

Family Council

“Family-friendly Workplace” Promotional Video - Hung Fook Tong

Opening

Kandy Wong: The summer vacation is just around the corner.
However, parents are still obliged to go to work,
and are unable to stay with their kids.
Well, is it possible for parents to attend
to both work and their kids during the summer vacation?
So, Summer Vacation at the Office
as a family-friendly initiative sounds like fun.
Let’s hear what the staff of Hung Fook Tong have to say about it.

Summer Vacation at the Office

Janet Yip: Our company’s implemented Summer Vacation
at the Office starting 2019.
Nowadays, there are many families in Hong Kong having
either domestic helpers or elderly parents or relatives do childminding.
Chances are that for unforeseen situations,
parents may be unable to take it over.
Frankly, letting mothers bring their kids to work
can really take their mind off much worries.
To both my elderly family members and even my husband,
the distress becomes much less acute.

Truth to tell, our company has done a good job setting it up.

It organises special workshops for kids to join.

For example, at the Mid-Autumn Festival or Easter,

there are handicraft workshops for kids.

Honestly, I feel really reassured

and can stay focused on my work.

Probably not all companies are willing to allocate resources

to create such a reassuring working environment for staff.

Interlude

Kandy Wong: Being able to meet new friends at work is surely gratifying,
but I presume being able to bring man's best friends to work
will feel truly blissful!

Hong Fook Tong created

a PAWsome Pet-friendly Day for its office.

Let's explore what fun it is to bring pets to work!

PAWsome Pet-friendly Day

Kammy Kwok: The PAWsome Pet-friendly Day
is a regular event with varying themes.

We may bring our pets

or kids to the office.

Our company will arrange activities for them.

Well, I never got a chance before to have doggies around at work.

On normal days, I seldom chatted with colleagues
from other departments.

However, we seem to be more chatty after having this event.

Also, it evokes a much merrier atmosphere
in the company overall.

Colleagues would scout around for purchases
to be given away to our pets.

I also feel myself working more efficiently
as I'm eager to finish work sooner and spend time with the pets.

This is very popular among companies overseas,
I mean bringing pets to work.

But I never expected to see this happening
in local and our companies.

So, I think our company is quite nice and rather innovative,
and committed to fostering a pet-friendly culture.

Story behind the policy

Sonia Tsang: Last summer vacation
we had kids coming to the office
and also for the first time with pets around.
We saw the whole company
turning so lively and energised,
with a higher productivity among our staff ever since
and also greater creativity.

We started to see colleagues chit-chatting and joking.

Actually, whenever passing our colleagues,

be they parents or not,

I see smiling faces

and that makes me feel it worth the go-ahead.

It turns out that the policy helps retain

our colleagues and then some.

Fact is, after speaking to companies within reach

or of their friends',

our colleagues would say,

"My friend asked if we are still hiring."

If I am to give it, my humble advice to other companies

is to really understand the needs of your staff

and tailor-make a policy befitting them.

Most importantly,

as you are conceiving it,

the policy has to sound enticing even to you.

Be it from the company or its management,

any policy is worth trying, in a bold way.

Then make adjustments and refinements to it.

The benefits to the entire company will show.

Closing

Kandy Wong: Indeed, it just takes an employer to reason

from the employees' perspective
in creating a friendly work environment
to make employees cheerful at work
and greatly improve their work efficiency
and sense of belonging to the company.

Please visit the Family Council's website for more information.