



**WORK LIFE BALANCE FOR STAFF IS THE WINNING COMBINATION  
AUSTRALIA'S I.T. EMPLOYER OF THE YEAR**

**10.00am 27 October 2004**

**Employees have voted Australian Project & Consulting Services as Australia's top IT employer for 2004, announced by ZDNet Australia magazine today. There are 1.179 million small businesses in Australia employing up to 19 employees (ABS), a figure that is increasing annually. More and more people are choosing working conditions, in particular flexibility and provision for managing a work life balance as a key motivator for their work place.**

Australian Project Consulting Services (APCS) have been up and running for 4 years, with 18 permanent and contract staff who manage a diverse client base specialising in IT compliance, project management, risk management, disaster recovery and planning winning substantial contracts for consulting to large organisations on specific compliance issues such as the recent US – Sarbanes Oxley deadlines.

Employees of Australia's IT companies were asked to nominate the best Australian IT company of the year. The employees of each company were put through a comprehensive confidential survey that included three categories – career and development, atmosphere and communication and technical environment. APCS employees voted the best employer of the year, an accomplishment that recognises APCS's unique and refreshing company attitude to its employees and the overall vibe of their company.

“When we formed APCS we decided that we wanted to develop a business that was consciously family friendly. Bearing in mind that we are in a service industry, we realized that we would only be as good as our staff and that our reputation would be heavily influenced by our ability to retain good people. Simply put, if we look after our staff, they will look after our business. Our continued success depends on them.” said Craig Dennis, Co-Founder APCS.

The ‘Sensis Consumer Report’ conducted in September 2004 reports 42% of Australians surveyed rate work as the biggest barrier to increasing leisure time. Spending time with family was nominated as Australian's 4<sup>th</sup> top leisure activity. Supporting the trend reflected in this years ZDnet Australia survey that more and more Australians are placing an emphasis on employers that provide work place flexibility and work life balance.

APCS's work culture includes:

1. Family friendly organisation that allows staff the flexibility to work from home. Staff are provided with broadband internet access at home so they have the choice.
2. Philosophy of shared ownership. Staff are encouraged to behave as if the business was theirs. They are regularly consulted about business direction, management issues, and marketing strategies.
3. Represent themselves as an ethical, independent and highly professional organisation that knows how to and when to have fun and when to be serious.
4. Above average remuneration, workplace social events, and the company's broader commitment to social justice.

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## A U S T R A L I A

Of the 30 companies that received nominations from their employees there was a sea-change in the type of company being nominated.

Previous winners of the ZDNet Australia IT Employer of the year have included some of Australia's largest IT companies, the strong performance of smaller companies this year showed that you don't have to be working with a big brand name to achieve job satisfaction.

'Employees of today thrive for a flexible working environment and strong leadership in their management team. Most employees are willing to put in long hours to ensure high levels of productivity but instead of monetary rewards, they seek a greater balance between work and family. It doesn't matter how big or small a company is. An employer which takes care of employees' welfare, first and foremost, will be sought after as the workplace of choice,' said Brian Haverty, Editorial Director, ZDNet Australia.

'It was extremely important for all of us when we set up the company to allow quality time for families and personal life. Technology has given us a lot of freedoms that ironically the IT industry is poor at putting into practice for staff. We maximise every opportunity to create flexible, manageable and inclusive work conditions for everyone,' said Craig Dennis, Co-Founder APCS.

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