

Family Council

“Family-friendly Workplace” Promotional Video - Citybus Limited

Prologue

Kandy Wong: Raising kids is no easy task.
Having sufficient time to rest
and take care of newborns
is particularly important for mothers.
Hence, Citybus provides its employees
with 6 months of paid maternity leave
to cater for new mothers' needs.
Let's hear a Citybus employee out!

6 Months of Paid Maternity Leave

Carol Yeung: I got 6 consecutive months
of paid maternity leave
and another 12 days of paid leave
for antenatal check-ups.
All I had to do was to submit
my medical certificate for pregnancy,
then everything was taken care of.
This really gave me peace of mind!
I gave birth to 2 kids by caesarean sections.
Having given birth to my firstborn,
I had to resume work
before my wound was fully healed.

I couldn't bear to part with my baby,
nor could I concentrate at work.
Then, for my second pregnancy,
with the 6-month paid maternity leave,
I had no more worries.
There's time for my body to fully recover,
and time for me to care for both daughters,
so that they won't fight for my favour.
Indeed, they grow up as close sisters.
These 6 months of maternity leave
have helped me and my family in many ways.

Interlude

Kandy Wong: While working moms are provided
with sufficient maternity leave,
working dads are by no means negligible.
In this regard,
Citybus provides its employees with
an extra 9 days of paternity leave
to allow more time for working dads
to take care of their families.
Let's hear its bus captain out.

14 Days of Paternity Leave

Vincent Ho: The statutory paternity leave is 5 days.
Yet under our company's optimised
family-friendly policy,

we have 14 days of paternity leave,
9 days more than the statutory requirement!
When I had my firstborn,
5 days of statutory paternity leave
were all the time I got
for adapting to the role of a new father,
learning all the childcare skills,
and taking care of my wife after labour...
There's just not enough time!
Then with the 14 days of paternity leave
provided by our company,
I had much more time to help my wife
caring for our baby,
like feeding him or changing diapers,
and learning how to be a good father.
Knowing that I was on paternity leave,
my colleagues also phoned me
to check on how my newborn was doing
and whether my wife's emotions were okay.
No work-related matters were ever mentioned.
I thus felt that my company was giving me
ample time to focus on my family.
Since the implementation of the policy,
I've got the impression that
Citybus values and cherishes our families
just as much as our work performance.
After my wife gave birth,

she had to go through postpartum confinement,
i.e. to avoid strenuous activities,
and I was there to share her burdens.
My wife was very happy with that,
and this gave me a strong motivation
to perform better at work.

Rationale for the Policies and Rewards for the Company

Roger Wong: “Employees are the most important asset of a company”
may sound cliché,
yet it's of utmost importance to incorporate
such value into company policies.
Allocate due resources
where circumstances permit
to keep employees happy and de-stressed.
Once they've achieved work-life balance,
they will put more efforts
in brainstorming advances for the company.
With every step they take,
and every effort they make,
the company will advance much easier.
If the management has the mindset of
making work enjoyable for its staff
and lightening the mood in the workplace
so that work efficiency can be enhanced,
it's actually easier to put in place
family-friendly policies.

We can tell from last 2 years' experience that,
on various fronts,
e.g. recruitment and talent retention,
these policies have surely paid off by
saving our trouble of training recruits
time and again,
as well as our costs of recruitment.
Allocating resources for these policies
brings not only benefits to our employees
but also multiple rewards to our company.

Epilogue

Kandy Wong: Citybus fully understands new parents' needs,
which is why it introduces
various family-friendly practices
for its employees to give them robust support.
Feeling cared by the company,
its employees become more attentive,
be it in the office or on the bus.
If you'd like to know more about
family-friendly employment practices,
please visit the Family Council's website.