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# SELCE MEMORANDUM 2023

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2nd International Congress Terme Selce, 12.05.2023.

The goal of the 2nd International Congress Terme Selce was to create the Selce Memorandum 2023 with recommendations for companies and local communities based on examples of good practice.

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Thank you to the collaborators for the preparation of the Selce Memorandum 2023

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*„I think this is an event whose significance we will only understand in the years to come. This is a very important topic and kudos to everyone in the organization!*

*Incredibly visionary!”*

*Nataša Jakovac Borojević, 1st Congress 2022*

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*“Human capital is a potential that can generate added value to society.”*

*Željko Oreški, 2nd Congress 2023*

## THE RATIONALE

Although a significant number of companies invest in well-being programs and offer their employees various solutions that could positively affect their general condition, there is an increasing number of problems that need to be taken care of urgently and prevent further deterioration that affects the productivity and performance of companies, because companies are their people.

*„The topic Wellbeing is very current and important, because without the good feeling of workers, employees, there is no progress. Management without a well-groomed, satisfied base has no future. It is important to emphasize the role of each individual employee and to treat people with respect. Man cannot live alone. We all live in synergy with nature“*

Asst. Prof. **DIJANA MAYER**, prim. Ph.D., MD, specialist epidemiologist, scientific associate,  
Head of the Department for Monitoring and Improving the Health of School Children and Youth, Service for School  
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*"Employee wellbeing is a new workplace imperative. It refers to all aspects of working life: from the quality and safety of the physical environment, to the way employees feel about their work and working environment, as well as the organization of work. Well-being at the workplace becomes the most important because most of us spend 81,396 hours of our lives at work."*

**DRAŽEN OPALIĆ**  
Director of the Directorate for Labor and Safety at Work  
REPUBLIC OF CROATIA - MINISTRY OF LABOR, PENSION SYSTEM, FAMILY AND SOCIAL POLICY  
President of the National Council for Occupational Safety

## LOCAL AND GLOBAL INDICATORS INDICATE

- 1** to the global epidemic of diseases, various disorders and conditions, the cause of which should be sought in the way we work
- 2** that the COVID-19 pandemic leaves many long-term consequences on mental and physical health, with even over 200 symptoms, and that the post-COVID long recovery era will last for a number of years
- 3** that accelerated digitalization and other technological trends, as well as globalization in every sense, also brings global uncertainty, which makes every workplace of increased risk and digital overload with present Always-on mode
- 4** that our health and the health of planet earth depend on the health of plants

## THERE IS A SIGNIFICANT INCREASE IN PSYCHO-PHYSICAL DISORDERS AND DISEASES ALREADY IN THE YOUNGER WORKING POPULATION

- 1** Painful conditions of the locomotor system (LMS), as much as 66% of all sick leaves
- 2** Mental disorders and diseases
- 3** Chronic stress and burnout syndrome
- 4** Sleep disorders
- 5** Headaches
- 6** Overweight and obesity
- 7** Digital overload

## Reasons we can find

- in insufficient education and re-education about healthy lifestyles and ergonomics,
- in insufficient prevention through regular preventive specialist examinations, testing of physiological status and measurements,
- in insufficient encouragement of employees to openly discuss their difficulties,
- in insufficient implementation of targeted regular well-being programs,
- in insufficient use of modern technologies to improve the health and well-being of employees,
- in always-on mode.

# RECOMMENDATIONS FOR EMPLOYERS

Every worker today should be seen as a person

who is exposed to significant physical, mental, emotional and social challenges in the workplace, so they should be provided with an environment in which they feel safe to live and work healthily.

## IMPROVE WORKING CONDITIONS

- 1 Ensure optimal working conditions with sufficient ergonomic breaks to preserve LMS health
- 2 Ensure a shift work schedule with as little as possible impact on mental health
- 3 Emphasize the risks management caused by fatigue (Fatigue Risk Management System - FRMS) in the framework of occupational safety
- 4 Use the advantages of modern technologies for a faster process of improving the health and well-being of employees in teams

## CARRY OUT REGULAR EDUCATION AND RE-EDUCATION OF ALL EMPLOYEES

- 1 **LMS stress:** Correct sitting at the desk, How to reduce the impact of driving a car on the health of the locomotor system, Correct movement in the warehouse, Correct movement in production, Neck pain, Low back pain, Headache, Hand problems, Sciatica, Achilles tendon
- 2 **The importance of sleep and understanding sleep hygiene:** Sleep disorders, How to improve sleep
- 3 **Healthy lifestyle:** 21 days for healthy habits, Quitting smoking, Excessive use of drugs, caffeine, alcohol; Relaxation techniques; Breathing techniques; Social interaction
- 4 **Healthy nutrition:** Obesity as a disease, Mediterranean diet:
  - products - reformulation / innovations with improved nutritional composition
  - consumer communication and education
  - responsible advertising towards children
  - socially responsible initiatives - upgrade knowledge
  - a healthy diet and regular physical activity are the least we can do for our health
- 5 **Exercise "3 minutes a day - every day 21 days to create a habit"**
- 6 **Healthy workplace:** Ergonomic breaks; Improvement of communication skills; Harmful effects of dust, noise, vibration, inadequate lighting; Quality preparation for the shift
- 7 **New technologies in the service of health and well-being of employees - along with monitoring the benefits of well-being of employees and the company**

## CONDUCT REGULAR COMMUNICATION WITH EMPLOYEES – JOY OF WORK & LET'S TALK

The well-being of the company is an essential part of a successful and productive workplace. It can help increase employee engagement, reduce stress levels, boost morale and improve overall productivity and performance. Corporate well-being is a shared responsibility and is essential for building a strong and successful organization.

- 1 **Prioritize corporate wellbeing by providing employees with resources and support to manage stress**
- 2 **Pay attention to creating a stimulating and inclusive workplace where everyone can progress**
- 3 **Increase commitment in promoting a culture of respect, understanding and acceptance**

- 4** Take time to think about how you to contribute to creating a more positive and productive work environment
- 5** Take care for employees - as we water plants to grow, we should also "water" all the people in our work environment

#### **INTRODUCE NEW PROGRAMS IN THE CULTURE OF HEALTH AND WELLBEING STRATEGY**

**MINDsetBODY RECONDITIONING** training to promote awareness of LMS stress problems, fatigue, sleep, communication, stress, eating disorders and the use of new technologies, for the purpose of general well-being.

#### **CARRY OUT ACTIVITIES AND EDUCATION TO PRESERVE ENVIRONMENTAL HEALTH**

- 1** Nature gives us everything back - we cannot cope without each other
- 2** A healthy environment and healthy plants are important links for our health
- 3** Carry out activities in accordance with the UN Agenda SDGs 2030

# RECOMMENDATIONS FOR LOCAL COMMUNITIES

**"I welcome and support this type of conference that combines the public and private sectors."**

Asst. Prof. DIJANA MAYER, prim., Ph.D., MD, spec.

- 1** Local communities should support local companies in taking care of the health and well-being of their employees because they should support active and healthy citizens who make their community alive in every sense.
- 2** There is a need for stronger involvement of local communities in order to understand the expectations and needs of local companies.
- 3** When planning integrated socio-economic and sustainable development projects, local communities should assess the needs of key stakeholders and take them into account in order to build a healthy environment and society.

# BENEFITS FOR EMPLOYERS, EMPLOYEES AND THE LOCAL COMMUNITY

**By investing in the health and well-being of employees, companies regardless of size**

- 1** invest in the stability of their business
- 2** create workplaces and working conditions that support health
- 3** prevent illness and unhealthy conditions of their employees
- 4** retain employees
- 5** they successfully recruit top talents from the market
- 6** provide the tools employees need to develop their own sense of digital well-being
- 7** demonstrate socially responsible business
- 8** demonstrate a high level of business ethics
- 9** they protect the environment, plant health for the health of their employees and the local community
- 10** develop and implement practices that fight global poverty
- 11** become a factor of global security

**Because the satisfaction of the clients of every company depends on the health and well-being of their employees.**