



CORPORATE WELLBEING GLOBAL AWARD

by TERME SELCE

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FOR COMPANIES WHICH

NURTURE A CULTURE of care for the health and well-being of employees

IMPLEMENT health and well-being improvement programs for employees

OFFER BENEFITS that enable employees to develop and nurture healthy lifestyle habits, and achieve and maintain well-being

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DEADLINE April 15, 2023

kongrestermeselce@gmail.com

We accept applications exclusively from registered companies participating in the 2nd Terme Selce Congress <https://www.termeselce.hr/en/kongres2023>

AWARDS May 12, 2023

3 companies

Evening program of the 2nd International Congress Terme Selce

ABOUT CRITERIA

- ✓ created after the 1st International Congress Terme Selce - Corporate well-being today and tomorrow
- ✓ recognize the efforts of organizations that think about the well-being of their employees holistically, as the World Health Organization encourages us, when in its definition of health it emphasizes that health is not only the absence of disease
- ✓ are in line with the UN Global Compact SDGs

10 CRITERIA

CORPORATE WELLBEING GLOBAL AWARD by TERME SELCE 2023

- 1 PHYSICAL HEALTH CARE** The organization demonstrates care for the physical health of its employees by respecting and implementing all legal obligations in the field of occupational health and safety, and by ensuring a pleasant and healthy working environment. In addition, the organization encourages healthy movement and physical posture while performing work tasks, provides regular breaks, offers and hires help for its employees during times of peak workload. The organization takes care of the spaces where the employees perform their work duties and of all the means of work, which must be such that they do not impair the health and well-being of the employees. The environment in which employees work does not expose employees to additional emotional and/or mental strain (too loud, dark, unpleasant, ...) but (whenever possible) provides enough natural light, ventilation, comfortable temperature and is equipped with ergonomically designed work tools/equipment. Care for physical health is manifested in subsidized or free systematic examinations and financial support for employees who are on long-term sick leave or have some permanent or sporadic health problems. The organization supports, participates in and designs initiatives that encourage employees to engage in regular physical activity and take care of a healthy diet. In cooperation with experts, it provides a sufficient number of educational workshops on the possibilities of improving health and well-being.
- 2 EMOTIONAL HEALTH CARE** The organization offers an environment where employees feel comfortable talking about their health and feelings. It takes care of the proper distribution of work, respecting the limitations, but also the aspirations of the employees, thus eliminating pressure (caused by heavy physical or emotional loads), and offering a healthy competitive environment. Employees have the possibility to take and request a break beyond those provided in the employment contract in case they are exposed to greater physical, mental and emotional efforts. Managers are trained to recognize the basic symptoms of burnout syndrome and how to provide support to employees who are exposed to greater emotional strain. The organization has an active network to help employees who express the desire and need for psychological help or counseling.
- 3 MENTAL HEALTH CARE** Employees feel that they can speak and express their opinions, wishes and needs. The organization encourages flexible working hours and allows employees to change their work habits to suit their private needs or encourages them to continue working on projects that give their lives additional meaning. This results in a healthier work-life balance, and more importantly, it sends a signal that the organization trusts its employees. The working day is organized in such a way that it respects the need for rest and reflection, so that the employees feel and work better, and with better quality. The organization encourages employees to be physically active, and to introduce a routine of regular sleep and rest. During special needs (e.g. the first day a child starts kindergarten, medical examinations, other family or private needs), the organization offers additional days off. Additional education and motivational workshops are provided in order to improve mental health, the balance of private and business life, and the prevention of disorders or diseases.
- 4 FINANCIAL WELLBEING** The organization ensures that all its employees have regular and fair incomes and regular appropriate financial support for times of greater financial demands on employees (annual vacations, holidays and celebrations). In case of sudden financial difficulties, the organization provides active help and support. The organization conducts regular (optional) education in the field of managing personal finances and provides clear support for employees to talk openly (in a confidential circle) about money and seek advice, and find the best solutions for their employees. The organization enables and ensures that its employees have access to and participate in the selection and co-financing of products and services that provide long-term and short-term financial security.

- 5 CORPORATE ENVIRONMENT (CULTURE)** The organization fosters such a culture that promotes care for the overall health and well-being of its employees. A culture of respect and appreciation, and communication that reflects the stated values are nurtured. Employees who demonstrate the highest ethical professional standards are valued and promoted, while any discrimination and disrespect is responded to. A culture of timely feedback is nurtured and developed so that employees feel safely guided.
- 6 INCLUSION** The organization has a practice and fosters a policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those with physical or mental disabilities and members of other minority groups. The organization fosters a culture in which all employees feel comfortable and confident in being who they are, working in a way that suits them and meets the business needs of the organization. A culture of inclusion manifests itself in such a way that everyone feels valued, and encourages the development of trust.
- 7 PROFESSIONAL FULFILLMENT** Employees have opportunities for growth and development, and exploration of personal areas of development and advancement. The organization actively supports employees who express a desire for advancement, professional development and/or mentoring of other employees. The organization makes sure that all outstanding professional results of its employees are rewarded and recognized. The organization offers a high level of autonomy in the workplace, which is associated with a sense of well-being and employee satisfaction (eg, the company has a structured plan for setting employee goals, but also encourages employees to create their own plans for achieving these goals).
- 8 EQUALITY** The organization demonstrates equal employment opportunities and fairness for employees and job applicants. No candidate, internal or external, is treated unfairly because of any of their personal characteristics (for example, because of a person's gender, age or race).
- 9 SOCIALLY RESPONSIBLE BUSINESS** The organization demonstrates care for the environment and the natural resources it uses, thus ensuring well-being not only for current generations but also for future employees. Encouraging and organizing various volunteering programs; cooperation with social enterprises; application and investment in the most modern methods of environmental care; fight against poverty; care of resources and responsible and long-term planning are just some of the initiatives of socially responsible business. It includes companies with a certificate awarded by the Croatian Institute of Public Health "Company Friend of Health".
- 10 CONTINUITY** The organization demonstrates all the above nine points in continuity. The organization has dedicated staff that (full-time or as part of a task) deals with the overall well-being of its employees, and regularly accepts new initiatives that proactively respond to internal and external challenges that could negatively affect the well-being of employees.

10 criteria fulfilled – 1st Prize

9-8 criteria fulfilled – 2nd Prize

7-5 criteria fulfilled – 3rd Prize

APPLICATION FOR THE CORPORATE WELLBEING GLOBAL AWARD 2023 BY TERME SELCEFilled please send to kongrestermeselce@gmail.com Info mob: +385 99 2116 578**Deadline: April 15, 2023**

COMPANY NAME		
VAT no.		
City/Address		
Year of founding		
Sector		
CEO		
Contact e-mail/mob		
No. of employees	Men:	Women:
Average age		
ISO standard	ISO:	
UN SDGs supporters	YES	NO
„Company Friend of Health“ certificate	YES	NO
Awards – list		
www		
ATTACH A LIST / DESCRIPTION ACCORDING TO THE CRITERIA Description for each criterion a maximum of 300 words		
Criterion 1- programs list	PHYSICAL HEALTH CARE	
Criterion 2- programs list	EMOTIONAL HEALTH CARE	
Criterion 3- programs list	MENTAL HEALTH CARE	
Criterion 4- description	FINANCIAL WELLBEING	
Criterion 5- description	CORPORATE ENVIRONMENT (CULTURE)	
Criterion 6- description	INCLUSION	
Criterion 7- description	PROFESSIONAL FULFILLMENT	
Criterion 8- description	EQUALITY	
Criterion 9- description	SOCIALLY RESPONSIBLE BUSINESS	
Criterion 10- description	CONTINUITY	

GOOD LUCK !