

Maddocks

Maddocks is a rapidly-growing law firm. The firm has experienced increases in production-based revenue averaging 17% in each of the past two years. Total staff numbers have risen by 10% in the past twelve months. We have lower than industry average staff turnover. In the latest climate survey, 92% of our people stated they were proud to work at Maddocks (a clear indicator that staff morale is very high).

[<CEO available for interview>](#)

We have ten women partners of 44 total (23%) which, although lower than ideal, is above average for medium to large law firms. There is one female member of the Board (of seven). This female equity partner and board member also chairs two important committees - Women's Networking and Maddocks CareerNet (a program developed for lawyers up to and including senior associate level to improve skills necessary to accelerate personal and professional development).

[<Female board member available for interview>](#)

Of the ten promotions to senior associate over the past year, seven have been women. Both lawyers promoted to Special Counsel are women, and both senior associates promoted to partner were men.

[<Female Special Counsel specialising in litigation available for interview>](#)

The paid maternity leave has recently increased from six weeks to a minimum of six weeks and a maximum of twelve weeks, based on length of service. We also offer one week paid paternity leave.

[<HR Director available for interview>](#)

All but one of the women who went on maternity leave returned. One returned full time (she was an articled clerk, and chose to return full time in order to complete her articles and become admitted as a solicitor), the rest returned on a part time basis. One staff member resigned after taking her second period of parental leave, although flexible working arrangements would have continued to be available to her if she had chosen to return. The fact we have been able to accommodate every woman returning from parental leave who has sought flexible working arrangements shows the success of our parental leave policy. [<Female partner working part-time following birth of first baby available for interview>](#)

The Chairman has actively promoted the part time partner policy and when one of our female partners recently commenced twelve months maternity leave, he worked with her on a strategy to manage her practice and clients in her absence. Two other more junior female lawyers were moved into her area, and are managing her practice under the guidance of the practice group head.

[<Chairman, Practice Group Head and/or female partner available for interview>](#)

Whilst we have always accommodated part time requests, we are now actively looking to recruit part time staff to senior roles in the firm. This highlights the CEO's recognition that flexible work practices can be successful even at a very senior level. We currently have 36 staff working on flexible work arrangements – three of whom are men. Of the 36 people on flexible work arrangements, 14 are senior staff.

[<Senior experienced and mature-aged ex-Mallesons male partner now working part-time at Maddocks available for interview>](#)

Three high profile ex-partners of a large national law firm work part time as senior consultants and special counsel (two male and one female), one female partner works part time and five female senior associates work part time. In our practice support areas, two senior female HR staff work in a job share arrangement and three female senior managers work part time. Both the financial controller and accountant are females.

[<All available for interview>](#)

One of the current issues facing law firms is the globalisation of the legal profession, which has resulted in an exodus of junior to mid level lawyers to overseas markets – primarily the UK, US and Middle East. We have recognised that, and encourage our lawyers who choose to practice overseas to take a leave of absence rather than resign. This has been successful, and we have seen a number of our lawyers of the past few years return to the firm following such a period of leave.

[<Lawyers available for interview>](#)

Media Contact:

Anna Cousins | Corporate Communications

Maddocks

Direct 61 3 9240 0784 | Facsimile 61 3 9288 0666 | Mobile 0400 988 722

Email anna.cousins@maddocks.com.au

140 William Street | Melbourne Victoria 3000

www.maddocks.com.au