

## Media Release

### South Africa: a continent of opportunity

Director of Shiftwork Solutions Jim Huemmer is pleased to announce the opening of Shiftwork Solutions' operation in South Africa this month.

Mr Huemmer said South Africa is a continent of opportunity for global businesses with many in the country currently achieving double-digit growth.

With the European market achieving zero percent growth, global businesses such as BHP Billiton, Xstrata, Rio Tinto, Chevron, Shell, IBM, and Toyota are all looking to South Africa.

"Millions of people in South Africa only have access to the most basic of services. With a large and growing population, the country has strong potential for growth," Mr Huemmer said.

In South Africa, 25 per cent of the population remains unemployed, and the hourly/daily wage for employees is significantly less compared to many other countries.

"There is a lot of tension between employees and their employers over working conditions and wages, which has the potential to affect employee satisfaction, productivity and safety. The number of quality and safety-related incidents occurring in the country would not be acceptable in a developed country like Australia."

"Shiftwork Solutions' expertise and years of experience are of great benefit to businesses in South Africa as they work through these significant challenges."

The new office will be led by Andrew Harding, who has spent the past three years living and working in the country and is well acquainted with the key issues affecting South African businesses and organisations today.

"Andrew has valuable and practical experience in working in different organisations and solving roster issues. Under Andrew's leadership in South Africa, Shiftwork Solutions is helping employers and employees work together and realise their potential for growth."

Shiftwork Solutions is a specialist company with a strong history for optimising shifts and rosters to better enable organisations to balance people, resources and safety. Shiftwork Solutions offer proven processes, tailored to organisational needs and involve employees, supervisors and managers to implement. They specialise in roster design and optimisation for organisations across all sectors, including mining, energy, transport, manufacturing and government.