

News

BCLP LAWYERS TO EARN BILLABLE HOURS CREDIT FOR CITIZENSHIP INVESTMENTS AND REWARD FOR HIGH PERFORMANCE WITH NEW 'VACATION BONUS' INCENTIVES

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Bryan Cave Leighton Paisner (BCLP) is proud to introduce its new comprehensive global investment hours policy. The policy rewards lawyers with billable hours credit outside of client work for time spent on learning, diversity, wellbeing, knowledge and innovation. In addition, BCLP will reward high performance with new wellbeing initiatives or a “vacation bonus” to incentivize time off.

NEW CREDIT CATEGORIES

The first prong of BCLP’s innovative, two-pronged policy allows lawyers to allocate up to 5% of their billing time to endeavors outside client work, which contribute toward their bonus eligibility. The scope is intentionally broad, so that lawyers have the ability to dedicate time in any of the following categories:

- Inclusion & Diversity and Wellbeing
- Recruiting
- Learning & Development
- Knowledge Management & Innovation

NEW 'VACATION BONUS' INCENTIVES

Enhancing the policy further, the second prong of BCLP’s approach focuses on the overall wellbeing of the individual by introducing new time-off bonus incentives. Under this policy, once a lawyer reaches the first bonus eligibility level for their jurisdiction, they become eligible to receive billable hours credit for a week of vacation leave taken during the financial year, ensuring lawyers feel comfortable taking the time out. The policy serves to reward our lawyers for their hard work and encourage all lawyers to take time-off to explore outside interests and spend valuable time with

family and friends. Additionally, when a lawyer reaches the highest bonus eligibility target, BCLP will contribute a cash “vacation bonus” in a local currency equivalent.

Co-Chairs of the firm Lisa Mayhew and Steve Baumer “are very proud of our new global investment hours policy, which is focused on recognizing and rewarding the wide range of valuable contributions made by our lawyers to BCLP’s culture and community. It has also been carefully designed to support the mental and physical health of those working at the firm, which sits directly in line with our firm values.”

Global Director of Inclusion and Diversity and Recruitment, Lloyd Stephenson, said “at BCLP we are looking to encourage a more holistic view of success and are pleased to be getting this broad policy in place firmwide. We see this as a great opportunity to ensure that our lawyers are taking the necessary breaks in order to protect their mental health while also contributing to the culture and long-term success of the firm behavior. Inclusion, diversity and wellbeing of our people remain priorities for the firm, and we see this policy as one that supports our ambitions on this front.”

MEET THE TEAM



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