

Family Council

“Family-friendly Workplace” Promotional Video – Dah Sing Bank (Dah Sing)

Prologue

Kandy Wong: A regular 9-to-5 work schedule
doesn't always suit employees' family needs.
Dah Sing offers flexible work arrangements
for staff to change working hours when needed.
Let's listen to a Dah Sing employee's sharing
on how the policy helps her balance work and family life.

Flexible Work Arrangements

Wing Ng: I've applied for 3 types of flexible work arrangements,
namely Exam Flexi, Summer Flexi and Family Flexi.
The application process is simple,
for as long as we arrange our work properly,
we can seek our senior's approval.

I apply for Exam Flexi mainly
to help my kid with her exam revisions.
The second type, Summer Flexi,
allows us to attend, in July and August,
summer activities with our kids.
The third type, Family Flexi,
can be applied at any time of the year,
depending on our needs and plans.

I apply for Family Flexi mainly because
my girl is in a choir that, throughout the year,
has various school performances
as well as joint-school performances
which are rarely scheduled on weekends,
so, under Dah Sing's flexible work arrangements,
I can free up half a weekday to watch my girl performs,
and she's thrilled to see me before going on stage.
That's how Dah Sing's flexible work arrangements
help strengthen our family bonding.

If not for Dah Sing's flexible work arrangements,
I'd have missed my girl's choir performances,
let alone her school sports day.
I believe all parents want to be present
to witness every crucial stage of their kids' growth.

Interlude

Kandy Wong:

Living and working contentedly is a life goal of many,
yet the cost of owning a home is a heavy financial burden.
Dah Sing understands such a burden on its staff
and thus offers a staff-exclusive mortgage plan
for eligible staff to take out a 100% housing mortgage.
Let's hear this employee's sharing
on how the plan helps her get her "starter home"!

100% Mortgage Plan for Staff

Cheryl Chan:

After working here for 2 years,
I applied for the staff mortgage benefit.
I'm grateful for Dah Sing's 100% mortgage for staff,
for saving me the hassle of burdening my family
while helping me to fulfil my dream of home ownership.

Knowing that Dah Sing offers staff mortgage benefit,
my parents encouraged me to go for it.
Like most parents,
they long for the day
I become independent and thrive.

During holidays, I love inviting my family over.
Last Chinese New Year, I invited my parents
to cook at my place together.
I'm thankful to have such a fond memory of
family bonding at my new home.

Thanks to Dah Sing's thoughtful staff mortgage plan,
I can fulfil my dream of home ownership,
ease my mind and be more career-focused.
Dah Sing has such awesome employee benefits that
boost my sense of belonging for sure.

Company Policies that Benefit All

Amy Chan: Dah Sing positions itself as “Not Just a Bank, a Home”, signifying the goal to make our employees feel at home. When we formulate staff policies, helping employees strike a balance between career development and family commitments is always one of our key considerations.

In devising family-friendly systems, we take different perspectives, from considering operational arrangements to catering for various family structures and needs, so as to ensure fairness and applicability of the systems for as many employees as possible.

We are pleased to note how employees use the systems to care for the elders and kids in their families flexibly, not to mention purchasing their own homes.

Dah Sing is not just a local bank, it is a home for our employees.

The launch of family-friendly measures has boosted our employees’ sense of belonging, reduced staff turnover, and benefitted our recruitment and market reputation.

Epilogue

Kandy Wong: Companies taking employees' perspectives,
be they offering flexible work arrangements
or housing mortgage,
help employees meet their family needs,
thereby enhancing their focus at work and productivity.
For more family-friendly employment practices,
please visit the Family Council website.