

## 家庭友善十二式

### Twelve Family-Friendly Employment Policies and Practices

第一式：

彈性工作妥安排

僱主僱員譜和諧

Episode 1:

Proper flexitime arrangements

Promote harmony in the workplace

中文	English translation
<p><b>【戲劇部分】</b> 對面的嘍囉明明只是兼職球員 我們卻一個月踢足三十多天 為何還會輸一百球呀？</p>	<p><b>【Theatre session】</b> Our opponents are apparently just lowly part-time football players and we play hard for more than 30 days a month. How could we lose by 100 goals?</p>
<p>隊長，我爸爸今天生日 他還在醫院等我吹蠟燭 對不起，我要先走了</p>	<p>Captain, it is my dad's birthday today. He's still waiting for me to blow out the candles in the hospital. Sorry, I have to go.</p>
<p>不要再三心兩意了！ 要照顧家人的話 還能如何專心踢球啊？</p>	<p>If you need to look after your family, how can you focus your mind on football?</p>
<p>不是啊，隊長 對方贏了我們一百球 還可以照顧家人 多麼享受天倫之樂啊 隊長，不要再騙自己了 對方都可以選擇 你看他們笑得多開心</p>	<p>That's not true, Captain. The opposite team won by 100 goals and still can manage to look after their families. Look! They are enjoying a wonderful family time. Captain, stop deceiving yourself!</p>

	They can also have a choice. Look at the big smiles on their faces!
他們笑是因為他們贏了這場比賽！	That's because they've won the match!
不是！ 他們笑是因為可以選擇！ 可以選擇照顧自己的家人！	No! It's because they can have a choice! They can choose to look after their families!
不跟你吵了，開賽了	Let's stop fighting. Time to play.
對不起 工作不代表不可以選擇 我選擇我的家人	Excuse me, but being employed doesn't mean I can't have a choice. I choose my family.
彈性工作妥安排 僱主僱員譜和諧	Proper flexitime arrangements Promote harmony in the workplace
<b>【主持部分】</b> 職場如球場 要勝出？除了球技要精湛外 還要懂得靈活換人才行 入球了！	<b>【Host session】</b> The workplace is like a football field. To succeed, apart from remarkable skills, flexible deployment of manpower is also a requirement. Goal!
如果僱主可以讓員工 因應家庭需要 彈性安排工作模式 員工便可以保持最佳狀態工作	If an employer can allow his/her staff to adopt flexitime arrangements according to the needs of their families, his/her staff can be at their best when doing their work.
<b>【公司訪問部分】</b> 2008 年 我是瑪麗醫院兒科的副顧問醫生  當時我在工作、家庭、進修三方面面臨一 些抉擇	<b>【Interview with the Company session】</b> In 2008, I was an Associate Consultant at the Department of Paediatrics in the Queen Mary Hospital. I had to choose among work, family and

<p>因為時間上真的分配不來 當時我便跟部門的主管和同事商量 由全職轉為兼職形式工作</p>	<p>further studies</p> <p>as it was indeed difficult for me to allocate enough time for each part.</p> <p>I then discussed it with my department head and colleagues and decided to switch from full-time to part-time employment.</p>
<p>我經常跟同事說 譬如兩個兼職的同事 加起來當作一位同事 零點五加零點五等於一 其實是沒有什麼影響 反之，如果我們沒有這個安排 便連原本的零點五和零點五都變成零</p>	<p>I often talk to my colleagues in this way.</p> <p>Say, when two part-time staff members can be counted as one full-time staff member,</p> <p>that means 0.5 plus 0.5 equals 1.</p> <p>Actually, the impact is insignificant.</p> <p>On the contrary, if we don't have this arrangement, even the former advantage of making two halves into one will turn to nothing.</p>
<p>那位同事覺得其他同事幫助他  讓他可以照顧自己的家庭 彼此的信任和默契更勝從前</p>	<p>When the staff member concerned feels grateful for the help from other colleagues that has enabled him/her to look after his/her family,</p> <p>the mutual trust and understanding among them will become better than ever before.</p>
<p>隨着兩個孩子長大 我在日間的時間比較寬裕一點 當時我們的人手也比較短缺</p>	<p>As my two kids got older,</p> <p>I had more spare time during the day.</p> <p>At the same time, the Department faced a relative shortage of manpower.</p>
<p>所以便決定由兼職崗位 轉回全職工作</p>	<p>So I decided to resume my full-time employment</p>

<p>我亦因為得到一個機會 由副顧問醫生晉升為顧問醫生</p>	<p>instead of working part-time. I was also given an opportunity and promoted to a Consultant from an Associate Consultant.</p>
<p>如果我們在家庭友善政策上 推行得好一點 便有多些同事願意留在公立醫院工作</p>	<p>If we can implement family-friendly employment policies better  more colleagues will be willing to continue working in public hospitals.</p>
<p>話說回來 這樣反而可以更好地照顧香港市民</p>	<p>To put it in another way, we will be able to take care of the health of Hong Kong people in a more desirable way.</p>
<p>彈性工作妥安排 僱主僱員譜和諧</p>	<p>Proper flexitime arrangements Promote harmony in the workplace</p>
<p>請即上家庭議會網頁 <a href="http://www.familycouncil.gov.hk">www.familycouncil.gov.hk</a> 瀏覽更多與家庭有關的資訊</p>	<p>Please visit the Family Council website at <a href="http://www.familycouncil.gov.hk">www.familycouncil.gov.hk</a> for more family-related information.</p>