

HSBC Vietnam Employer Value Proposition video

Duration:

00:05:10

At HSBC, we are dedicated to creating an environment where team members feel valued and empowered, and you are given opportunities to maximize your potential.

Our employer value propositions are recognized as market-leading, distinctive and highly competitive; not only because of the policies but also because of how we truly put people at the centre of our business.

HSBC offers a range of benefits, which cover areas such as work-life balance, insurance and savings, health, and personal development. They are recognized as market-leading, ensuring that our team members receive exceptional support and rewards for their contributions.

You can enjoy up to 23 paid days off each year. Additionally, we offer sabbatical leave, helping you pursue your passion outside of work.

Our health insurance program proudly stands as one of the top-tier competitive benefits, with up to 750 million VND per year for inpatient treatment and 21 million VND for outpatient treatment, along with life insurance and salary supplements during treatment, in addition to other standard benefits. The program also provides insurance for family members.

HSBC is proud to be the first international bank in Vietnam to launch a supplementary pension scheme as a long-term investment vehicle, helping employees accumulate a stable income for their retirement, in addition to their pension from social insurance.

The program promotes cooperation between the Bank and employees through contribution rates for each party. Employees may receive 100% of the bank's contribution after five years of participation, helping them to secure their future finances.

The overall health of employees is the bank's top priority and a key enabler in reaching our purpose of opening up a world of opportunity. Therefore, HSBC offer a huge range of resources to support the physical, mental, social and financial wellbeing of you and your family. These benefits include sports activities, consultations with experts, personal financial management tools and flexible leave policies to help you live healthily, work efficiently and always feel appreciated, connected and supported when needed.

Moreover, when your family welcomes a new member, you will receive practical support such as paid leave in the father's allowance, maternity support allowance and a gift for the new-born.

Through our "At our Best" recognition platform, colleagues can send thank you messages and acknowledge the contributions of colleagues. Years of service milestones are honoured through this platform and reward points can be redeemed via shopping or choosing experiences.

You also have the chance to receive up to 20 million VND for referring a successful applicant to the Bank.

HSBC believes that personal development is the foundation of our sustainable success. Therefore, employees are always given opportunities to learn and improve professional skills through learning platforms like HSBC University and Degreed, with diverse learning resources include pathways and job-specific training programs.

The PSQP program supports employees in signing up for postgraduate programs. Other platforms such as Mylearning and the HR Success After app help you proactively manage your personal learning pathway. At the same time, you will always be given opportunities to develop your career through opportunities for promotion, internal rotation, participation in projects, or short-term work attachments. You will also be trained by colleagues and managers to quickly improve your working skill level.

HSBC is proud to uphold its core values for more than 160 years. They are the guiding principle in all our actions, decisions, and how we deal with risk. HSBC's core values are also reflected in every action, from strategic decisions to the way we communicate with customers and colleagues on a daily basis.

Our four core values are:

- We value difference
- We succeed together
- We take responsibility
- We get it done

Our approach to remuneration is built with transparency and aligned with our business strategy and competition in the market, including fixed salary and bonuses based on work performance.

Thanks to our comprehensive efforts in the workplace, HSBC proudly stands as the first international bank in Vietnam to have received the “Great Place to Work” award for several years consecutively.

This pride is nurtured and grown in each member of the HSBC family. So, are you ready to be part of something bigger at HSBC Vietnam? Let's explore and begin your journey today.