



THE SALVATION ARMY UNITED KINGDOM TERRITORY
WITH THE REPUBLIC OF IRELAND

POSITIONAL STATEMENT

WORK

The Salvation Army believes that work, at its best, is an offering of time, service and creativity to God and the community.¹

Good work reflects the justice and righteousness of God's Kingdom² and his continuing purpose in creation. Its characteristics include:

Dignity – both work and worker have a genuine value to society and workers should be treated with respect.

Mutuality – workers should willingly give an account of their actions, and employers should fulfil their duty of care toward workers.

Livelihood – paid work should result in sufficient income and leisure time for a healthy life, giving opportunity to learn and to make provision for events such as illness, unemployment and retirement.³

Work needs to be part of the rhythm and balance of a full life,⁴ with time for rest, reflection and relationships.⁵ The Salvation Army advocates the biblical principle of keeping one day a week free from work to maintain a healthy work-life balance.⁶

All good work, including that carried out by carers, parents and volunteers, is to be valued as service to God and neighbour.

The Salvation Army depends upon the unpaid work contributed by its members and volunteers and seeks to make it 'good work'.⁷

Everyone has a God-given purpose in life in which we are called to live in a way most appropriate to the gifts and opportunities provided by God,⁸ and for some this means being called to the distinctive vocation of full-time Christian ministry.⁹

Salvationists are expected to work with integrity as an expression of their covenant with God.

Exploitative and unfair discriminatory employment practices are unacceptable as they fail to recognise the value and dignity of every individual. The Salvation Army takes seriously its legal and ethical responsibilities as an employer, contractor, purchaser and investor. It seeks to support those experiencing difficulties related to work or lack of work.

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¹ In preparing this statement we have drawn upon the CTBI 1997 Report, *Unemployment And The Future Of Work*, which represents an ecumenical understanding of work.

See also *Ephesians 6:7* NIV

² *Matthew 5: 6, Romans 6:23, Ephesians 2:8–10* NIV

³ *Jeremiah 22: 13–17* NIV

⁴ *Deuteronomy 5:13* NIV

⁵ *Genesis 1:1 - 2:4* NIV

⁶ *Exodus 20:9-10* NIV, *Matthew 12: 12, Mark 2: 27-28* NIV

⁷ See definition of 'good work' in the second paragraph in particular dignity and mutuality.

⁸ *Matthew 25: 14-30*

⁹ While some are called to full-time Christian ministry as officers, The Salvation Army believes that there is not a hierarchy of spiritual priesthood, but that within each person's God-given purpose in life Christians have the responsibility of being faithful witnesses to his salvation. See also 1 Peter 2: 9