



*Flourishment*

 **Salvos** Legal

Our people program

# About the Flourishment program

*We want to go beyond providing activities, programs and benefits that make this a pleasant place to work. We want to create an environment in which every person and every team can flourish. At Salvos Legal we call this our 'Flourishment' program.*

Psychologist Martin Seligman says, “to flourish is to optimise your wellbeing and get the most out of life. It goes beyond happiness to the ability to live a full and meaningful life regardless of circumstances. It’s about thriving, not just surviving.”

Obviously there’s no ‘one size fits all’ infallible recipe. We’re all different and have different strengths and needs. But according to Seligman, elements that are important to develop in order to flourish are:

- Healthy relationships
- Fitness
- Engagement (being interested and absorbed in what you are doing)
- Positive mindset
- Cultivating kindness, gratitude & hope
- Psychological Flexibility
- Resilience
- Meaning and purpose
- Positive spirituality (healthy connection to the transcendent)
- Strengths and values
- Positive emotions, experiences that bring joy, pleasure, contentment, pride, etc.

At Salvos Legal we are committed to providing an environment that helps our people to flourish. We have created our health & wellbeing program to support this and we are always open to suggestions for continuous improvement.

# What does Flourishment involve?

- **Promoting an actual work-life balance**
- **Wellbeing meetings**
- **Professional performance reviews**
- **Staff Assistance Program**
- **Professional support**
  - Induction
  - Mentoring
  - Professional and skills development
- **Staff Lunches**
- **Innoventions**
- **FOG (Fun Organising Group)**
- **Fitness activities**
  - Boot camp
  - Sports competition teams
  - Running / walking
- **Chaplaincy**
- **Participation in feedback and improvement**
- **Personal growth and learning resources**
  - Psychological flexibility
  - Resilience
  - Healthy spirituality
  - Assertiveness training
  - Boundaries
  - Distress tolerance
  - Dealing with perfectionism & procrastination
  - Dealing with mental illness
- **Owning the world-changing work that our people make possible**
- **Making history**

# Actual work-life balance

## **Actual work-life balance (not just lip service to it!)**

A healthy work-life balance is the ideal position for all staff. It is particularly important within the legal profession, and among people who are highly motivated to make a positive contribution to social justice and the good of humanity.

While it is the responsibility of all staff to seek a work-life balance in their individual circumstances, Salvos Legal seeks to assist in the following ways:

- Provision of our Flourishment program and chaplaincy services
- Having a formal policy of restricting all non-urgent after hours work
- Having a fair and more achievable billable hour budget/case load than comparable law firms
- Encouraging commercial and support staff to be involved in humanitarian work or attendance at advice bureaus on a regular basis (with a time in lieu policy in place) in order to provide context for their own role
- **FIVE WEEKS** paid leave a year instead of the industry standard of four weeks
- A generous paid parental leave program
- Financial support for ongoing professional study



# Owning the world-changing work that our people make possible

## Your Matters Matter!

- At Salvos Legal, we are constantly mindful of the equally valuable contributions made by all members of all of our teams, no matter what kind of work they do with us.
- We recognise that a Humanitarian outcome cannot be made possible without the financial support of our Commercial practice groups and we also recognise that without the *purpose* of our Humanitarian work, there is no reason for us to do the Commercial work.
- With this in mind, each month we share a true, de-identified story of a Humanitarian client we have assisted. These are real lives, real facts, real transformations, made possible only because of the contributions of our combined efforts.
- These stories are significant and they range from people being reunited with loved ones, to people avoiding an unjust gaol sentence, to refugees finding protection, to children and vulnerable persons being protected from situations of harm; our people are there when our clients are facing their most difficult times. We take pride in sharing these stories and in claiming these victories for those whom we serve. For all who work with our teams, these stories are evidence that their matters matter!



### Your Matters Matter - Jean

salvoslegal.com.au • Jean, a pensioner who suffers from depression and anxiety, was referred to Salvos Legal Humanitarian's Goodna office by a private law firm after Jean was refused Legal Aid. Jean needed assistance with an Application for a Peace and Good Behaviour...



### Your Matters Matter - Trevor

salvoslegal.com.au • Sometimes you never know where life will take you, even when you have planned it very carefully. In early 2014, I received a telephone call from Trevor. He was speaking very quickly, almost as if he had limited time to tell his story. On Christmas...

# Making history at Salvos Legal

## History-makers

Salvos Legal is deeply rooted in history, and at the same time, we are making history.

In 1890 the Founder of The Salvation Army, General William Booth described his vision for what he dubbed 'The Poor Man's Lawyer', stating:

*“And as a child needs a mother to run to in its difficulties and troubles, to whom it can let out its little heart in confidence, so men and women, weary and worn in the battles of life, need someone to whom they can go when pressed down with a sense of wrongs suffered or done, knowing that their confidence will be preserved inviolate, and that their statements will be received with sympathy.*

*I propose to attempt to meet this want. I shall establish a department, over which I shall place the wisest, the pitifullest, and the most sagacious men and women whom I can find on my staff, to whom all those in trouble and perplexity shall be invited to address themselves. It is no use saying that we love our fellow men unless we try to help them, and it is no use pretending to sympathise with the heavy burdens which darken their lives unless we try to ease them and to lighten their existence.”*

At Salvos Legal, we have the benefit of the guidance from history for our purpose and the boldness of an innovative 21<sup>st</sup> Century business model.

We are a multiple award-winning firm, being watched from all corners of the globe, and noted as a pioneer in the future of the provision of access to justice for those in need.

We are constantly speaking with other jurisdictions about how they can replicate our model and indeed, our strategic plan includes our ambitious goal of being able to assist other organisations throughout the world to do the same thing we do, such that we are indirectly impacting over 1,000,000 free cases for people in need every year.

As part of Salvos Legal, our people are thus an important part of history.





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