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Dear Friends of HKBN

Honoring Our New Grandparents with 3 Days Off

Effective starting 1 April, today we unveiled our new 3-day “Grandparenthood Leave” for Talents blessed with the arrival of a new grandchild. This leave entitlement provides Talents with time off to welcome a new member into their family – and celebrate one of life’s most joyous moments. Open to all Hong Kong based Talents, a family photo of the three generations (including the newborn) is all that’s needed to be eligible.

CY Chan, our Associate Director – Talent Management & Organization Development and Co-Owner said, “At HKBN, our ethos is that LIFE takes priority over work, which is why we uphold ‘LIFE-work priority’ rather than ‘work-life balance’. We believe when our Talents are empowered with higher flexibility to pursue purposeful personal and family lives, they come to work far more motivated, resulting in far increased efficiency and productivity. Our aim is for more companies to adopt similar measures to care for their Talents, and join HKBN to ‘Make our Hong Kong a better place to live’.”

Besides Grandparenthood Leave, in recent years we introduced an impressive number of Talent-centric policies, such as shortened 9-to-5 work days, half-day off on festive occasions, monthly half-day off Fridays and more, that have reduced our employment hours. With 247 work days in 2017, our entitlement policies provide the equivalent of 37.4 days off for each Talent (see Appendix 1). In addition, delivering far more than the basic requirements stipulated by Hong Kong law, we make available other special leave benefits that cater to a range of needs for our Talents (see Appendix 2).

The following Talent benefits and entitlements demonstrate how HKBN is committed to LIFE-work priority.

Appendix 1:

HKBN special leaves applicable to all HK based office Talents	Equivalent day(s) of leave (per year)
Shortened working hours Without cutting pay, we shortened working hours from 8 to 7 hours daily (excluding lunch hour), for a total of 35 hours per week.	26.9*
Monthly Half-day Off Friday Everyone is encouraged to leave the office half day earlier 12 times a year	6
Half-day leave during important festive occasions Talents enjoy a half-day leave on festival eves to spend more time and celebrate with family and friends, with 5 such days in 2017	2.5
Anniversary Leave One day of paid leave during the month of a Talents' joining to celebrate his/her contributions for a completed year of service. An email reminder to take this leave is sent at the beginning of the relevant month to each Talent.	1
Family Care Leave One additional day of paid leave so that Talents can spend quality time together with family.	1
Total	37.4

* Note: (247 standard work days – 19 HKBN special leave days – 13 HKBN standard annual leave days) / 8 working hours per day = 26.9 extra leave days

Appendix 2:

Other benefits and leaves	Equivalent days of leave (per year)
17-day public holiday entitlement for all Talents Frontline Talents enjoy 17 days of public holidays annually like the rest of HKBN Talents.	17
2-for-1 Bonus Leave Through this creative initiative, Talents can flexibly choose to exchange two days of leave for one day of pay, for up to 10 days of leave annually.	10
Grandparenthood Leave By showing a family photo of all three generations (including the new-born), Hong Kong Talents enjoy 3 extra days of leave.	3
Marriage Leave 5 days of paid Marriage Leave	5
Upgraded Maternity Leave 16 weeks of full-pay Maternity Leave for our female Talents.	112
Upgraded Paternity Leave 14 days of full-pay Paternity Leave for our male Talents.	14
Volunteer Leave Encourage Talents to participate in voluntary works for society.	2
Sabbatical Leave Up to 1-year of no-pay leave to pursue a personal goal or dream.	365

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