MAKING THE FIFO CHOICE WORK
In 2013 Creating Communities Australia and FIFO Families collaborated to conduct the FIFO Life Survey. This independent, self-funded research targeted individuals who commuted long distance for their work. The objective of the study was to help inform companies and community stakeholders of how they might better support these workers to lead healthy, fulfilling and productive lives.

SURVEY METHOD
- Online survey, with 800 participants
- Sample was of individuals who commute long distance for their work
- Sample derived from various sources
- Conducted late May – early August 2013

SURVEY THEMES
- Demographics
- Work arrangements (roster etc)
- Induction
- Productivity level
- Health
- Satisfaction (Work, lifestyle etc)
- Retention factors
- Sentiment and loyalty towards company

The FIFO Life Survey covered a broad range of themes and elicited a significant amount of data. A selection of key findings are listed below. A full report including detailed findings is available for purchase by contacting Creating Communities.

- Male 80%, Female 20%
- Majority (78%) are aged 25 - 44
- Majority (70%) couple with children living at home
- Majority classified as overweight or obese (Total 76%, Male 80%, Female 50%)
- Majority (61%) have been an LDC worker between 2 – 9 years
- A quarter of respondents (25%) have been a LDC worker for a year or less
- Sector: Mining 52%, Oil and Gas 26%, construction 19%, other 3%.
- Most common rosters: 
  » 14 days on, 7 days off (18%)
  » 8 days on, 6 days off (17%)
- The preferred ideal rosters arrangements were 14 on / 14 off, or 7 on / 7 off
- Most are satisfied with their life working FIFO (62%)
  » Mining 68% satisfied
  » Construction 57% satisfied
  » Oil & Gas 55% satisfied
- Estimated productive hours are 85% of total paid hours
- Induction of family members into FIFO: 
  » 90% agree it is needed
  » 2% have attended this type of induction
- The key retention factors in order of importance to the worker are: 
  » Money/salary (80% high importance)
  » Job security (79%)
  » Family acceptance (75%)
  » Roster (75%)
Most satisfied with life working FIFO: Worker Characteristics

- **Female**
  - Single, separated, or divorced
  - Aged 35-44 years
  - Been working FIFO for 6+ years
  - Partner/spouse works FIFO
  - Higher income
  - Working in mining (as opposed to oil/gas/construction)

- **Working in administration**
  - Rostered 8 days on / 6 days off
  - Spends less time travelling to and from accommodation to work-site
  - Travels to and from the work-site during shift allocated hours

- **Relationship with Company**
  - Attended a formal induction into FIFO lifestyle
  - Felt their company understood the needs of them and their families
  - Felt they belong with their company
  - Have a strong sense of loyalty towards their company
  - Felt their company had been loyal to them
  - Would be happy to spend many more years working with their company
  - Rated their current employer as good or excellent
  - Unlikely to change employer in the next 12 months
  - Think they will remain working FIFO for 6+ years
  - Originally intended to work FIFO long term

Analysis of those who stated that they were satisfied or very satisfied with their life working FIFO found that the above characteristics represented the most satisfied workers.
Managing Change for LDC Workers

When a worker takes on a new role commuting long distance it can mean significant changes for them and/or their family. Companies can help manage this change and improve turnover, safety and productivity by putting in place a clear strategy of education and support.

Creating Communities is a unique multidisciplinary social and communications planning firm, formed in 1992. We aim to improve the way our clients connect and gain value from their communities by realising the potential mutual benefits that sit at the intersection of the interests of people, community, industry and government.

With extensive experience in working with industry, peak bodies, governments and communities and workforces, Creating Communities provides a solutions-driven approach to workforce mobility, through a range of specialist services that support employees, employers, host and source communities to grasp opportunities that make the FIFO choice work.

www.creatingcommunities.com.au

About Us

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Founded in 2010, FIFO Families engages with leaders in the resource industry to educate and support FIFO workers and their families, demonstrating that with the right level of preparedness, support and education, the FIFO lifestyle can be a positive and rewarding one.

FIFO Families engages with industry leaders who are at the forefront of the industry in terms of acknowledging the challenges of the FIFO lifestyle; in particular in terms of addressing the challenges of being separated from loved ones. These companies also know that there is a direct link between the well being of their workforce, their families and the company’s bottom line.

www.fifofamilies.com.au

SAVE $30K AVERAGE COST OF TURNOVER PER INDIVIDUAL; 10% REDUCTION IN TURNOVER

Savings ($3M per 1000 workers)

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FIFO LIFE SURVEY RESULTS

Further findings from the FIFO Life Survey can be purchased by contacting Creating Communities on (08) 9284 0910 or emailing andrew@creatingcommunities.com.au

Available reports include a full research report, as well as bespoke analysis for a broad range of specific survey themes, questions, or target groups, such as:

- Location (eg. Pilbara or Queensland)
- Sector (eg. Oil & Gas)
- Company
- Most loyal workers

» Coming soon: FIFO Partners and Family survey results

OTHER FIFO RELATED SERVICES

Creating Communities provide a range of insightful social planning, research and community development services, related to long distance commuting workforces including:

- Village community development planning and implementation
- Research, engagement and modeling
- Social impact assessment and mitigation planning services
- Attraction and retention strategies
- Social planning and management strategies
- Consultative services on accommodation and facilities design
- Credible third-party input for speaking engagements

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