



INTRODUCTION



Shiftwork Solutions is Africa's only provider of customised roster solutions. Our unique consultative approach to roster design has proven so successful that most of our client base is referred.

The Shiftwork Solutions team has many years of practical shiftwork experience and many more years of experience solving roster issues. We design and facilitate real workplace changes, driving projects through to implementation and providing ongoing support.

We have worked throughout the world and developed an extensive database of roster options, cost saving solutions, employee shiftwork preferences, implementation strategies and health and safety information. Combined with our thorough working knowledge of award conditions, workplace agreements and pay policies, our approach can resolve any roster issues and improve operational performance.

OUR APPROACH



In partnership with managers, employees, unions and other stakeholders, we identify and evaluate three key areas of your operation – business needs, employee needs and health and safety requirements. From this evaluation we develop roster solutions that exceed expectations.

BUSINESS NEEDS

The impact of your roster affects more of your business performance than most realize or expect. A roster is more than just coverage and costs. Some of our clients' common business needs include:

- designing rosters to match changing workload demands
- increasing productivity, quality and operating capacity
- improving equipment utilisation
- reducing overtime and idle time hours
- building opportunities for training, communication, development, relief coverage and maintenance into work rosters
- delivering flexibility, team concepts and cultural change
- reducing hidden costs
- developing all work and pay policies for EBA negotiations
- identifying new opportunities to improve operations



EMPLOYEE NEEDS

We meet directly with all employees on their shifts, reducing misconceptions and rumours that can arise during times of change. During our sessions, employees have expressed needs that include:

- improving work cycles and recovery time between shifts
- obtaining more quality time off to spend with family and friends
- improving communication throughout the workplace
- obtaining more predictable lifestyles
- preserving current pay and benefits
- improving health and alertness
- actively participating in roster selection
- providing adequate training opportunities
- improving morale and job satisfaction

HEALTH & SAFETY NEEDS

Combining the latest industry research with our shiftwork expertise has allowed us to provide many businesses and employees with information to improve health and safety including:

- strategies to reduce safety incidents
- information on sleep, sleep deprivation, naps and fatigue
- how circadian rhythms affect alertness
- site specific roster coping strategies for employees
- health habits to increase alertness and improve well being
- shiftwork lifestyle education
- the use of alcohol, sleeping pills, caffeine, stimulants and nicotine
- the impact of exercise, diet and lighting
- information for partners and family members

OUR SERVICES



Shiftwork Solutions has developed the following specialised services to meet the needs of both day work and shiftwork operations:

- Roster Design
- Business Analyses
- Employee Participation
- Pay and Benefit Calculations
- Roster Implementation
- Industrial Relations
- Health, Education & Lifestyle Training
- Communicating Change (Facilitation)
- Customised Solutions (to fit all shapes and sizes)

For further information on our range of services, please visit our website:

www.shiftworksolutions.co.za

CONTACT US



“Please feel free to contact one of our roster consultants to discuss your rostering needs”

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