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HSBC GUARENTEES STAFF THE FLEXIBILITY OF A PART TIME ROLE FOLLOWING MATERNITY OR PATERNITY LEAVE

HSBC is set to offer all new parents a part-time role at a pro rata salary and the same level as their original role following maternity or paternity leave.

The bank will offer returning parents a part-time role equivalent to at least two and a half days a week in a bid to help their employees balance the demands of family life with their career development.

Under UK employment law there is no obligation on employers to provide part-time work although every parent is entitled to request it.

HSBC, recognising the difficulties many parents face juggling work and home, have become the first large corporate in the UK to guarantee part-time work when it is requested.

Sue Jex, Head of Employee Relations at HSBC, said: “As a business we see about 1,100 staff each year taking parental leave following childbirth and of this number, 87% want to return to work. By guaranteeing our returning parents part time roles, we are supporting our staff by offering more flexible working patterns in order to help balance the need for child care while maintaining household income.”

HSBC also supports staff who are looking for extended leave by allowing year long unpaid sabbaticals and a priority returner scheme for staff rejoining the bank within five years.

Joe Garner, Head of HSBC in the UK: “We want our employees to know we value their talent and experience. By guaranteeing part-time work at a pro-rata salary we hope we can help them balance the demands of family life with their on-going careers at HSBC.”

Mrs Jex, continued: “Some people assume that once people are parents, they are no longer interested in career progression and this has sometimes been an excuse for why there are not more women represented in senior business roles and at board level. At HSBC we are committed to bringing more women into senior positions. We hope that by guaranteeing part-time roles we can encourage those women who want to continue to their careers and allow them to reach the levels to which they aspire.”

HSBC also supports families and those wanting to start families, in the following ways:

- Flexible working options, including job share, key time and an option to take a year out on sabbatical (unpaid)
- Up to 5 days paid leave per year to deal with family emergencies (statutory is 1 or 2 days unpaid)
- Up to 12 days per year for fertility treatment
- 14 weeks at full pay when on maternity leave, rather than the statutory requirement of 6 weeks at 90%
- A working parent network to support those going on family leave and those returning to work
- Should an ex-employee choose to return to HSBC, after having left to focus on their family, they will have priority over external candidates for roles, and HSBC take into consideration their total length of service with the bank (minus the break) when calculating holiday, sick pay and pension.

ENDS

Note to Editors

Case studies are available on request.

For further information please contact:

Betony Taylor

0207 991 8828

Betony.Taylor@hsbc.com

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