

Our People



By following a common score, each individual musician contributes their unique personal skills so that together the orchestra produces an accomplished performance. Our staff also achieve an accomplished performance by contributing their individual talents to our shared organisational goals. Shared values are also apparent through a common sense of public commitment and a strong sense of duty to the community.





The SFC relies on a talented group of individuals to help it achieve its goals and makes a concerted effort to reward its staff through competitive remuneration, attractive career development opportunities and the ability to strike a work-life balance.

As an organisation we likewise believe in giving back to the community and our employees have pioneered a number of initiatives to help less fortunate groups in society.

Care for employees

An attractive working environment

We consider our staff to be our greatest asset. It is our goal to be an employer of choice and provide attractive remuneration and benefits, personal development opportunities, as well as a healthy, safe and family-friendly workplace.

The SFC tries to foster a healthy work-life balance among staff and is committed to diversity within the workplace.

Pay and rewards

We offer competitive remuneration packages: salaries are regularly benchmarked against market trends, while

both our fixed pay and bonuses are strategically linked to performance. We reward our staff for their performance, talent, loyalty, hard work and innovation. The SFC also offers attractive medical insurance and retirement schemes.

The SFC has been reviewing its human resources function to re-position it and enhance its capability in supporting the achievement of our organisational goals. Our performance management system was re-designed during the year, taking into account the views of our staff, for introduction in 2008. The new system will enable the SFC to better manage its people by differentiating and rewarding individual contribution against agreed priorities, encouraging continuous dialogue on performance, improving transparency around the outcome of individual appraisal as well as building a strong linkage between performance and development.



CEO Mr Martin Wheatley briefs staff on our new performance management framework.



Our staff participate in team-building training.

Opportunities

We have a strong commitment to career development within the SFC. We believe in nurturing ambition: last year there were 82 cases of internal promotion and 31 internal transfers to broaden staff exposure and to allow staff the opportunity to utilise their unique combination of skills.

Enhancing professional goals is a high priority and we offer unique opportunities for career enhancement, from sophisticated in-house training to financial support for external programmes. The SFC is also recognised as an Association of Chartered Certified Accountants accredited employer. We are also an Authorised Employer under the Qualification Programme of the HKICPA.

Management skills are important capabilities required of our staff. We have put in place a structured management programme to cater for various levels of staff. Programmes are tailor-made to reinforce and enhance key skills. At the executive level, we have enlisted faculty from the Michigan Ross School of Business to execute highly customised programmes.

Across the board, on-going training is undertaken on a regular basis. This includes leadership and skill enhancement as well as more technical training which keeps us in touch with the market. We try to ensure that our programmes are relevant and timely as well as of good quality.



We value work-life balance.

Employees also have the opportunity to undergo work experience with our regulatory peers abroad and keep professionally vigilant by attending seminars and conferences in their field of work.

We offer grants for staff seeking to explore outside study. Our employee-initiated education programme provides bursaries for employees to pursue further studies such as professional diplomas. We also offer sponsorship for Chartered Financial Analyst exams and other public programmes.

Communication

Constant dialogue with staff is essential to let them know their contribution to the organisation counts. Management identifies issues of concern and engages employees through regular communication, meetings and publications including a new CEO E-Newsletter launched during the year. We have a Staff Social Committee to boost communication and working relationships.

We recently solicited feedback from staff as part of a consultancy exercise. When asked how they relate to the SFC, some employees said they valued the chance to work at a high-profile organisation, while others enjoyed the professional dynamics of working at a regulator. Being able to work with leading edge, motivated individuals was ranked as a major bonus among staff.

Recognition

We believe in rewarding our staff for their dedication and tenacity, both formally and informally. To show our appreciation for ten years' service with the SFC, staff will receive a formal memento: up to May 2007, 146 employees were recipients. A further 20 will be given to employees in May 2008.

Our Employee Awards reflect our gratitude, and each year we recognise the efforts and integrity of staff as well as particular efforts that have enhanced our effectiveness.

Employee awards

Individual award winners

Clarence Chan	Manager, Corporate Finance
Lisa Chen	Counsel, Legal Services
Carmen Kwok	Senior Administrator, Licensing
Veronica Lee	Senior Secretary, Corporate Finance
Linda Yiu	Senior Manager, Intermediaries Supervision

Team award winners

Broker Frauds Combats Core Team

The Broker Frauds Combats Core Team, a cross-divisional team consisting of staff from the Intermediaries Supervision, Enforcement and Legal Services Divisions, successfully uncovered two broker fraud cases in 2007, in which fraud and actions of the wrongdoers were detected. The Team upheld the value 'Investors First' and exhibited excellent team spirit, dedication and innovation.

Hedge Fund Streamlining Team

The Hedge Fund Streamlining Team, comprising staff from the Licensing Department, has made a big effort to engage overseas hedge fund managers and has contributed to a

significant increase in the number of hedge fund managers being licensed in Hong Kong in 2007. It has also shortened time needed to process licensing applications from foreign hedge fund managers who are able to provide the required documentation. The feedback from the market concerning the initiatives taken by the Team has been very positive and has reflected well on the Commission.

Work-life balance

While demanding high levels of performance, the SFC also recognises the importance of staff welfare and aims to promote a healthy balance between work and home life. We organise talks by health professionals as part of our 'Health Month,' which includes activities for staff such as yoga and tai chi. Seminars are held to increase awareness about work-life balance and free professional consultations are offered to staff and their families for emotional or stress-related issues.

Social activities are held on a regular basis, such as table tennis, bowling, barbecues, basketball and Baduanjin classes. Staff also have access to work premises on request for activities such as reading groups and tai chi classes.