Citfin becomes one of the first companies in the Czech Republic to introduce a four-day working week

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**Inspired by the successful experience of New Zealand company Perpetual Guardian, and following a few months of preparation, Citfin has offered employees holding executive posts an interesting benefit in the form of a four-day working week. In order to gain the benefit, employees of the Sales Department, Dealing Department and Call Centre must achieve a minimum monthly performance indicator.**

“The preparation for the trial period took a few months. First, we asked employees to complete a general satisfaction questionnaire. We were interested in the initial perception of their work-life balance. The conclusions from the questionnaire survey were also compared directly with the New Zealand company’s results. As a positive consequence of this, the benefit has been introduced for a three-month trial period,” explains Citfin CEO Martina Arnold Rubín.

The Citfin benefit is intentionally targeted at departments whose employees cannot work from home or take managerial leave for operational or organisational reasons. Employees are not obliged to use the four-day working week benefit.

“If employees hit their monthly performance target, they are entitled to a four-day working week the following month. With the new benefit, employees can also get 40 days off in addition to their annual leave. Citfin does not cut employees’ wages or other benefits for these “free” days,” says Martina Arnold Rubín, adding that she hopes this new benefit will be a long-term incentive for individuals to increase their productivity, as well as facilitating recruitment to executive positions.

The trial period will last until the end of 2018. If Citfin demonstrates its ability to maintain its performance and meet the set financial objectives, the four-day working week will be adopted as a standard company benefit the following year.

At Perpetual Guardian, we followed the same path as Citfin did. First, we questioned our people, then we tested the whole 4DW process and now we are just doing it. The results are very promising. During the trial period, we have experienced more than 20% rise in business productivity. Our staff is less stressed and we see the work-life level balance continuously rising, which is obviously our long term goal. We are very much delighted to be an inspiration for other companies not only in New Zealand, so we wish Citfin all the best with their trial and hope it will work for them as it does for us, says Andrew Barnes, founder Perpetual Guardian

**About Citfin**

Citfin has been helping entrepreneurs address their foreign exchange, foreign payments and exchange rate risk management needs for 22 years. More than 14,700 companies appreciate our fast operations, quality and cost-effective foreign exchange services, valuing our professionalism, highly individual approach and expert staff. [More information here](https://www.citfin.cz/vse-o-citfin/).

**For more information, please contact**

Ruben Vančo, external communication

Mobile: +420 737 282 975

E-mail: [ruben.vanco@citfin.cz](mailto:ruben.vanco@citfin.cz)