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Case Study: Mallesons Stephen Jaques

Making Flexibility Work

Who is Mallesons Stephen Jaques?

Mallesons Stephen Jaques is a commercial law firm advising major corporations and financial institutions in Australia and Asia. We are resourced by approximately 2000 partners and staff, of which over 1000 are legal staff. We have offices located in Brisbane, Sydney, Melbourne, Canberra, Perth, Hong Kong, Beijing, Shanghai and London.

Challenges

Supporting working parents has been a long term business priority for Mallesons. In 2002 Making Work Work Together was launched followed soon after by Making Flexible Hours Work Together providing a framework to support flexibility and working parents.

Since that time the flexibility agenda has seen a significant shift away from the stereotypical working parent, to an offering that is attractive to all our staff. Our aim was to identify a product in the market that would enable us to update and refresh our existing materials reflecting the needs of a diverse and broad workforce.

Solutions

The Mums@work Flexible Work Toolkit provided us with a contemporary, innovative & comprehensive framework which complimented our existing materials. The cost effective kit enabled us to tailor our own materials based on the Mums@work kit.

A key aim was to raise the profile and awareness of a number of existing programs and initiatives through case studies and showcasing a wide range of current flexible work arrangements, which we have been able to achieve.

Results

Our business strategy is built on the service value profit chain which has talent management and retention of staff as a key enabler to delivering great client service and achieving business results.

We continue to remain focused on providing our staff with support and resources to effectively manage their health & gain balance between work and life.

290 people (14% of Mallesons staff) reported using a flexible work arrangement. Of these statistics;

- 10% of lawyers have flexible work arrangements.
- 94% of those with flexible arrangements are women.
- 22% of partners are women.
- Seen a considerable increase in applications for Swap pay for Leave, with males representing 18% of applications.



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Future plans

In 2009 we will see the launch of the Diversity Council. The Diversity Councils charter will include a review of our achievements over the past 5 years and what the areas for focus will be going forward.