



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 Kingdom⁽²⁾ 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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Footnotes

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
2. 'Blessed are those who hunger and thirst for righteousness, for they will be filled' (Matthew 5:6). See also Romans 6:23 and Ephesians 2:8-10.
3. "Woe to him who builds his palace by unrighteousness, his upper rooms by injustice, making his subjects work for nothing, not paying them for their labour. 14 He says, 'I will build myself a great palace with spacious upper rooms.' So he makes large windows in it, panels it with cedar and decorates it in red.15 "Does it make you a king to have more and more cedar? Did not your father have food and drink? He did what was right and just, so all went well with him. 16 He defended the cause of the poor and needy, and so all went well. Is that not what it means to know me?" declares the LORD. 17 "But your eyes and your heart are set only on dishonest gain, on shedding innocent blood and on oppression and extortion" (Jeremiah 22: 13-17).
4. 'Six days you shall labour and do all your work' (Deuteronomy 5:13).
5. See Genesis 1:1 - 2:4.
6. 'Six days you shall labour and do all your work, but the seventh day is a Sabbath to the LORD your God. On it you shall not do any work, neither you, nor your son or daughter, nor your male or female servant, nor your animals, nor any foreigner residing in your towns' (Exodus 20:9-10). See also Matthew 12: 12 and Mark 2: 27-28.
7. See definition of 'good work' in the second paragraph in particular dignity and mutuality.
8. See 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.

key words

justice – the right thing, the fair thing

righteousness – the condition of being morally right, without sin

give an account – give a description

sufficient – enough

make provision – give space, time,

resources for something

advocate – argue in favour of something

vocation – a call to do or be something

integrity – good moral character, honesty

covenant – a special agreement

exploitative – taking advantage of someone for your own gain

discriminatory – unfairly treating a person or group

dignity – feeling of self-worth

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