

48 **Mishcon de Reya**
 Legal firm

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TOP RANKS	
Personal growth	35th
Fair deal	37th
My company	39th
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Male/female ratio	42:58
Average age	37
Staff turnover	21%
Earning £35,000+	62%



Summer fun: Mishcon de Reya lawyers join the fun at their staff children's party

Nick Strugnell

MARKET CONDITIONS MAY have toughened but values at Mishcon de Reya have remained the same and the law firm's continued efforts to raise levels of staff engagement have moved it 21 places up the list this year.

To boost morale and ensure a feeling of inclusion among its 342 employees, the company has increased the level of internal communication, particularly highlighting all the positive activities that are happening within the organisation. It now holds more regular company-wide meetings to keep people informed. Staff say managers speak openly and honestly with them, believe they can make a difference in the firm, and love working for it, earning it positive scores of 76% on all three points.

To ensure that employees are aware of its work towards making a difference to the environment and the local community, the London-based firm

has responded to their feedback by revitalising its approach to both corporate social responsibility and by improving its recycling efforts. It is more aware of its carbon footprint too. Our staff survey results reveal that people are noticing, with positive scores of 72% and 64% respectively, ranking it in the top 40 on both these issues.

Opportunities to learn and grow are not limited (65%, a top 25 result), staff say their job is good for their own personal growth (77%), work is stimulating (74%, a top 30 score) and the experience they gain is valuable for their future (75%). With Mishcon de Reya's first international office opening in New York this year, employees

are understandably excited about where the organisation is going (74%).

Staff at the firm, which spends £280 per head on social events, are happy with the pay and benefits (66%, a top 40 score) and are proud to work for the company (81%, ranking it 30th).

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