






## Finalists in the third edition of the Head of the Civil Service's competition for the best work-life balance solutions








Category: **mental health**

DEPARTMENT	FUNCTION	DESCRIPTION
 <b>Tax Administration Chamber in Szczecin</b>	<b>"Building Relationships" – initiatives to support and build employee relationships</b>	<ul style="list-style-type: none"> <li>A safe space for reporting issues and challenges in interpersonal relationships</li> <li>A flexible programme, tailored to needs</li> <li>Access to educational materials – articles, guides and videos</li> <li>Interpersonal training and workshops</li> </ul>
 <b>Statistical Office in Gdańsk</b>	<b>Healthy Organisation Policy</b>	<ul style="list-style-type: none"> <li>A strategy for building an organisational culture where everyone feels respected and can pursue their professional goals and life passions</li> <li>An operational philosophy that is reflected in many areas of the organisation's work: recruitment, hiring, onboarding, development, retention and offboarding</li> <li>It delivers benefits in terms of: improved health, reduced stress, increased integration and a sense of belonging, the provision of opportunities for personal development, and the fostering of creativity and innovation among staff</li> </ul>
 <b>Kujawsko-Pomorskie Provincial Office</b>	<b>KPUW – proud to be under one banner</b>	<ul style="list-style-type: none"> <li>Supporting grassroots employee initiatives in the areas of social, sporting, environmental and office-promoting activities</li> <li>It serves to strengthen identification with the workplace and build the agency's brand as friendly, people-oriented and socially engaged</li> <li>Campaigns and activities including environmental, sports and leisure, charitable, civil service promotion, educational and health-related initiatives, including first aid</li> </ul>
 <b>General Directorate for Environmental Protection</b>	<b>Mental Health at GDOŚ – EAP24 Programme</b>	<ul style="list-style-type: none"> <li>Providing employees with access to the EAP24 platform – a commercial support tool of employees</li> <li>Management's commitment to encouraging the use of the tool and normalising the use of psychological support</li> <li>Free access to psychological support</li> <li>Access to educational materials – webinars and a knowledge base on mental health and wellbeing</li> <li>An employee support programme offering free psychological support, managerial support, legal advice and financial advice</li> </ul>
 <b>Ministry of Agriculture and Rural Development</b>	<b>Employee Assistance Programme (EAP)</b>	<ul style="list-style-type: none"> <li>Also covers employees' family members</li> <li>Psychological support – telephone, video consultations and live chat sessions</li> <li>Management support – video consultations on career development and challenging situations</li> <li>Consultations with a lawyer and career advisor – 2 hours per year</li> <li>Educational activities – webinars and access to a knowledge base</li> </ul>

## Finalists in the third edition of the Head of the Civil Service's competition for the best WLB solutions



Category: **general**

OFFICE	ACTIVITY	DESCRIPTION
 <b>Chamber of Tax Administration in Kraków</b>	<b>Get Active for Health – the health promotion team, or FitBanda of the Małopolska Tax Administration</b>	<ul style="list-style-type: none"> <li>Comprehensive support for employees' physical and mental health</li> <li>Promotion of physical activity, a healthy lifestyle and work-life balance</li> <li>These include: hiking, cycling and walking trips, sports teams and a book club</li> <li>A space for sharing experiences on the intranet, via the MS Teams group and through the newsletter</li> <li>Support for the onboarding and integration of new employees</li> </ul>
 <b>Civil Aviation Authority</b>	<b>BeWell at the Civil Aviation Authority – a holistic wellbeing programme</b>	<ul style="list-style-type: none"> <li><del>A proprietary model for ensuring employee wellbeing</del></li> <li>Focused on activities in the following areas: raising awareness, building relationships, promoting health, creating a friendly workplace, fostering a values-based organisational culture, and optimising systems and processes</li> <li>Employee engagement and utilising their ideas in the implementation of specific solutions</li> </ul>
 <b>Ministry of Culture and National Heritage</b>	<b>The “Kanon Kultury” Choir</b>	<ul style="list-style-type: none"> <li><del>An employee initiative supported by the office</del></li> <li>A safe space, open to everyone, where anyone can give it a go</li> <li>An opportunity to spend time together, relax, develop your skills and make new friends</li> </ul>
 <b>Chief Inspectorate for Environmental Protection</b>	<b>Balance at work and on your plate</b>	<ul style="list-style-type: none"> <li><del>Nutrition education initiatives</del></li> <li>Fostering healthy eating habits and promoting health awareness among staff</li> <li>Regular lectures, webinars and meetings with experts</li> <li>An annual professional body composition analysis – hydration levels, body fat and muscle mass, basal metabolic rate</li> <li>All materials are available on the intranet</li> </ul>
 <b>Tax Administration Chamber in Gdańsk</b>	<b>Flexible working hours</b>	<ul style="list-style-type: none"> <li><del>Introduction of flexible working hours to improve work-life balance</del></li> <li>Preceded by an analysis of staffing needs and consultations with employees</li> <li>Reduced stress, increased employee satisfaction and sense of autonomy, improved work efficiency and team atmosphere</li> <li>Improvement of the employer's image and optimisation of human resource utilisation</li> </ul>