

Family Council

“Family-friendly Workplace” Promotional Video – Aviation Security Company Limited
(AVSECO)

Prologue

Kandy Wong: In Hong Kong, many jobs need to work shifts,
yet parents working in irregular shifts
may have their quality parent-child time diminished.
That’s why AVSECO rolled out last year
a fixed shift mechanism. What’s it about?
Let’s hear an AVSECO employee out!

Fixed Shift Mechanism – Witnessing Children’s Growth

Kwok Yuk Yi: AVSECO launched a mechanism in end-2023
that allows us to apply for a fixed shift
based on our own family needs.
Under the 3-shift feature of the mechanism,
there are early shift, late shift and overnight shift.

Shift work used to diminish my family time,
leaving me no time to take care of my two kids
who are still small and in great need of mothering,
and I really want to witness every stage of their growth,
so I’ve made up my mind to arrange for more time

to take care of them myself.

Under the previous rotating shift mechanism,

for at least two weeks per month,

I had to work in late or overnight shifts,

so I could hardly pick up the kids from school.

Ever since I opted for fixed early shifts,

I've been able to leave work at around 3p.m. to 4p.m.

having ample time to pick up the kids from school,

check their homework, join them for leisure activities,

and be a better companion and carer for them.

I'm now also able to dine and chat with my husband.

All in all, our family vibe gets more harmonious.

My kids are happy to see me around more often

and are eager to chat about their days with me.

Since the launch of the fixed shift mechanism,

my sense of belonging to the company has strengthened.

For one, AVSECO is considerate of its employees' needs.

Besides, achieving a balance between family and work

keeps my mind at ease and makes me excel at work.

Interlude

Kandy Wong:

Filial piety is in every grown child's and grandchild's blood.

We all want to spend time with and care for the elders at home,

but it's hard to strike a balance between work and family.

Let's listen to the successful story of an employee who applied for transfer to a department with fixed shifts and achieved a balance between work and family.

Fixed Shift Mechanism – Balancing Between Work And Family

So Ting Ting: In 2014, my husband and I planned to get married and live with his family from then on.

Given the low mobility of my husband's old-aged granny, we would have to take care of her everyday life.

After much consideration, I applied for internal transfer (to a department with fixed working hours).

My work arrangements after the transfer is more flexible that I can take care of the whole family, including the elders.

With our work schedules compatible, my husband and I can take leaves together and travel with my in-laws and child.

The setting up of the fixed shift mechanism has definitely boosted my sense of belonging to AVSECO, for it helps me better allocate time for work and family and harmonises my family and parent-child relationships.

Company Policies that Benefit All

Wong Nga Yan,

Daisy: We AVSECO put people first
and treat employees as our most valuable asset.
In view of different employee needs,
we've put in place various family-friendly measures,
such as staff support mechanism, birthday leave,
marriage leave, compassionate leave, cash prize
for children's outstanding academic performance,
lactation rooms, red packets for newborns, and
the most popular of all – the annual barbecue fun day
where employees and their families are most welcome.

Our motto is "We are Family",
meaning that we treat employees like family.

We believe that communication and listening are crucial,
that's why our staff support mechanism is in place
for employees to proactively voice their needs,
as AVSECO really cherishes every employee.

We trust that our staff know how much
AVSECO cares about and values them.
In return, their senses of belonging to AVSECO
and concentration at work are enhanced,

and they're more willing to strive and grow with the company.

Epilogue

Kandy Wong: Irregular shifts hinder caretaking and family time. Yet, companies can help by making flexible arrangements, such as assigning fixed shifts to employees in need so that they have time to take care of their families. A less stressful family life helps one focus on work. For more family-friendly employment practices, please visit the Family Council's website.