Hong Kong Broadband Network

– Talents Benefits at a Glance

For Enquiries, please contact
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@ HKBN, we value LIFE-work Priority & create a Family-Friendly workplace

"I can enjoy a cup of coffee and do some readings in a relaxed afternoon."

Flexible Working Hours — choice of Talents to fit personal and family needs

- 08:30 to 17:30
- 09:00 to 18:00
- 09:30 to 18:30

Flexible Lunch Break

1 hour 15 minutes between 12:00 and 14:30

Public Holidays

The entitlement applies to all Talents, including frontline sales force, regardless of job nature, rank or seniority

5 Day Work Week

LIFE-work Priority — No non-emergency emails during weekends, public holidays and vacation leave

Friday Early Off

2 hours early off on a Happy Friday (once a month)

Anniversary Leave

1 day full-pay leave for each comleted year of service

Family Care Leave

1 day full-pay leave for Talents who have passed probation, to spend quality time with family

Half Day Festival Off

- Chinese Mid-Autumn Festival
- Chinese Winter Solstice Festival
- Christmas Eve
- New Year's Eve
- Lunar New Year's Eve

Total an Awesome Extra Rest Days per Year **7.5**

Bonus Leave

Buy-1-get-1-free, up to 10 days a year

Marriage Leave

3-5 days full-pay leave depending on years of service

Maternity Leave

10-week full-pay leave for Talents who have worked with us for 3 years or above

Paternity Leave

5 days full-pay leave for Talents who have passed probation

Compassionate Leave

4 days full-pay leave

Examination Leave

2 days full-pay leave for Talents who are taking professional examinations

Sabbatical Leave

Leave period up to 1 year
(for Talents with 3 years of service – excellent for further study or other personal life pursuance)

Volunteer Leave

2 days full-pay leave for Talents who have passed probation, to participate in volunteer activities.

@ HKBN, we care for our Talents' health and wealth

"I am well protected with a full range of medical benefits & insurances."

Comprehensive Insurance Coverage

- Life and Critical Illness, Personal Accident, Medical
  (outpatient, hospitalization, dental, vaccination, eye examination & body check)
- Dependents of Senior Managerial and Managerial Talents are also covered
- Voluntary Medical Insurance Scheme for non-Managerial Talents
- Business Travel Insurance includes China Medical Card, with worldwide and 24/7 services

MPF — Mutual Voluntary Contribution Plan for Managerial Talents

Extra voluntary contribution up to 10% of basic salary

Housing Allowance for Managerial Talents

Up to a maximum of 40% of total remuneration in fiscal year

Preferential Discount on Fuel Products for Managerial Talents

A discounted price on fuel products

Strategic Talent Performance and Rewards

- Highly performance-based bonus up to 4 months
- Bottom 5% performers with improvement plan or separation

Hot Weather Allowance

$500/month for Talents working outdoor during summer time (Jun-Aug)

@ HKBN, we encourage life-long learning and inspirations

"I am delighted to see the growth of our Talents."

Talent Infinity — subsidies to Master Degree course

Up to HK$150,000 for EMBA and HK$100,000 for MBA

Next Station University — subsidies to Bachelor Degree course

Up to 80% of a BBA course fee, encouraging Talents to achieve a degree in BBA

Education Partnership (yearly program)

Up to 50% a Talents' monthly salary or 80% of course fees for external education

Overseas Management Trips

- **We visited the South Africa, US, Cambodia, Germany, Australia, Japan, Singapore, Thailand and China in the past years.**
- **We embrace on an experiential trip every year for Senior Managerial and Managerial Talents to widen our exposure and build team work**

ENG - Volution

A fully-subsidised 24/7 online self-learning platform for all Talents to learn English

@ HKBN, we treat our Talents as owners and customers, too

"I am proud to be one of the Co-Owners of HKBN."

Co-Owner

220+ Supervisory Talents are proud Co-Owners of the company

FREE Career Life-time Telecommunications Service Plan

Broadband services, HKBN Wi-Fi, home telephone services, 2b App, IDD services and MusicOne etc. are FREE of charge

Additional Career Life-time FREE Service Plan for Family and Friends

One additional FREE service plan for family members / relatives and friends

Our Happy Moments

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