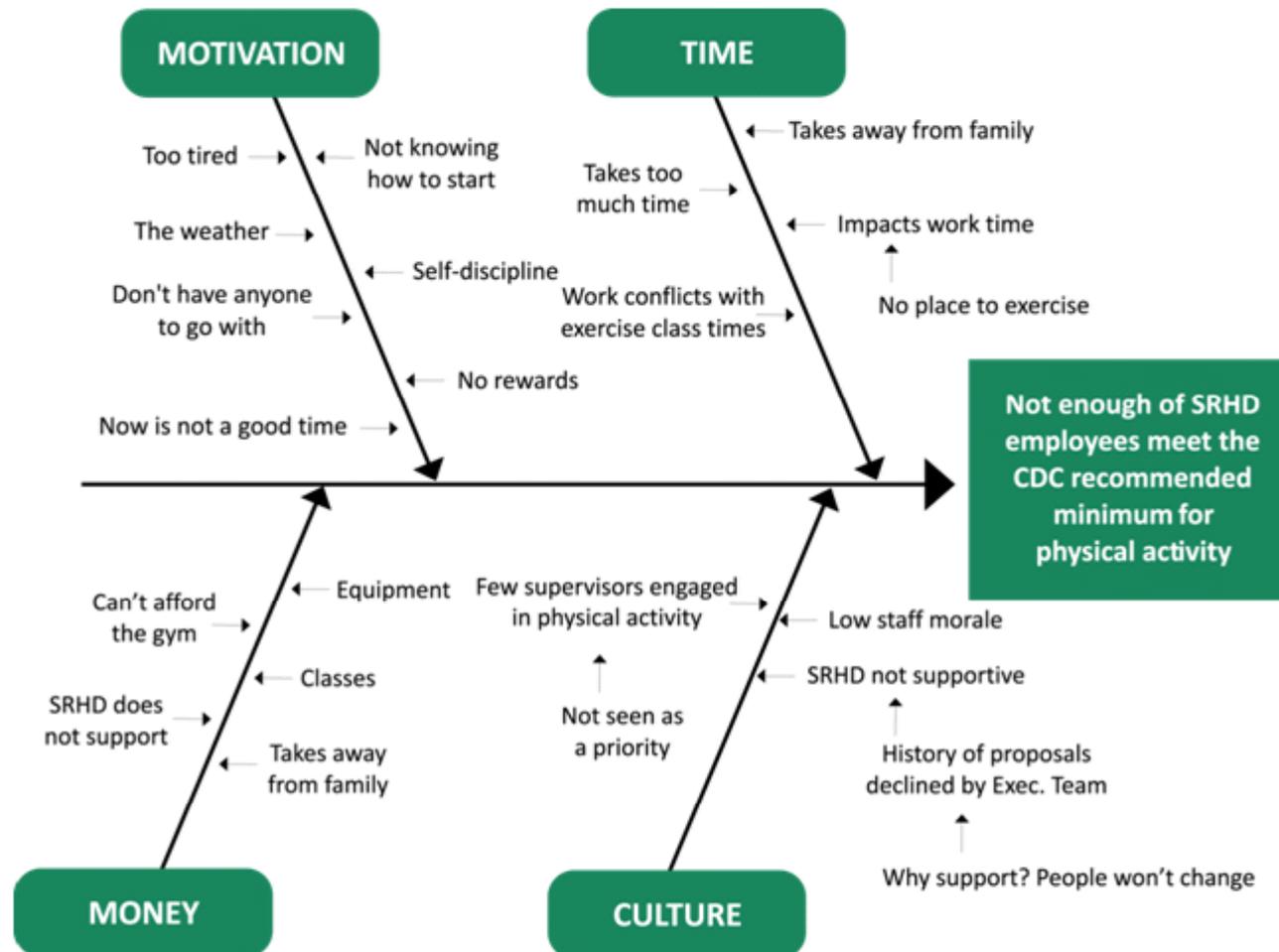
## AIM STATEMENT

- Increase the % of SRHD employees who meet the physical activity recommendations by 10 percentage points from 50% to 60% by December 2010

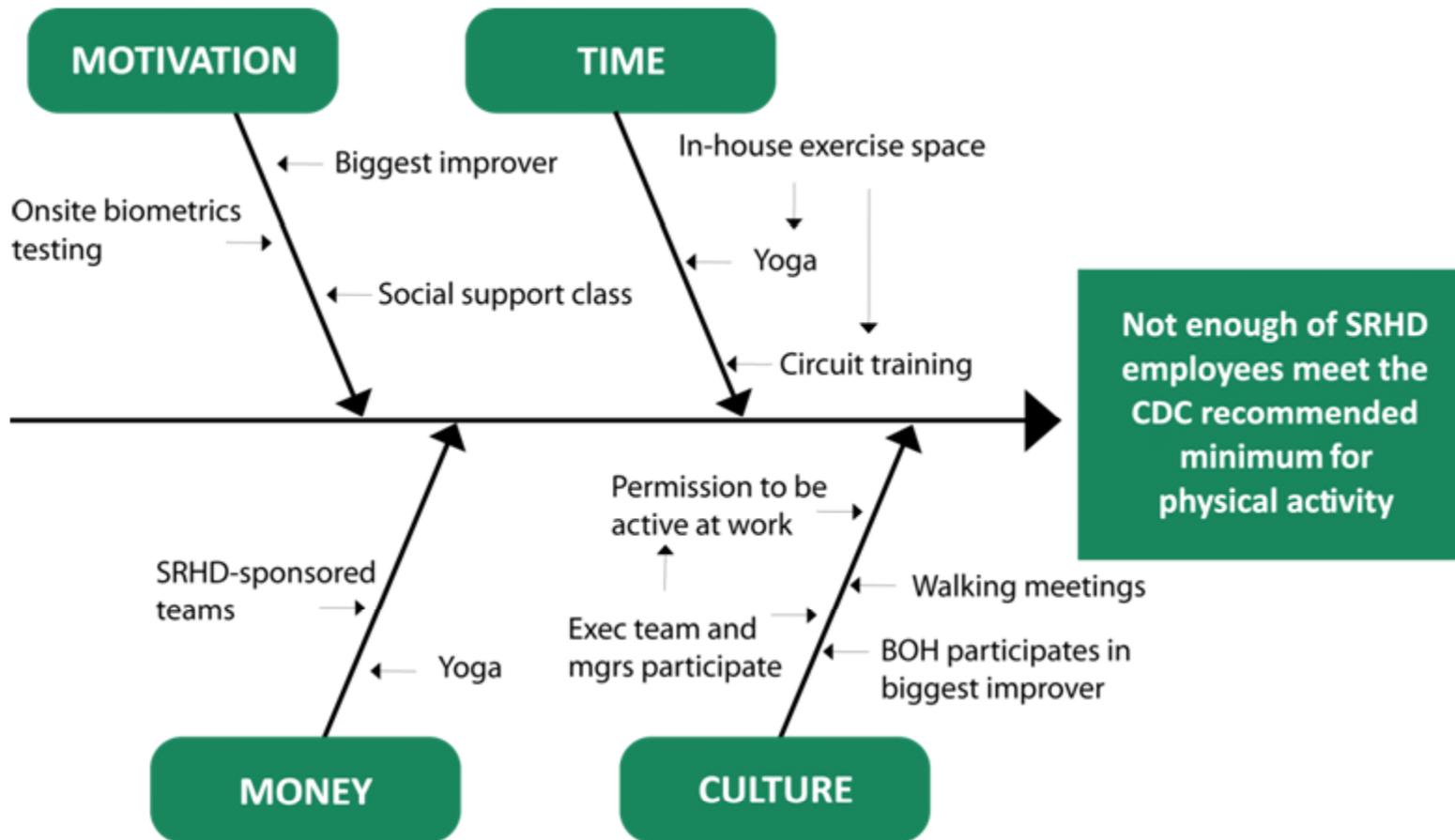
# MOST SUCCESSFUL METHODS AND TOOLS

## QI Method: Aim Statement

## QI Tool: Fishbone Diagram



# INTERVENTIONS



# MOST SUCCESSFUL INTERVENTIONS



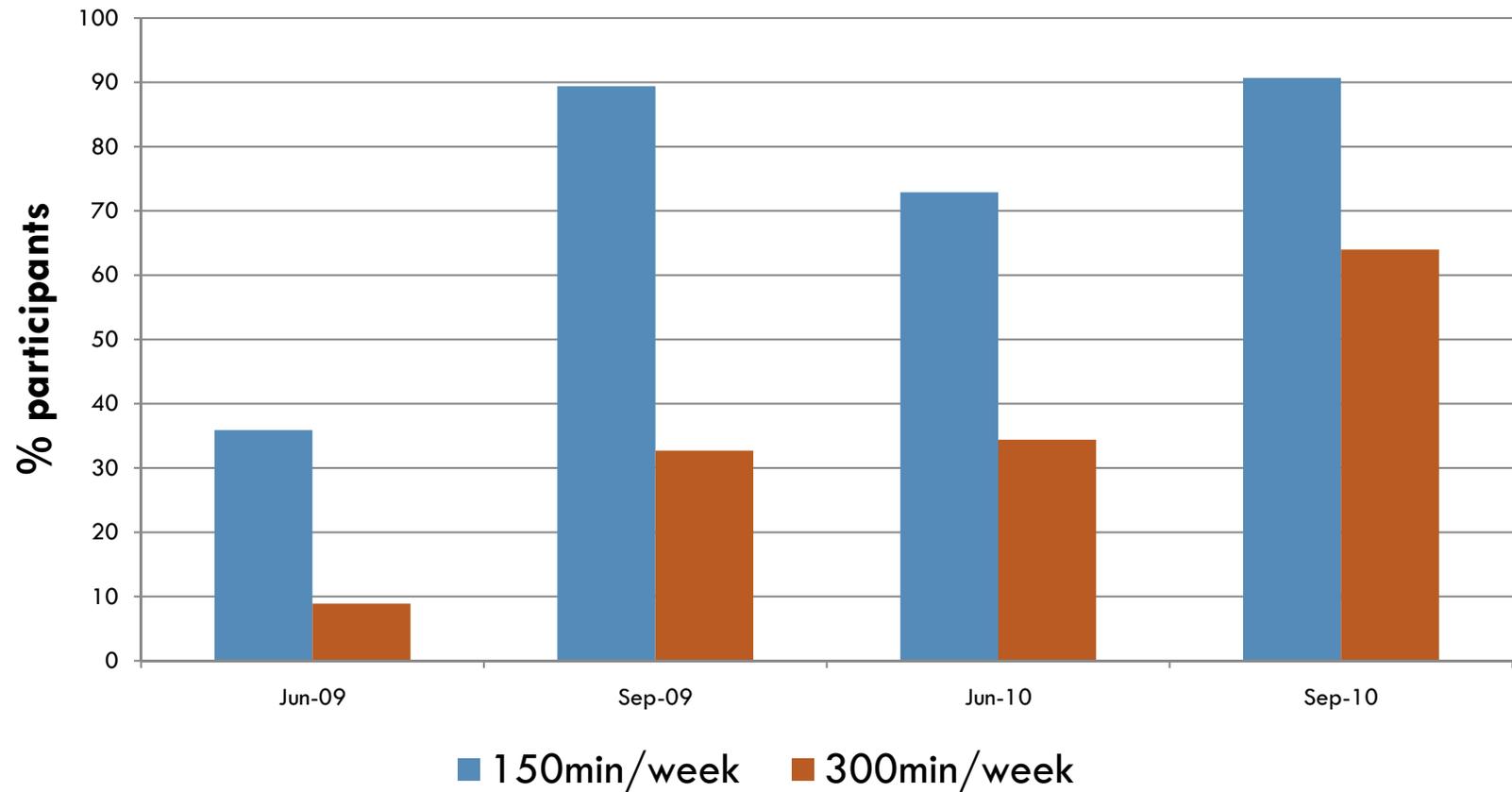
## BIGGEST IMPROVER

- 12 week team challenge
- Teams of 5-7 employees
- Measure improvement in minutes of physical activity over baseline
- Encouraged everyone to participate (staff, managers, executive team, and BOH participated)

# RESULTS – SHORT TERM



## Biggest Improver PA



# RESULTS – MED TERM

	Start	2009	2010
Percent of workforce that is overweight or obese.			
Overweight	35.90%	35.60%	40.40%
Obese	26.80%	30.20%	30.30%
Percent of workforce with high cholesterol.			
High cholesterol	7.70%	3.51%	4.20%
Good cholesterol	53.80%	71.80%	75%
Percent of workforce with abnormally high blood sugar levels			
Pre-diabetes level		6.5%	1.9%
High blood sugar		3.5%	3.5%
Percent of workforce reporting depression	11%	9%	14%
Percent of workforce with high blood pressure	11.40%	12.20%	7.80%
Normal Hypertension	61.4	59.2	40.3
Prehypertensive	27.2	28.6	51.9

# LESSONS LEARNED



## WORKED WELL

- Social support/accountability
- Tracking made employees aware
- Newsletter
- Leadership involvement
- Culture change around physical activity

# LESSONS LEARNED



## DID NOT WORK WELL

- ❑ Prize system
- ❑ Reporting issues
- ❑ Lack of awareness on what counts as moderate physical activity
- ❑ Lack of staff time
- ❑ Coordination with Wellness Committee

# NEXT STEPS



- Integration of *Energize Your Life* and Wellness Committee
- *Physical Activity* waiver forms as part of new employee orientation
- Intern to act as ‘wellness coordinator’ for 10 weeks as concept test
- Continue successful and self-sustaining interventions