



Your Wellness Is Our Business



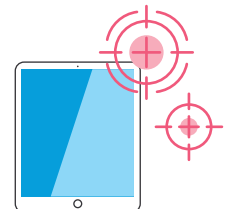
Caring for Care-givers

According to a feature article entitled "The Profile of Persons with Disabilities and Chronic Diseases in Hong Kong and Characteristic of their Carers" published by the Census and Statistics Department in December 2022, the median usual hours of caring services provided by the primary carer per week was 42 hours. Over 50% of primary specific carers cited that they felt stressed due to the caring services during the 1 month before enumeration. Above findings show that the high number of caring hours of caregivers, coupled with the troubles of the epidemic in recent years, has greatly increased the needs and pressure of caregivers. Especially for working caregivers, who are facing work, family and economic pressures at the same time, their physical and mental health deserves attention.

As the pioneer and leading EAP provider, FDC is committed to promoting employees' holistic well-being through comprehensive services to help organizations keep their employees happy, healthy, and productive. Our company has also received many requests for assistance from employees who are dealing with the difficulties and pressures of caregiving, including anxiety, communication problems with family members, and needs for referrals to community resources, etc. To care for caregivers, employers, the government, society and carers themselves can start with the following:

Using technology wisely

For caregivers, technology products can be used to facilitate better care. For example, measures such as using a network camera to monitor the sleep and safety of the person being cared for, wearing a GPS watch for patients with cognitive impairment to prevent them from getting lost, or installing flashlights on the phones of people with hearing difficulties to facilitate communication...etc., could all make your lives easier. The help of technology can reduce risks and alleviate worries.



Employer support

For caregivers who are also members of the workforce, the consideration and support from employers can be of great help. More and more companies and organisations are adopting "family-friendly" policies for employees, including special leave to accommodate family needs, flexible working hours, hybrid modes of work (office work combined with WFH), and providing daily life support like health insurance for family members and setting up breastfeeding facilities in the office, etc. In addition to caring for employees' practical needs, emotional care cannot be ignored, and the EAP is exactly conceived to address employees' psychological needs through providing comprehensive support. When employees can resolve difficulties they face in the personal sphere, their work efficiency will also be improved, benefitting both the employer and employee.



Allocation of more resources by the government and NGOs

In recent years, the needs of caregivers have received more attention from government departments and non-governmental organisations, which began to establish more elderly care support services, caregiver resources and support centres, and caregiver colleges. The Social Welfare Department, in collaboration with various stakeholders, will also launch a 3-year programme to improve access to help for carers, as well as public education activities, and 24-hour support hotline services for caregivers from the 2023-2024 fiscal year onwards. Carers' dire needs for help will then hopefully be addressed with the above measures, so that they can finally receive the help and guidance they desperately needed, and never have to walk alone again.





Grant Yourself a Moment of Rest

As a caregiver, you may have been carrying the weight of stress and responsibility for God-know-how-long, leaving you in a constant state of tension. Providing unfailing care for your loved ones on a regular basis can make you overlook your own physical and emotional needs. It's time to shift your focus inward and grant yourself a moment of rest.



Make time for rest regularly

Establishing a regular schedule and delegating caregiving tasks to appropriate individuals or social welfare organisations can give you a break from your caregiving duties and help you recharge yourselves. This will give you the energy and stamina needed to continue providing care for yourself and your loved ones in the long run.



Recognize your efforts

It's essential to learn how to recognise and acknowledge your efforts and achievements. Taking the time to compliment yourself that "I'm doing a great job" is vital for building your self-esteem and confidence.



Do things you like and socialise

Spending time for hobbies and social activities is also crucial for your well-being. Taking a few hours each week participating in activities you enjoy, such as spending time in nature or attending interest classes, can be very beneficial. Moreover, staying in touch with friends and seeking their support and encouragement can help alleviate stress.

Starting today, take the initiative to add positivity to your life, one step at a time, from the inside out.



Liven Up Your Soul

Ed was an acrobat enthusiast. One day, a globally renowned circus master was coming into town, seeking to recruit performers for his team. Realising that this was a once-in-a-lifetime opportunity, Ed decided to attend the try-outs. For the entirety of the month, he practised relentlessly day after day.

Finally came the day of the audition. The master challenged Ed to stand on his shoulders and execute various designated acts. Ed performed with finesse and dazzled everyone in the audience. Just at the final moments as he was about to finish his last move, he suddenly felt a painful cramp on his thigh muscle. The next thing he knew was he had fallen onto the safety cushion and he had failed.

The master asked Ed if he was injured, to which Ed replied, "No. I'm sorry I didn't complete my performance properly." The master then posed a thought-provoking question, "What do you think caused your mistake?" After some contemplation, Ed replied, "Perhaps I had been practising too intensely and didn't give my muscles the necessary rest they required." With a reassuring pat on the shoulder, the master imparted some sage advice, "Ed, don't you know that rest is an integral part of practice? In the circus, every performer is a vital part of the larger machine - the performance as a whole. Only by perfecting oneself can one contribute to the triumph of the collective. Remember, taking care of yourself goes beyond the physical movements of your performance, it encompasses the care of your mind and soul as well. Do you understand?"

Back in our daily lives, whether it is for our loved ones, our work, or our friends, we aspire to achieve perfection. But have we ever thought that taking care of ourselves is just as important? In fact, our well-being is inextricably linked to the well-being of those around us. If we don't sort out our emotions and physical health, we run the risk of falling into a vicious cycle of negativity.

Therefore, let us resolve from this moment forward to look after ourselves and to nourish our souls. By doing so, we can radiate warmth and compassion to those around us and enrich our lives with meaning and purpose.





Challenges of being a Working Mum

A few months ago, Fei gave birth to a healthy and adorable daughter, who brought a lot of joy to Fei and her husband. Just as she was preparing to return to work, something unexpected occurred. Fei's mother, who was supposed to help take care of the baby girl while Fei would return to work, suddenly became ill. Although her mother could manage to take care of herself as usual, she could not assist in the caretaking of her new-born granddaughter. This disrupted Fei's plans, and though her supervisor understood her difficulties, the company was unable to make special arrangements for her. For one thing, Fei loves her job; for another, she needs her share of income to help with household expenses, so leaving the workplace to take care of her daughter full-time is not viable.

Faced with this dilemma, Fei sought help through our counselling services. During the counselling sessions, Fei was bestowed a safe space where she felt accepted to talk about her feelings as a mother, wife, daughter, and career woman. She also found the time to relax and explore different possibilities.

Our counsellor learned that Fei already had some relatively clear backup plans in place, such as arranging for the couple to work from home in shifts, asking other relatives and part-time caregivers to help take care of the baby, and applying for community resources such as daytime care for her daughter. However, the thing was that she had doubts about each plan. The counsellor acknowledged and praised her efforts to actively consider different possibilities and helped her explore the logistics for each corresponding arrangement and care strategy in different scenarios. With multiple plans in hand, Fei felt more at ease.

Furthermore, the counsellor helped Fei realise that in this exceptional circumstance, she needed to be more flexible and accept that the outcome could not possibly be as perfect as she originally wanted. For example, her daughter needs to adapt to different caregivers, and Fei and her husband need to improve their communication with different caregivers. When Fei adjusted her thinking and tried to understand that her daughter might also benefit from being involved in different forms of interaction with other caregivers, her daughter could more likely develop an outgoing temperament and become more fearless of adversity and challenges in the future. The new parents themselves could also learn from observing different caregiving styles. At the end of the counselling, Fei was better prepared psychologically and practically to enter a new phase of family and work.



♥ "Caring for Your Aging Parents" ♥

We are delighted to see that more and more employers are beginning to recognise the importance of creating a family-friendly work environment to help employees balance work and family life. These corporates have started to implement family-friendly measures, and in turn find themselves benefited as they become more able to retain and attract talent. Since young children usually the focus of family-friendly initiatives, the needs of caregivers may sometimes be neglected and we have often heard of cases in which employees are forced to leave their current role and change their modes of work, in order to attain medical needs of their elderly parents.

In addition to providing employees with options for remote work and flexible hours, an increasing number of our corporate clients have recently invited us to conduct the wellness programme on "Caring for Your Aging Parents" for their staff members. Our consultants/trainers have shared with participants video clips on the change in the physical, psychological, and social needs of elderly family members, as well as the elderly's wish to be taken care of by their own children. The "SOLVENT model" was also introduced to teach participants about effective communication and means of expression to build closer and happier relationships with the elderly. Finally, participants were given information about community resources that are available to them for relieving caregiving stress.

Here are some comments from participants:

The selected videos are very touching and remind me not to forget the needs of the elderly amidst our busy lives.

Thank you for the information on Alzheimer's, it clearly explains how to care for and show concern for the elderly.

The sharing was a good mix of emotions and information, helping me realise that caring for parents is also a process of understanding and accepting oneself.

If you have any inquiries about the course, please contact Mr. Chan at 2731 6358 or email marketing@fourdimensions.org



Company Information

Four Dimensions Consulting Limited (FDC) is a private limited company set up by Hong Kong Christian Service (HKCS) in 2005. Employee Development Service (EDS) of HKCS is the first EAP provider in Hong Kong since 1991. We offer total solutions to assist employees with work/life issues, develop strengths/potentials, increase work engagement and positivity at work, which ultimately enhance organizational excellence and sustainability.

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