

Video Clip of Awardee Organisation of “Friendly Employment Award” (Script)

Awardee Organisation: KPMG

Pat-Nie Woo
Partner, Corporate Social
Responsibility
KPMG China

KPMG is one of the Big Four accounting firms with offices in 154 countries and regions.

“Inclusiveness and diversity” are the KPMG's corporate social responsibility concerns. In 2015, we partnered with a social enterprise, Community Business, to organise an event called Fair Opportunity. At this event, they introduced Jess to us. At that time, our Internal Communications Department was recruiting staff. We selected Jess among the candidates since she is competent for the position. Jess has been working with us for two years and her performance is excellent.

Jess Shek
Officer, Internal
Communications
KPMG China

At the beginning, my Performance Manager would meet me regularly to understand my needs at work and new duties that I can handle.

After some time, my colleagues got to know more about the capabilities of person with visually impairment and understand that, with the provision of assistive devices, I can handle tasks like the others.

My supervisor, Sarah, arranged a mentor for me, who made me know more about the operation of the department as well as the duties of other colleagues. I thus adapted to the position more easily.

Colleagues from different departments are helpful. For example, I had difficulties when updating some Intranet pages even with assistive devices at the beginning. Colleagues studied the problems with me and adjusted the pages which eventually, I could handle the homepage work smoothly.

Sarah Allen
Head, Internal
Communications
KPMG China

I think everybody in KPMG is really proud to have Jess on the team. Really proud that KPMG is making this decision to be a very inclusive workplace.

Her influence on the team has been brilliant. She is such a positive, happy, smiling person. The whole team feels her positive energy, and I think she has a great perspective on life because of her experiences.

Jess Shek
Officer, Internal
Communications
KPMG China

Every person with disability has his own abilities. Supervisors should assign duties according to individual's abilities. With my strong language skills, I am tasked to handle written and translation work. I enjoy handling these types of work very much.

I am thankful to my supervisor, Sarah, who treats everyone in the team equally and assigns tasks according to my strengths. I hope more employers are willing to employ persons with disabilities and make good use of their abilities.

Sarah Allen
Head, Internal
Communications
KPMG China

The way that we work in KPMG is to focus on people's strengths. So on my team we always focus on the things that people really do well. Jess is great at writing, she is great at connecting with people. She is the guy that talks on the telephone instead of sending email all the time, so she is able to build a really good relationship with people. As we focus on that with Jess, and like other people on my team, they might not have strengths in things like project management or an eye for design, so we don't ask them to do that. We work as a team to get the job done. If somebody is not strong in something, another member of the team will always help and that's the way of KPMG.

Pat-Nie Woo
Partner, Corporate Social
Responsibility
KPMG China

After KPMG participated in the "iCorp Inclusive Corporation", we made several internal adjustments. We hope we can support and encourage other corporations and they can identify suitable persons with disabilities to join their companies.