

Strategic Lean Project Report



Wellness Improvement: SmartHealth Participation Within the Washington Military Department

Agency: Washington Military Department

Project Impact

The SmartHealth participation Green Belt project seeks to increase eligible employee participation in the SmartHealth program from 36% in July 2017 to 70% by December 31, 2017.

The Washington Military Department improved participation in SmartHealth by eligible employees, resulting in an increase of 19% usage from July 26, 2017 to December 31, 2017.

This improvement resulted in benefits to Washingtonians by increased health awareness, knowledge of healthy eating tips, exercise ideas, goal setting and rewards accessible through the use of the SmartHealth program offered to all eligible state employees. Healthy employees are more engaged and productive in their jobs, which may lead to higher employee retention, less sick leave taken, and lower health care costs.

Project Summary

In July 2017, 36% of eligible employees were utilizing the SmartHealth incentive program administered through the Health Care Authority Public Employee Benefits Board. Eligible employees that were not participating in the program were losing a \$125 credit towards their yearly health care deductible, access to related health information, wellness activities, and assessments of their health and well-being.

36% of eligible employees were participating in SmartHealth at the Washington Military Department compared to our target of 70 % participation, which we wanted to reach by 12/31/2017.

During the course of the project we observed the following improvement:

- Engaged employees through a variety of ways to log in to SmartHealth (i.e. including in the weekly employee newsletters, sharing benefits of the program).
- Assigned SmartHealth champions in every division throughout the Agency.
- Encouraged walking meetings around the Camp Murray Campus.
- 19% increase in eligible employees are utilizing the SmartHealth incentive program, benefiting from the rewards and education offered through the SmartHealth program.

Project Results

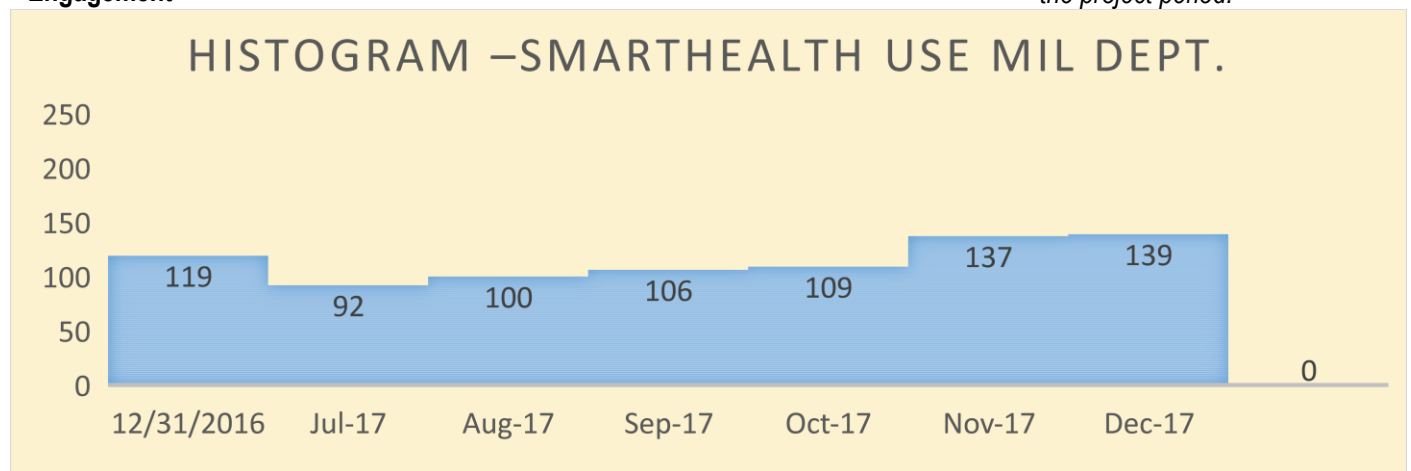


Employee Engagement

Increased eligible employee participation **from 36% to 55%.**



We saw an increase in employee participation in SmartHealth by 19% during the project period.



Strategic Lean Project Report



Project Details

Date improvement project was initiated: 7/26/2017

Project Contact: Cynthia Whaley and Jim Burns **Email:** Cynthia.whaley@mil.wa.gov and James.burns@mil.wa.gov **Phone:** 253-512-8110 and 253-512-7490

Report reviewed and approved by: [Click here to enter agency Director or Deputy Director's name.](#)