

# FIFO LIFE SURVEY

## A survey of the long distance commuting workforce

*Full Results - 2014*



## Background

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 about the workforce and how they might better support these workers to lead healthy, fulfilling and productive lives.

# Methodology

## METHOD:

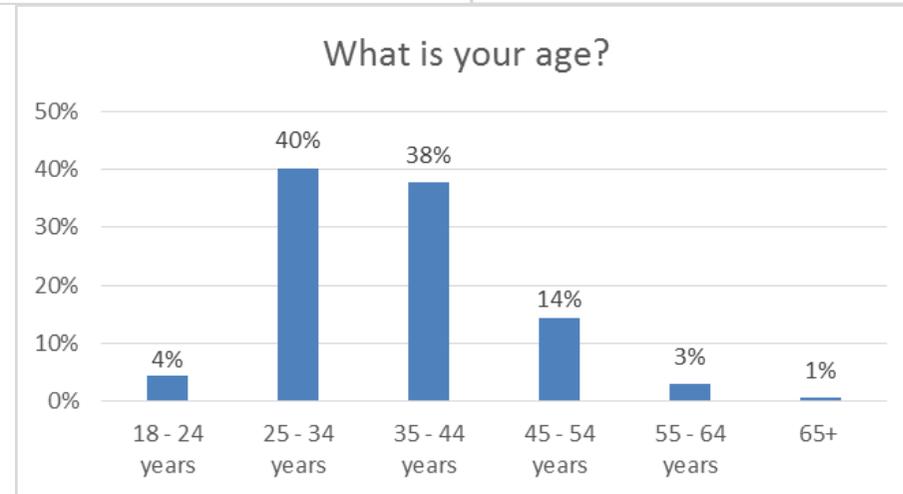
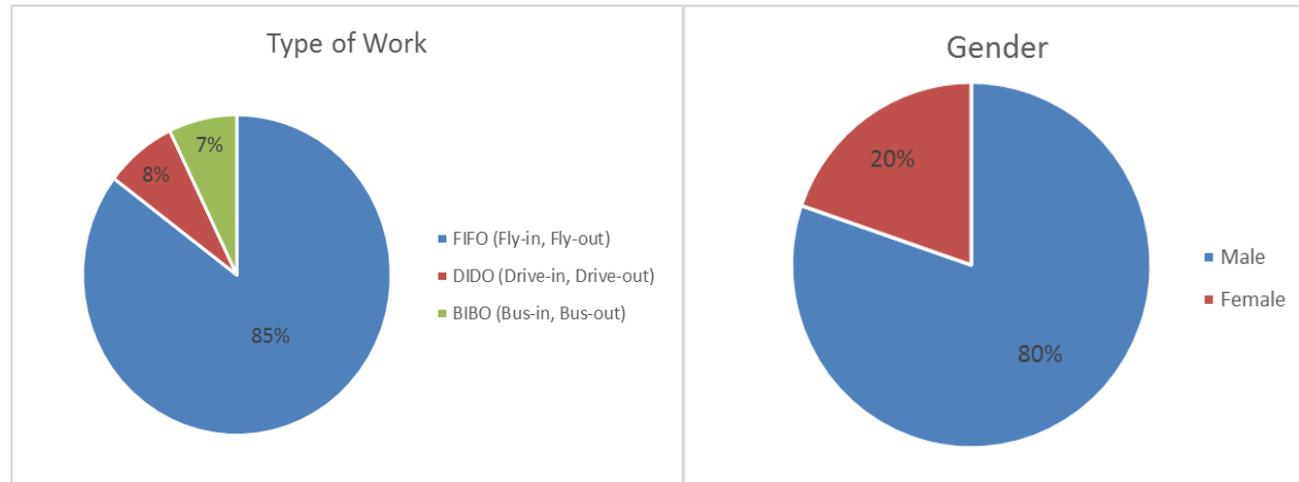
- Independent, self-funded research
- Online survey
- 800 participants
- Sample was of individuals who commute long distance for their work. Derived from various sources.
- Conducted late May – early August 2013
- Prize draw included

## SURVEY THEMES:

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

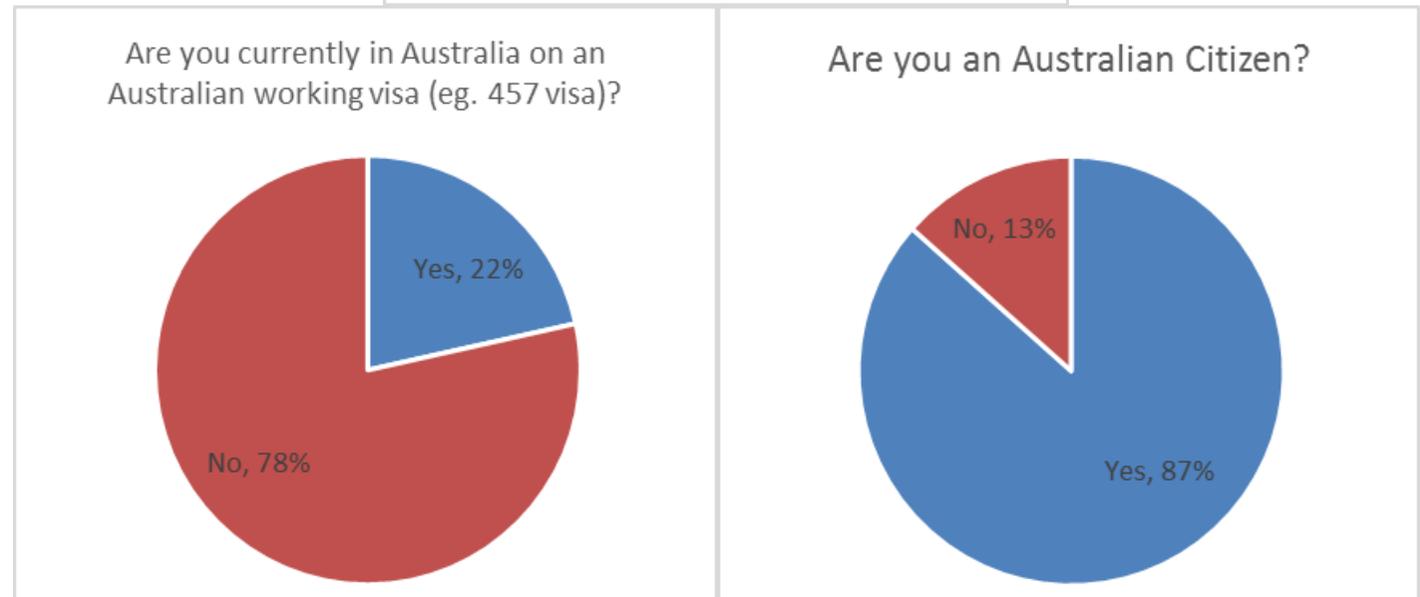
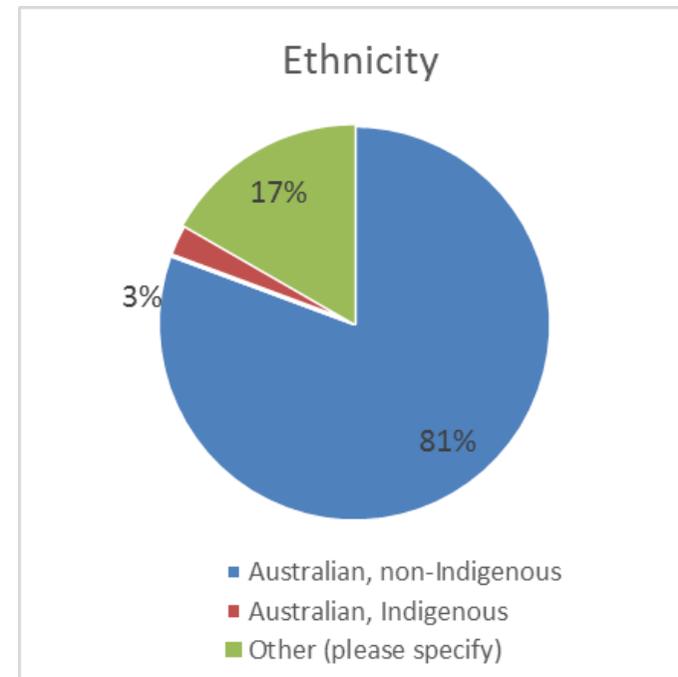
# Demographics

- Majority of respondents (85%) work Fly in, fly out (FIFO)
- The remaining 15% either Drive-in, Drive-out (8%) or Bus-in, Bus-out (7%)
- Majority of respondents (80%) are Male
- The remaining 20% are Female
- Majority of respondents 78% are between the ages of 25 and 44 years
- A small proportion of respondents (4%) are under the age of 24 years
- A small proportion of respondents (4%) are also over the age of 55 years



## Demographics (continued)

- Majority of respondents (81%) identify as Australian, non-Indigenous
- A small proportion (3%) identify as Australian, Indigenous
- The remaining (17%) identify as other, including: UK and Ireland, New Zealand, America, Asia, Europe and Africa
- Majority of respondents (87%) identify as an Australian Citizen



# Health

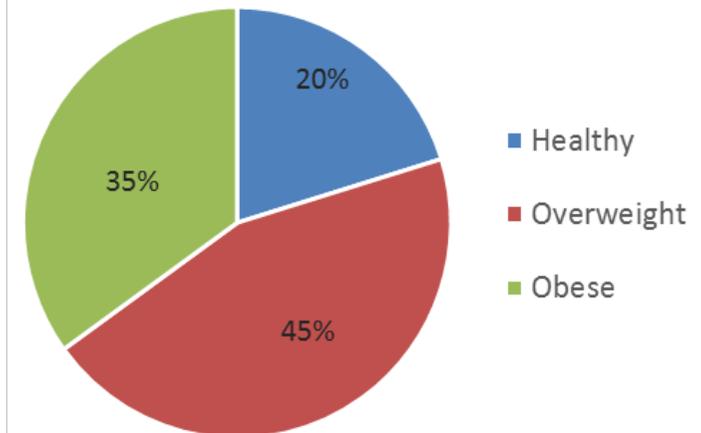
## MALE

- Majority of all male respondents (80%) classified as overweight (45%) or obese (35%)
- Average male BMI is 28.8 (overweight). This is higher than the Australian male average of 27.9\*

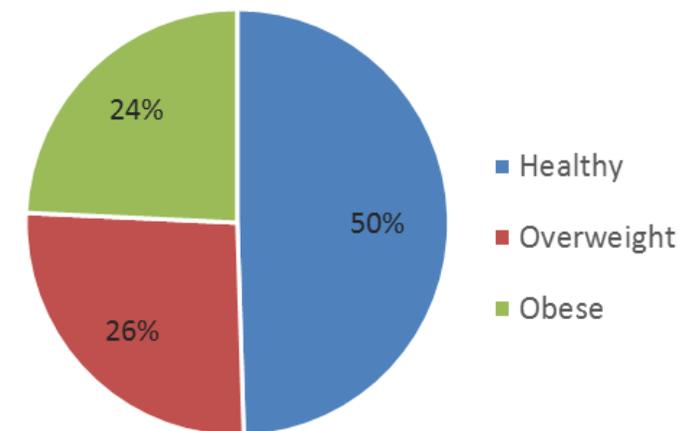
## FEMALE

- Half of all female respondents (50%) classified as overweight (26%) or obese (24%)
- Average female BMI is 26.9 (overweight) which is slightly lower than the Australian female average of 27.2\*

BMI Category - Male



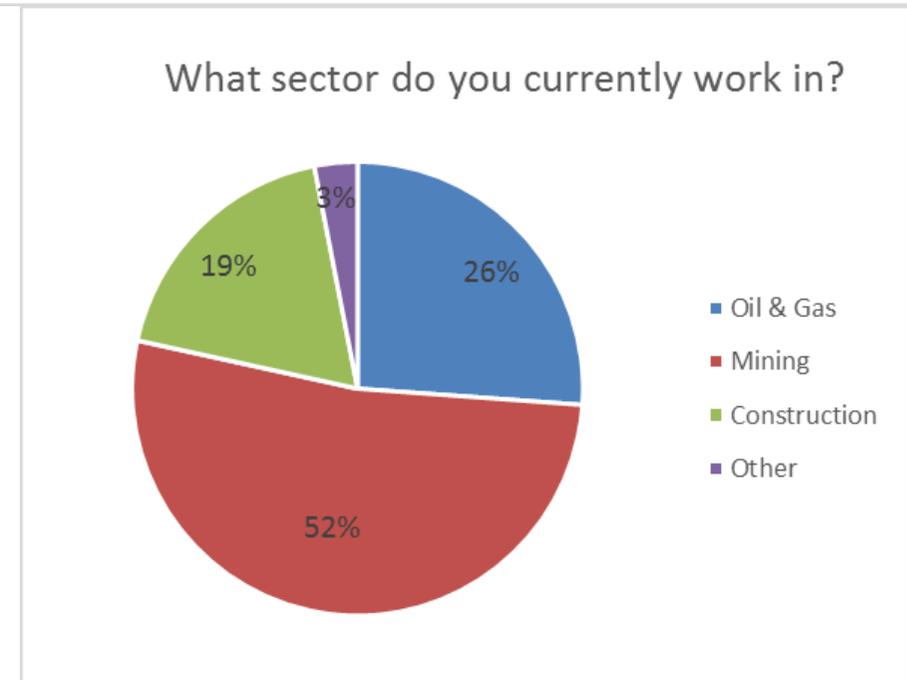
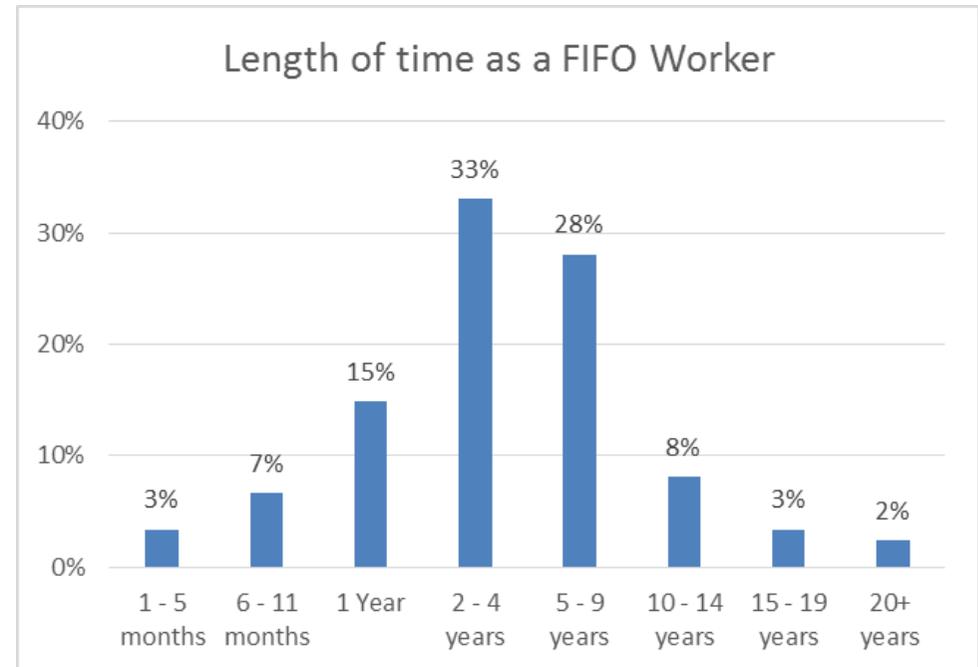
BMI Category - Female



\* 2011/12 Australian Health Survey, Australian Bureau of Statistics

## Being a FIFO worker

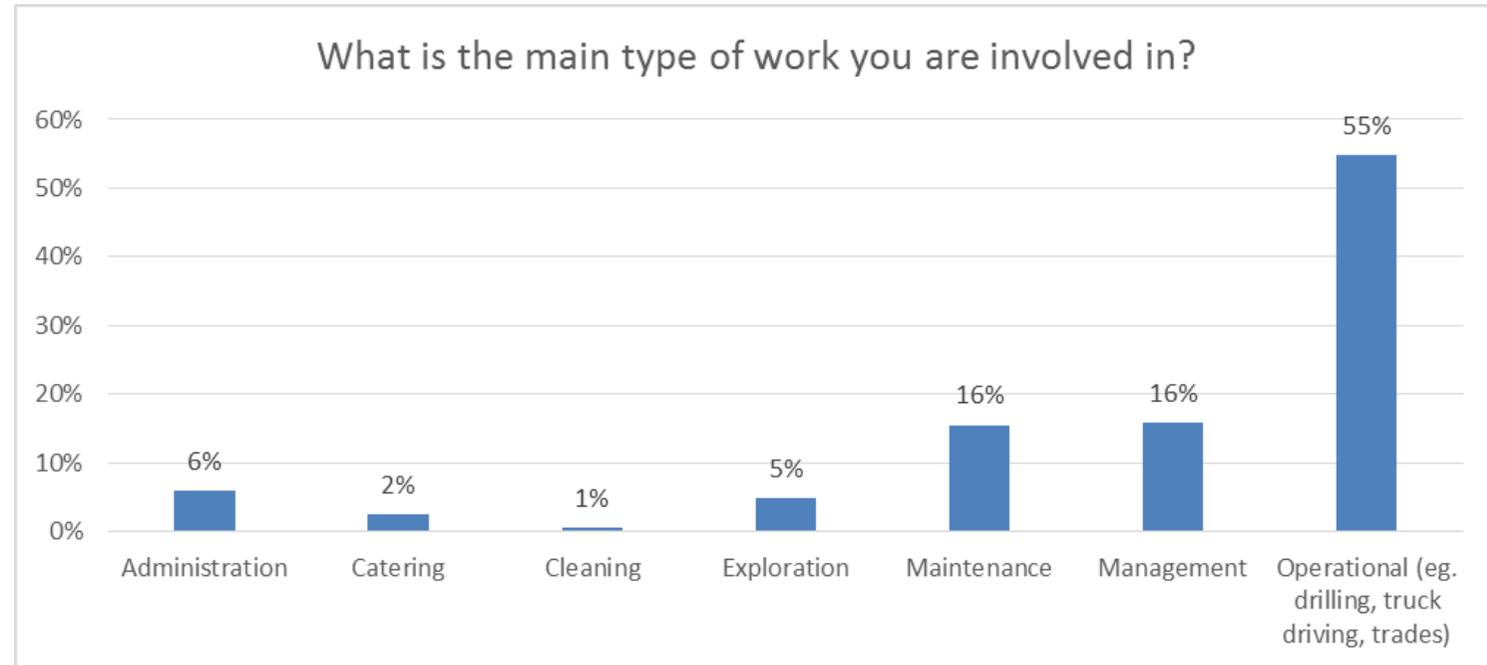
- Majority of respondents (61%) have been a FIFO worker between 2 – 9 years
- A quarter of respondents (25%) have been a FIFO worker for a year or less
- The remaining (13%) have been a FIFO worker for 10 or more years, with 2% working for more than 20 years
- The average number of FIFO jobs a respondent has had is 2
- Just over half of the respondents (52%) working in the Mining sector whilst a quarter (26%) work in the Oil and Gas, followed by a smaller proportion (19%) working in the construction sector



## Being a FIFO worker (continued)

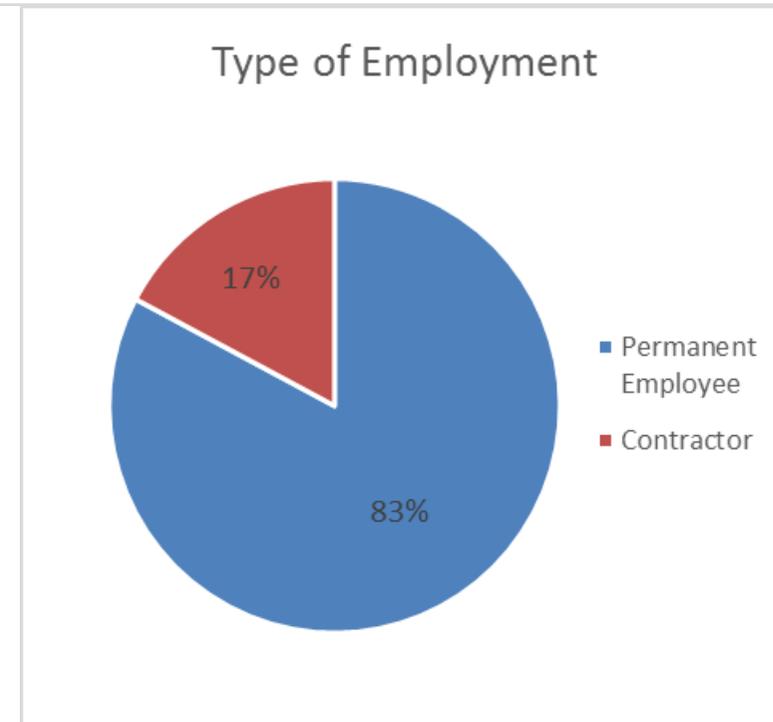
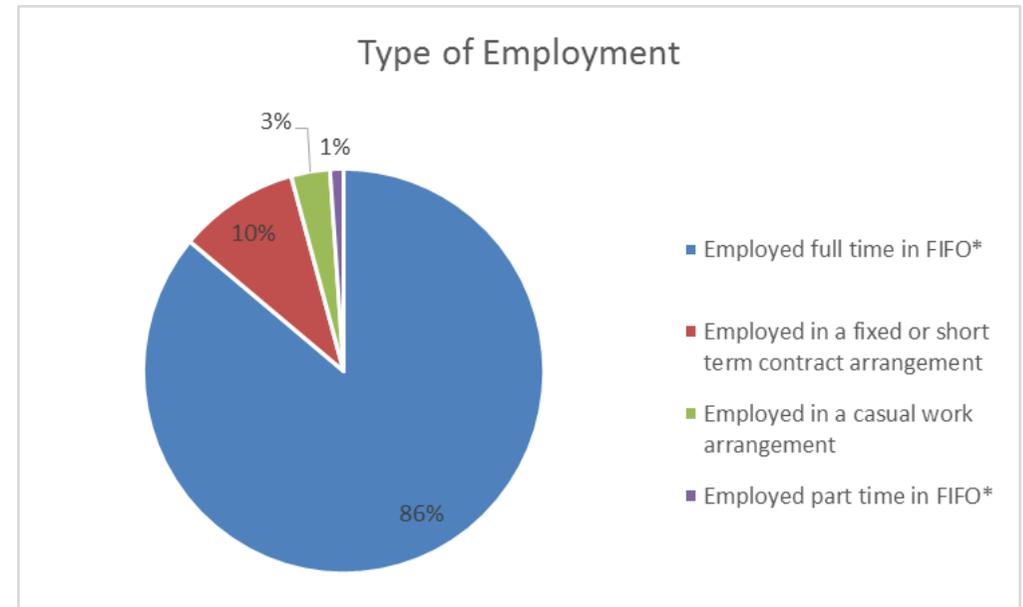
- The main type of work respondents are in varies with the top three main type of work respondents involved in being:

- Operational (55%)
- Management (16%)
- Maintenance (16%)



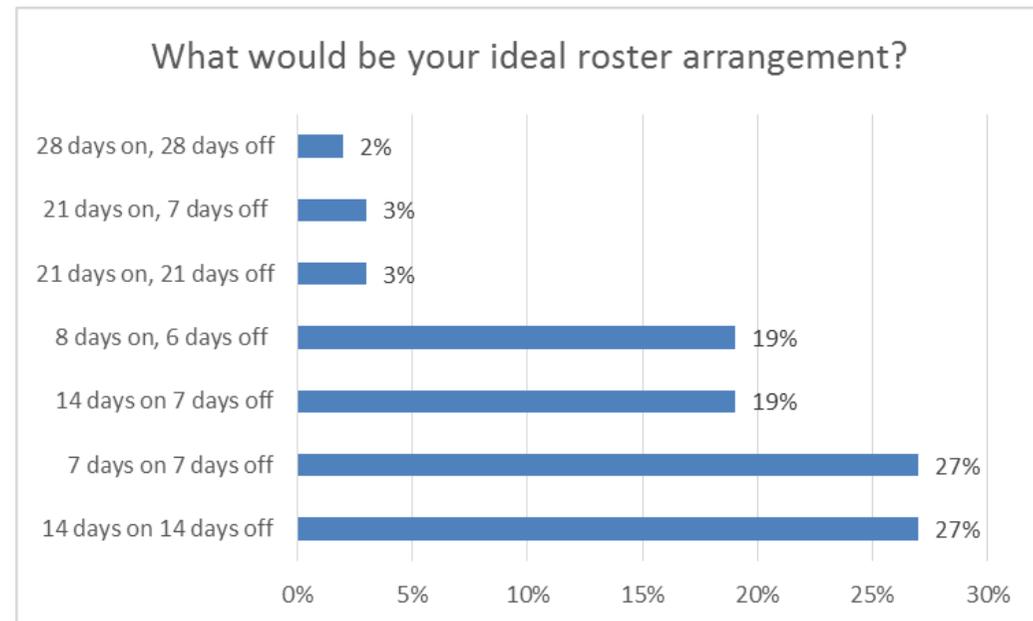
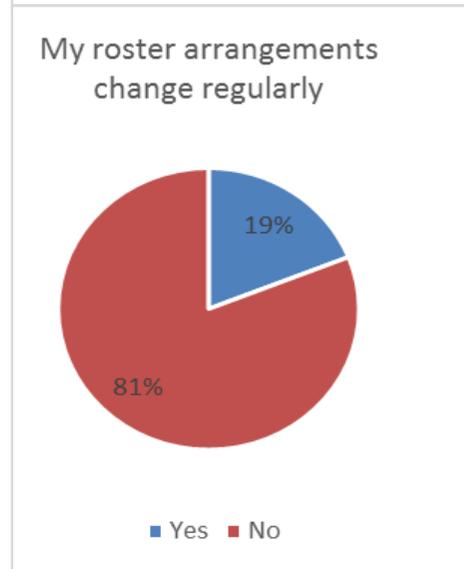
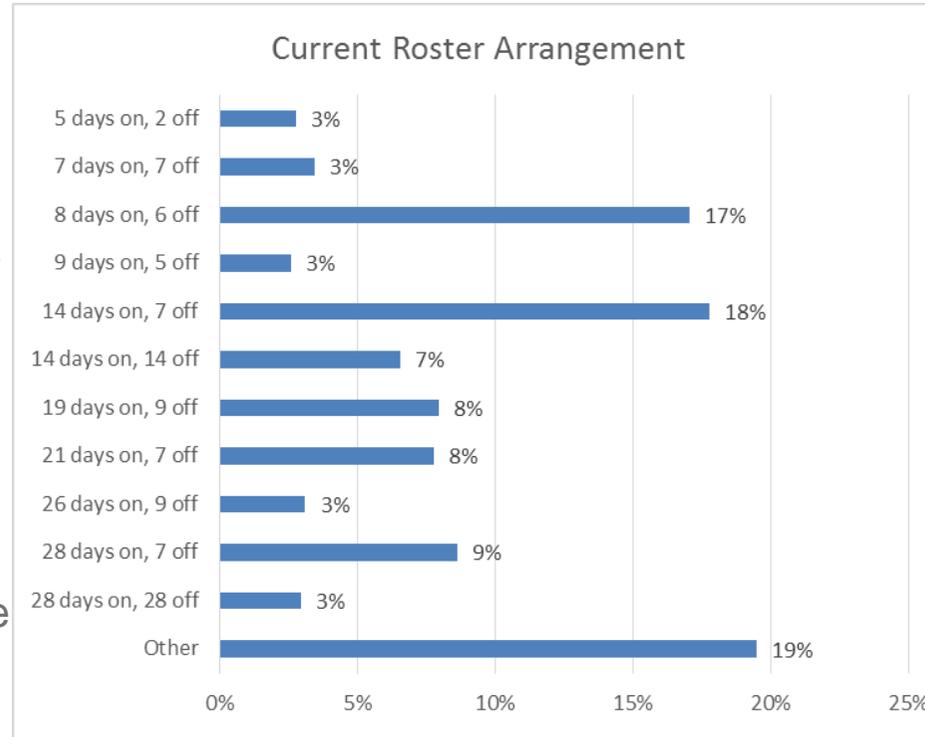
# Type of employment

- Majority of respondents (86%) are employed Full-Time in FIFO
- Only 10% of respondents are employed in a fixed or short term contract arrangement
- The remaining 4% of respondents are employed in a casual work arrangement (3%) or Employed part time in FIFO (1%)
- Majority of respondents (83%) are employed as a permanent employee
- The remaining 17% are employed as a contractor



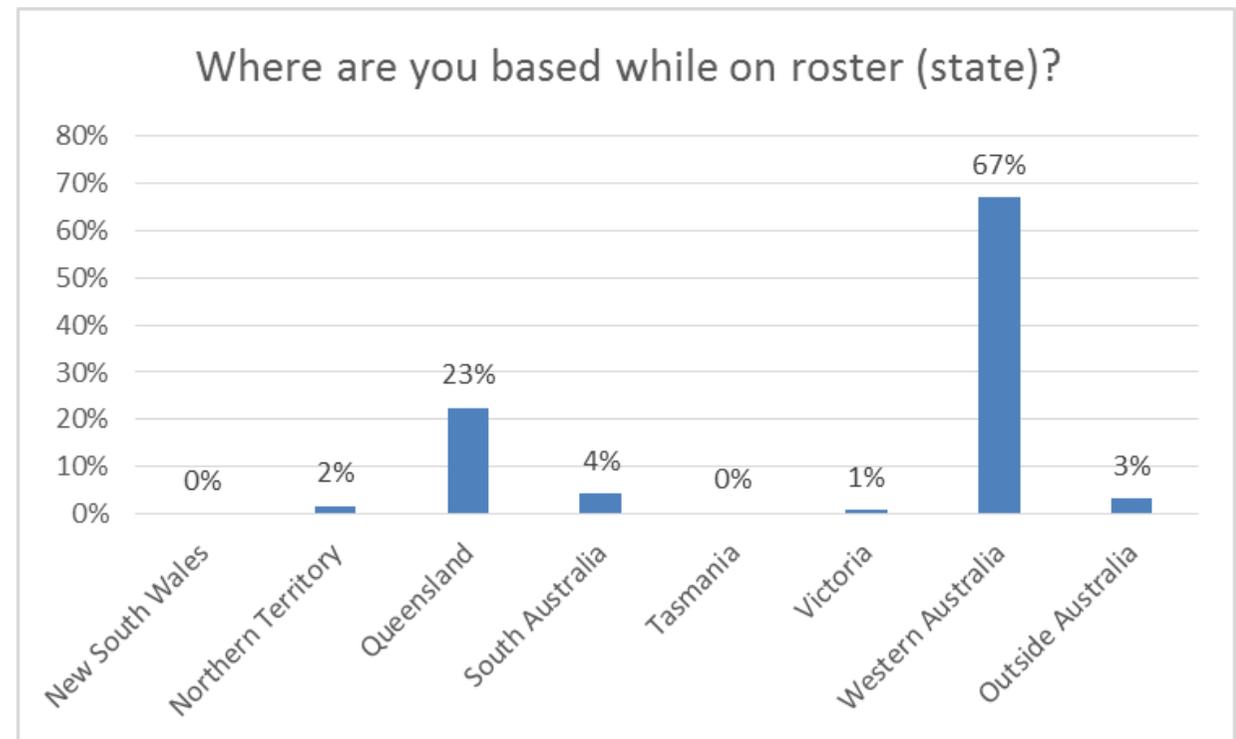
# Roster

- A wide variety of roster arrangements were mentioned.
- The most common rosters were:
  - 14 days on, 7 days off (18%)
  - 8 days on, 6 days off (17%)
- Majority of respondents (81%) noted that their roster arrangements change regularly
- The most commonly mentioned ideal rosters arrangements were:
  - 14 days on, 14 days off (27%)
  - 7 days on, 7 days off (27%)
  - 14 days on, 7 days off (19%)
  - 8 days on, 6 days off (19%)



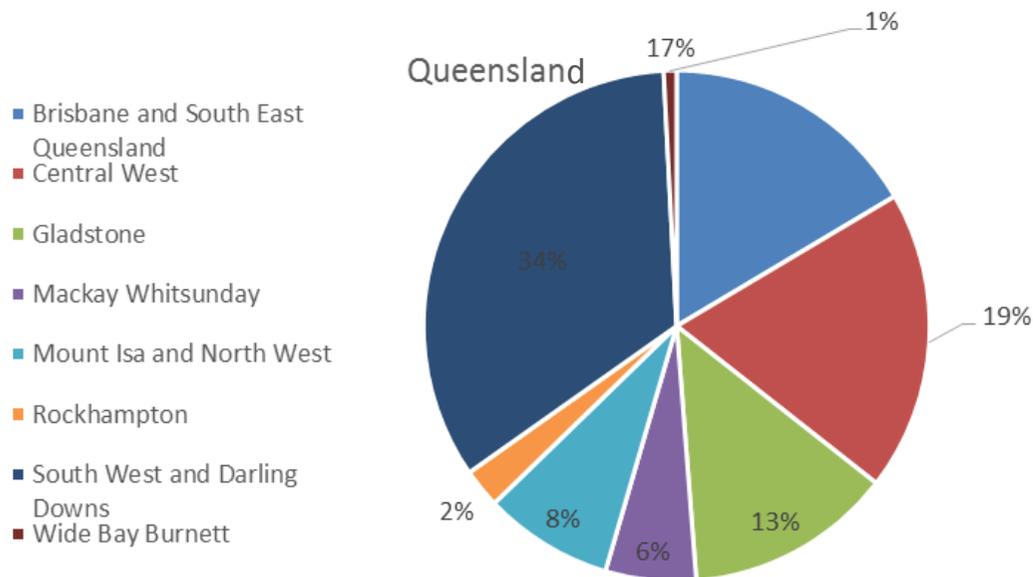
## Location – on roster

- Majority of respondents (67%) are based on Western Australia
  - With Majority (73%) located in the Pilbara
- Just under a quarter of respondents (23%) are based in Queensland
  - With majority (34%) located in the South West and Darling Downs
- A small portion are based Outside of Australia (3%)

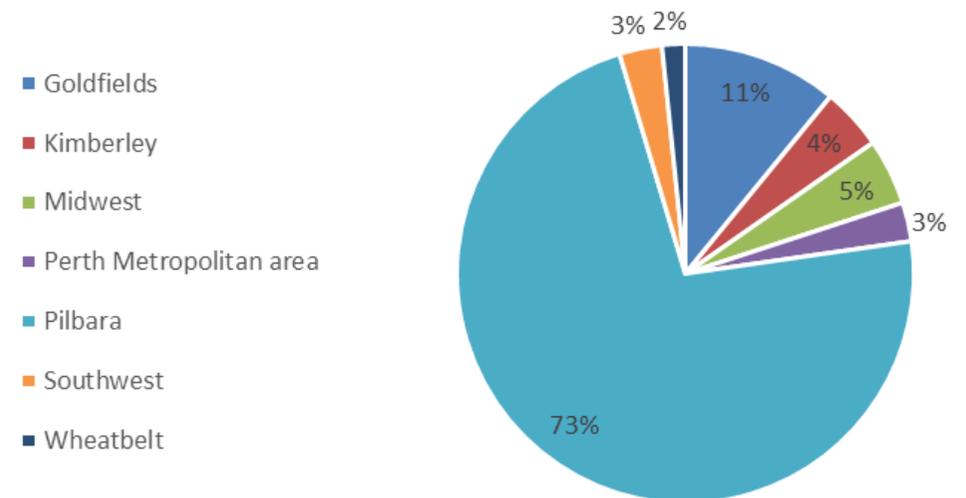


# Location – on roster (continued)

Where are you currently based while on roster

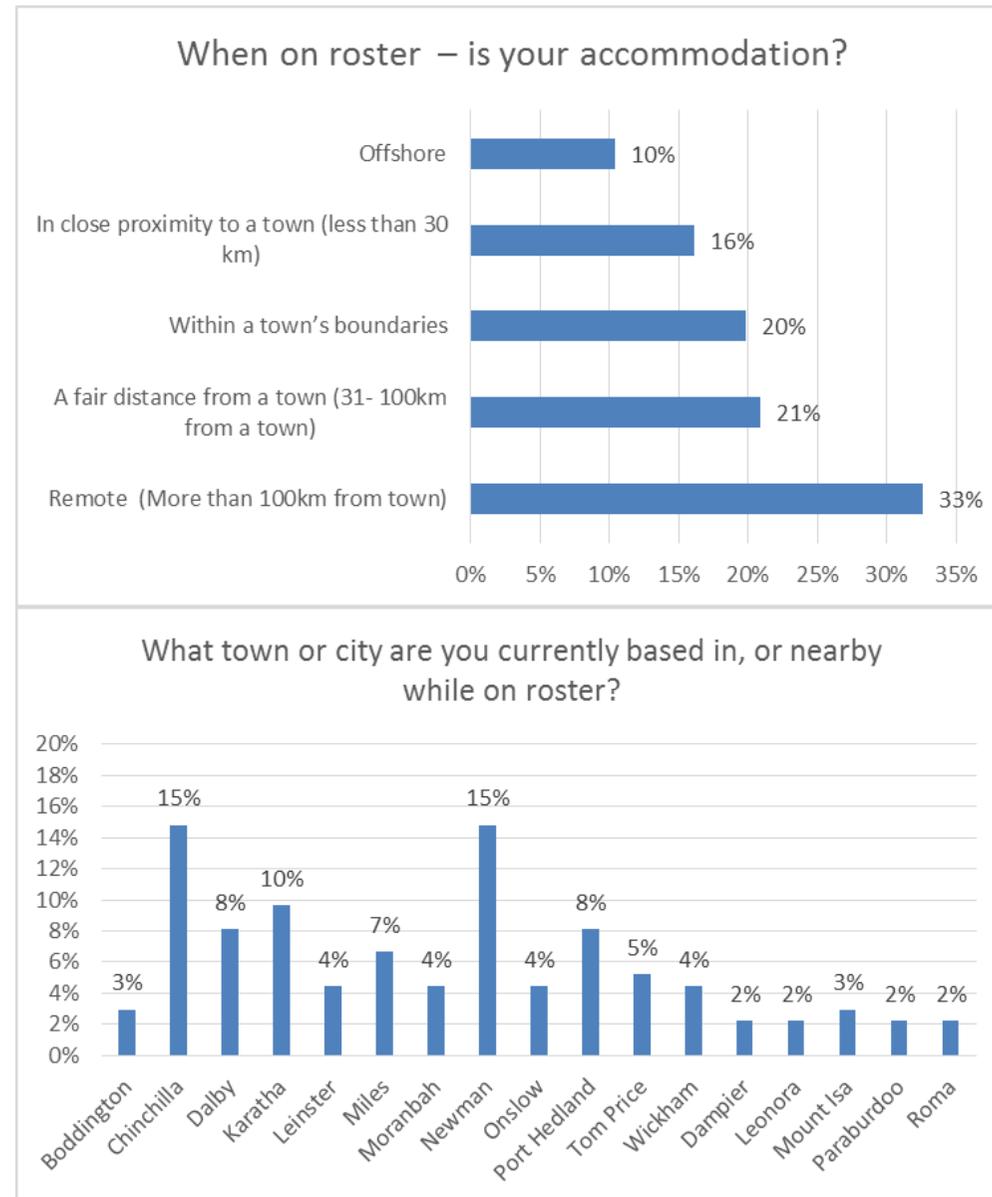


Where are you currently based while on Roster Western Australia



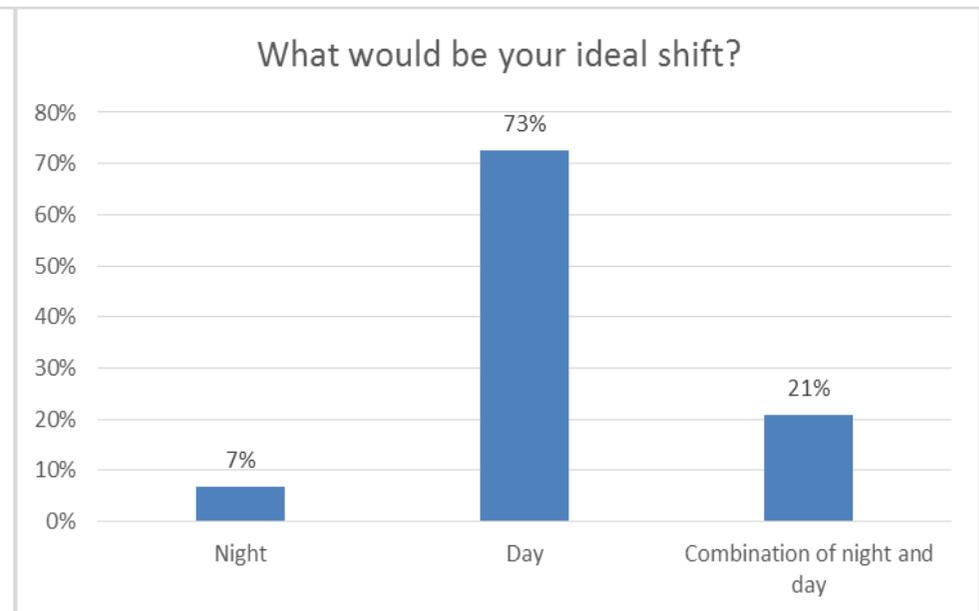
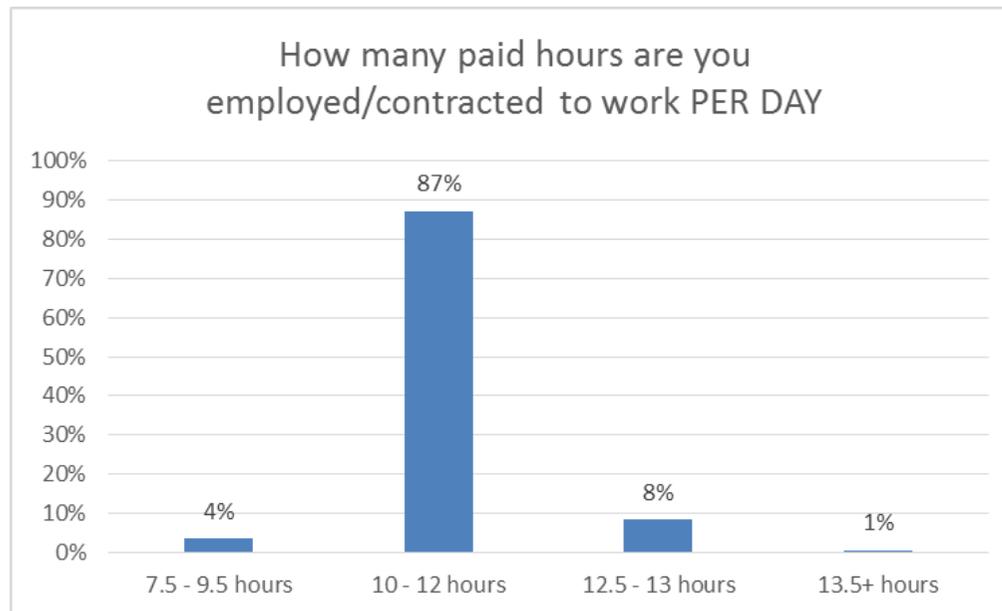
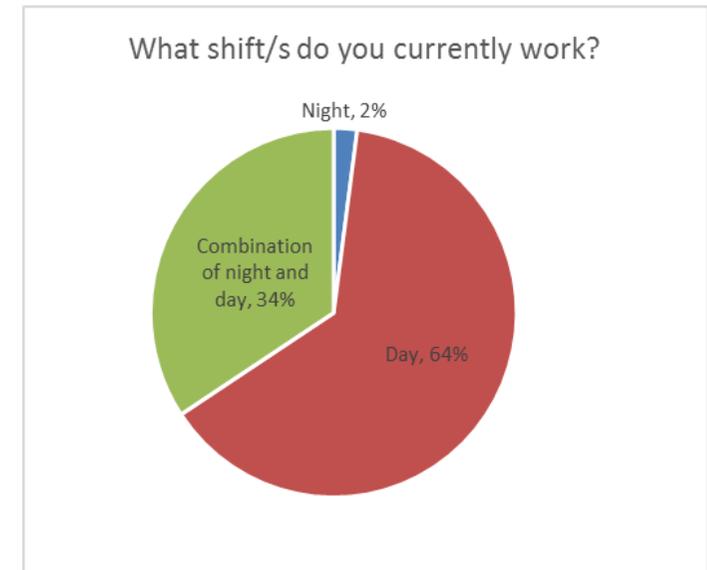
# Location – Accommodation

- Over half (54%) of respondents noted that their accommodation is more than 31km from a town
  - 33% of those respondents being more than 100km from a town
- Under a quarter (20%) of respondents noted their accommodation is within a town’s boundaries
  - In WA 15% of respondents are based in or nearby Newman
  - In WA 10% of respondents are based in or nearby Karratha
  - In WA 8% of respondents are based in or nearby Port Hedland



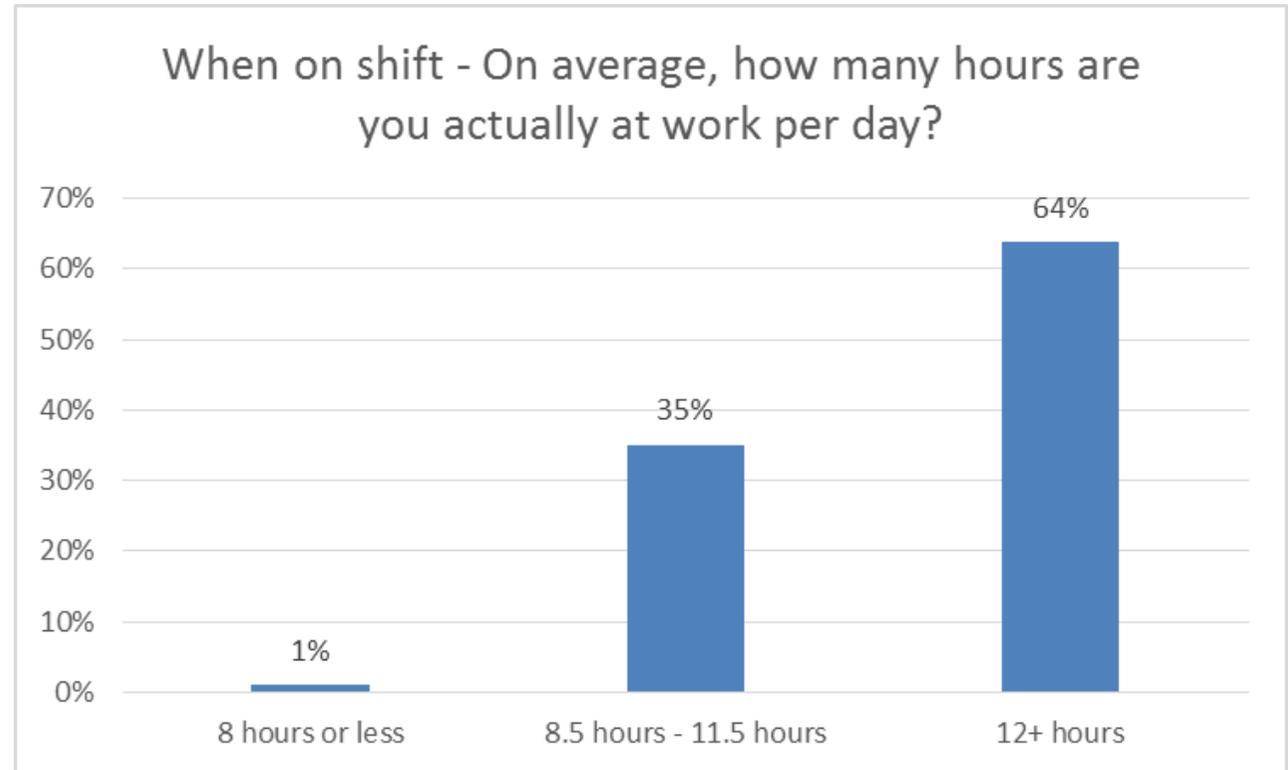
# Shifts

- Over half of the respondents (64%) work day shift.
- The remaining 34% work a combination of day and night
- A small proportion (2%) work night shift only
- Majority of respondents (87%) are employed to work 10-12 hours a day
- The average hours a respondents is employed to work is 12 hours
- A small proportion (4%) are employed to work 7.5 – 9.5 hours a day with the remaining (9%) employed to work 12.5-13 (8%) or more than 13.5 hours (1%)
- Majority of respondents (73%) would see a day shift as their ideal shift, followed by a combination of night and day (21%)



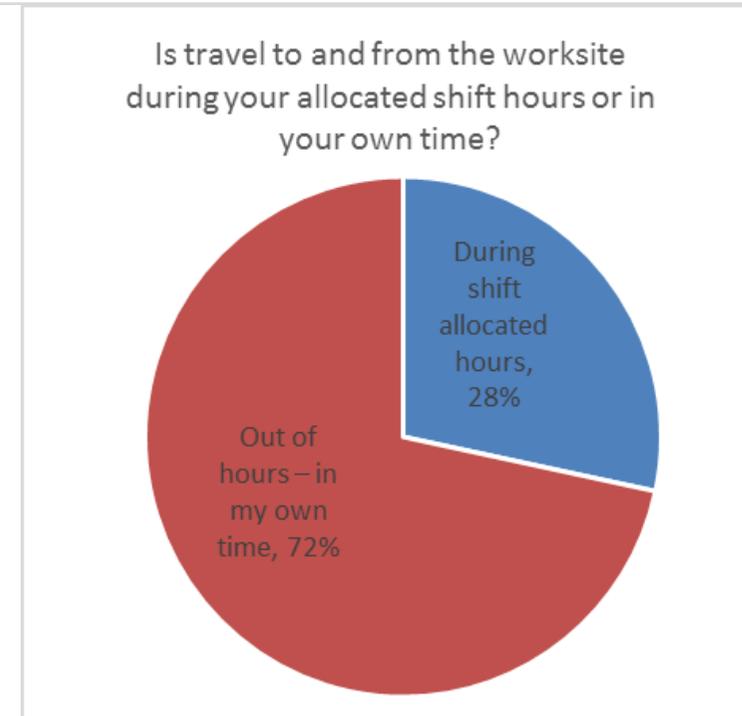
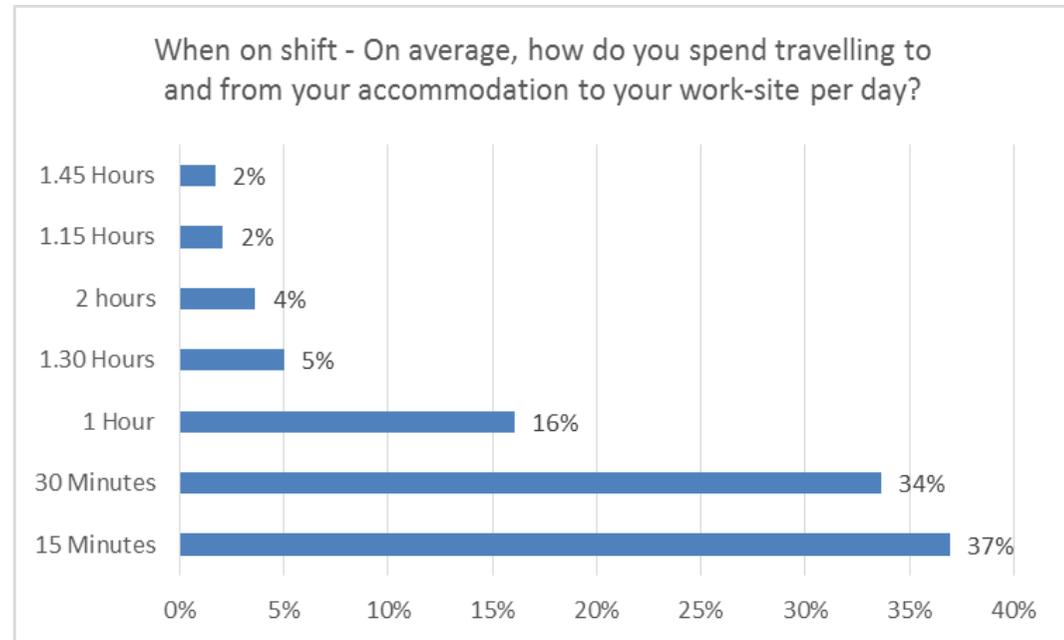
## Shifts (continued)

- Over half of the respondents (64%) work an average of 12+ hours a day.
- The remaining (36%) of respondents work 11.5 hours or less, with majority of the respondents (35%) working 8.5 – 11.5 hours a day.



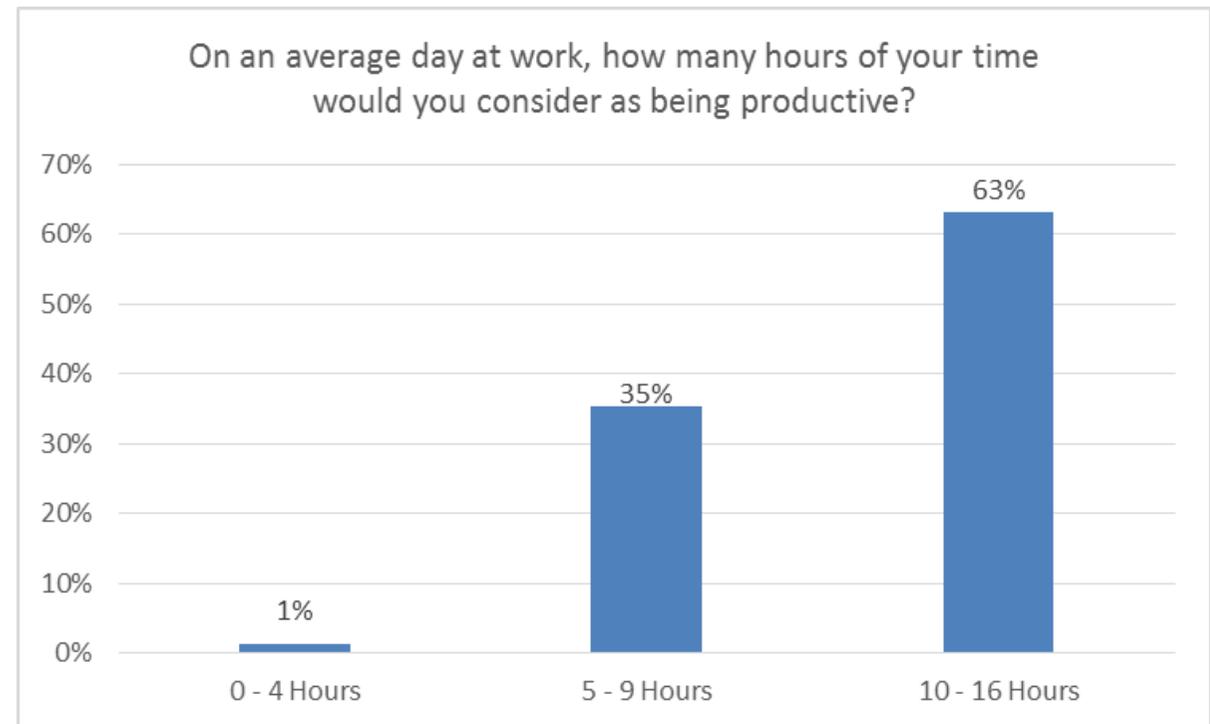
## Shifts – Travel

- Majority of respondents (71%) spend between 15 – 30 minutes travelling to and from their accommodation to their work-site per day.
- A quarter (25%) of respondents travel between 1 and 2 hours to and from their accommodation to their work-site per day.
- The remaining 4% travel 2 or more hours to and from their accommodation to their work-site per day.
- Majority of respondents (72%) travel to and from their worksite out of hours and in their own time



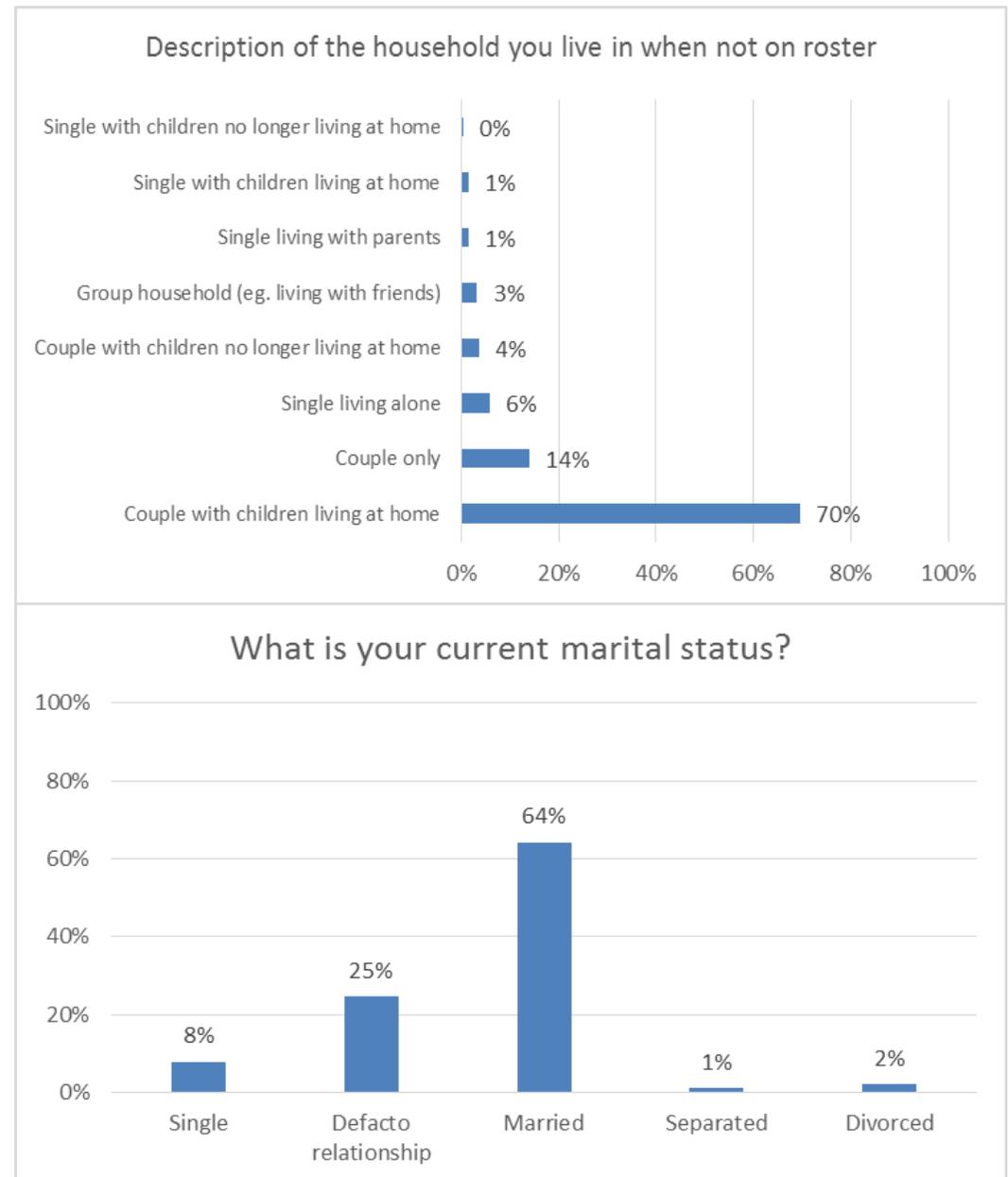
## Shifts - Productivity

- Majority of respondents (63%) consider 10-16 hours of their average work day as being productive
- Top 5 ways respondents think their productivity at work might be improved are:
  - Shorter roster / swing roster / more R&R
  - Shorter Shifts (e.g. 10 hours)
  - Facilities altered or improved
  - Improved quality of staff (including managers and leadership)
  - Improved systems and procedures (including less paper work and meetings)



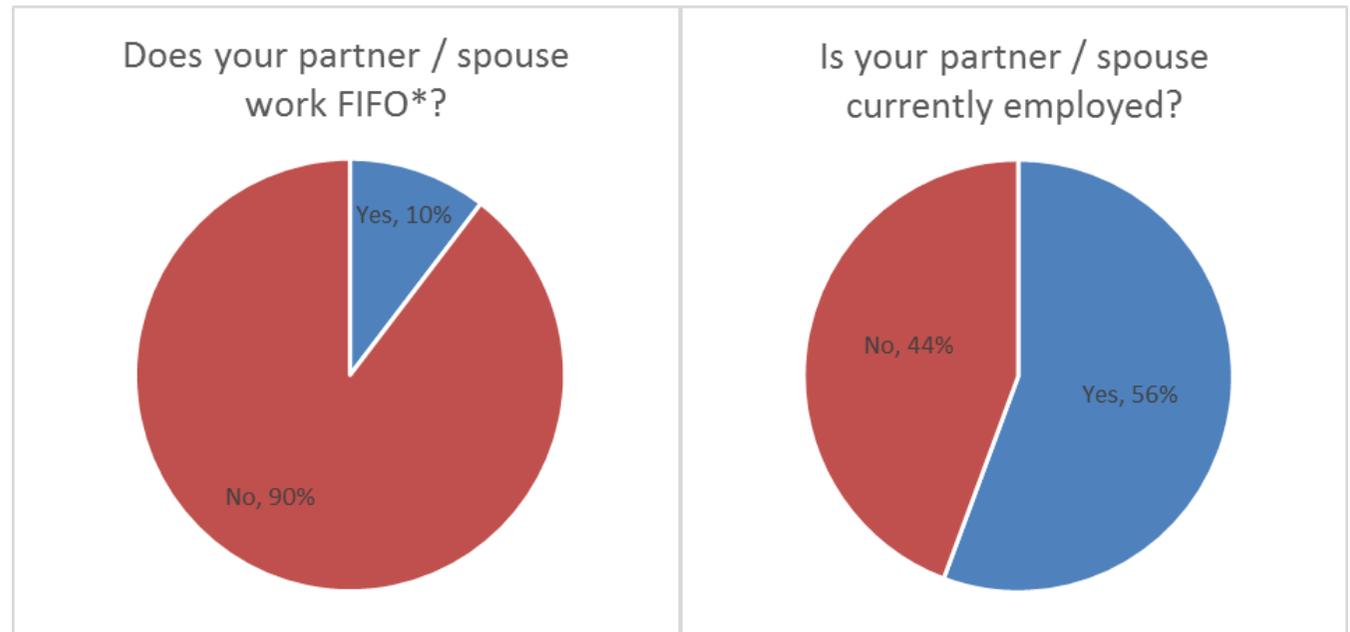
# Household and family life

- Majority of respondents (70%) are living in an arrangement of “couple with children living at home”.
- Over half of the respondents (64%) are Married
- A quarter of respondents (25%) are in a Defacto Relationship
- The remaining 11% are either single (8%), Separated (1%) or Divorced (2%)



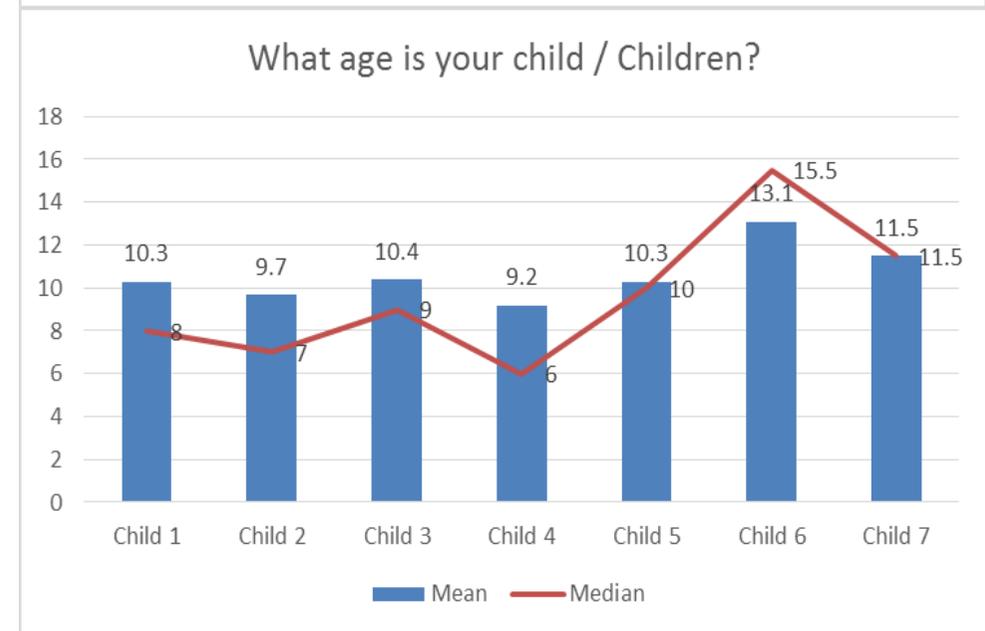
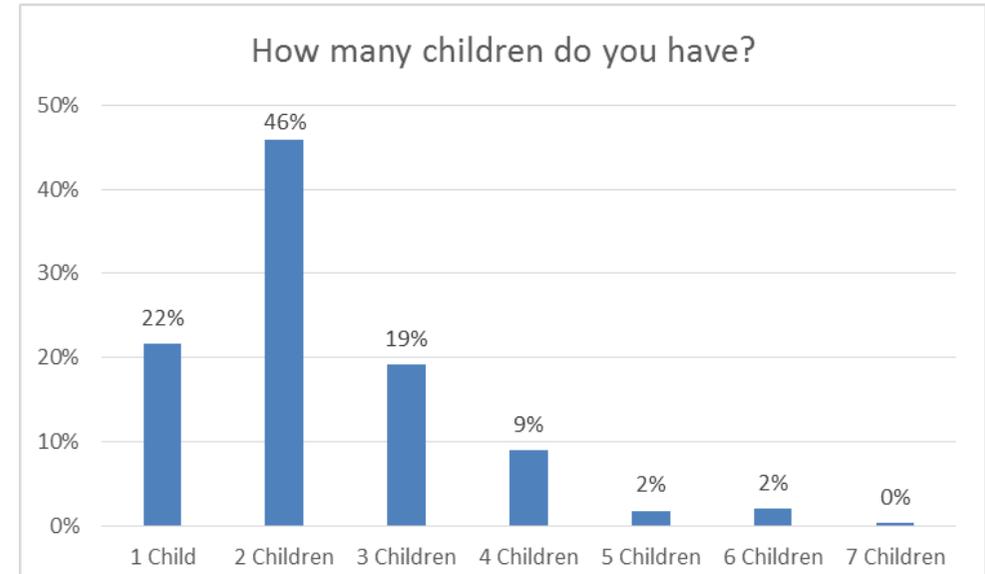
## Household and family life (continued)

- Just over half (56%) of respondents partner/spouse is currently employed
- Majority (90%) of respondents partner/spouse are do not work FIFO



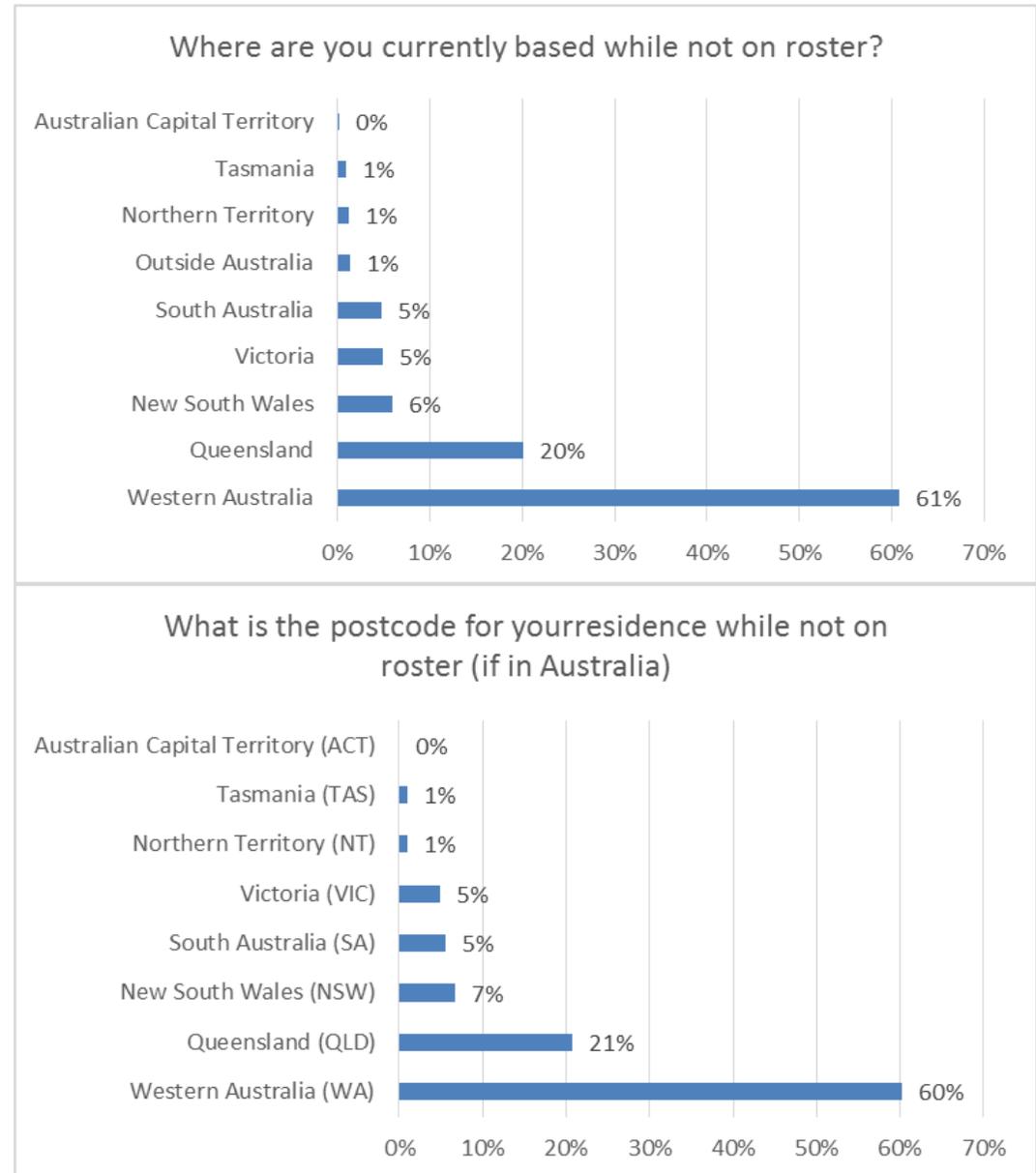
# Household and family life (continued)

- Majority of respondents (68%) have 1 child (22%) or 2 Children (46%)
- Those respondents with children, have an average of 2 children
  - The average age for these children is 7



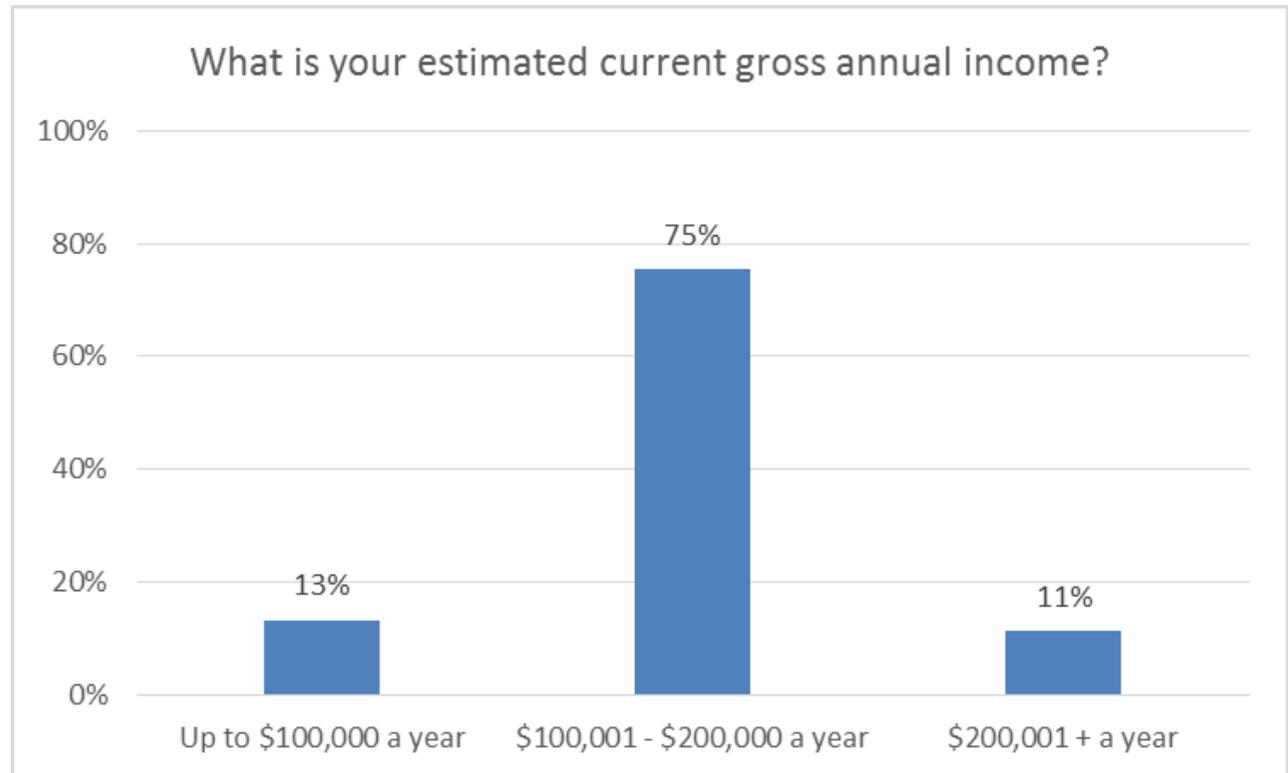
# Household and family life (continued)

- When not on roster, majority of respondents (61%) are based in WA
- It is interesting to know that a small proportion (1%) of respondents reside outside of Australia



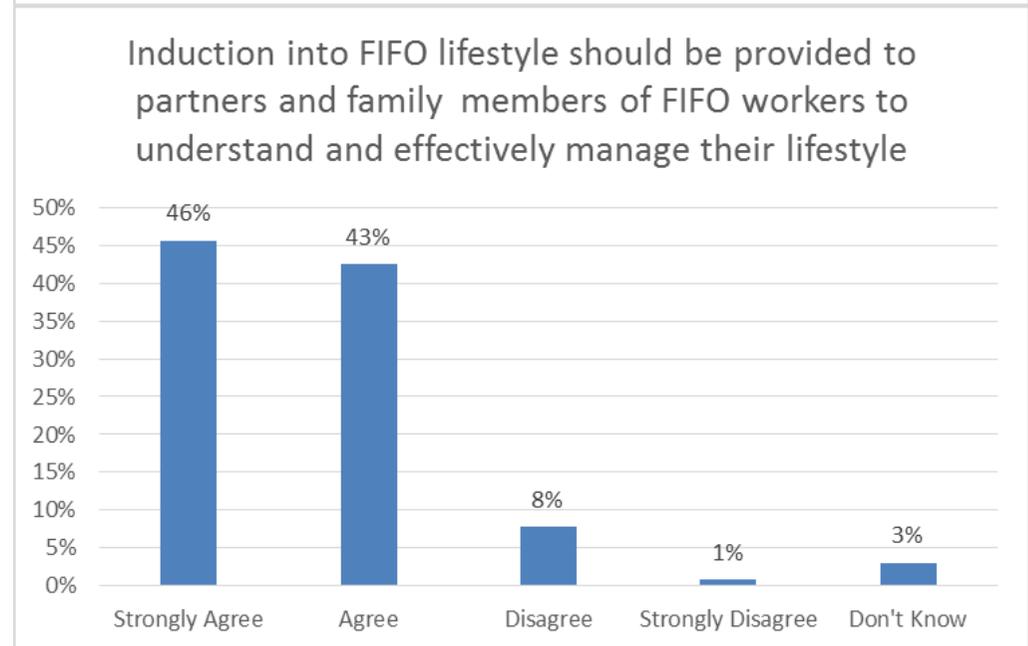
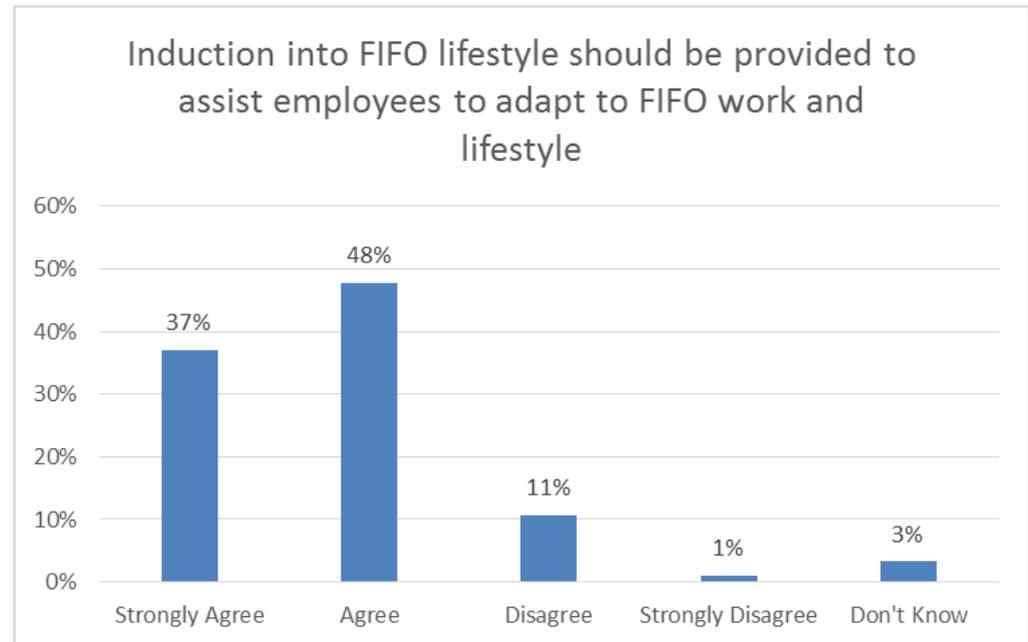
# Income

- Majority of respondents (88%) earn up to \$200,000 a year
  - 75% earning between \$100,001 - \$200,000 a year.



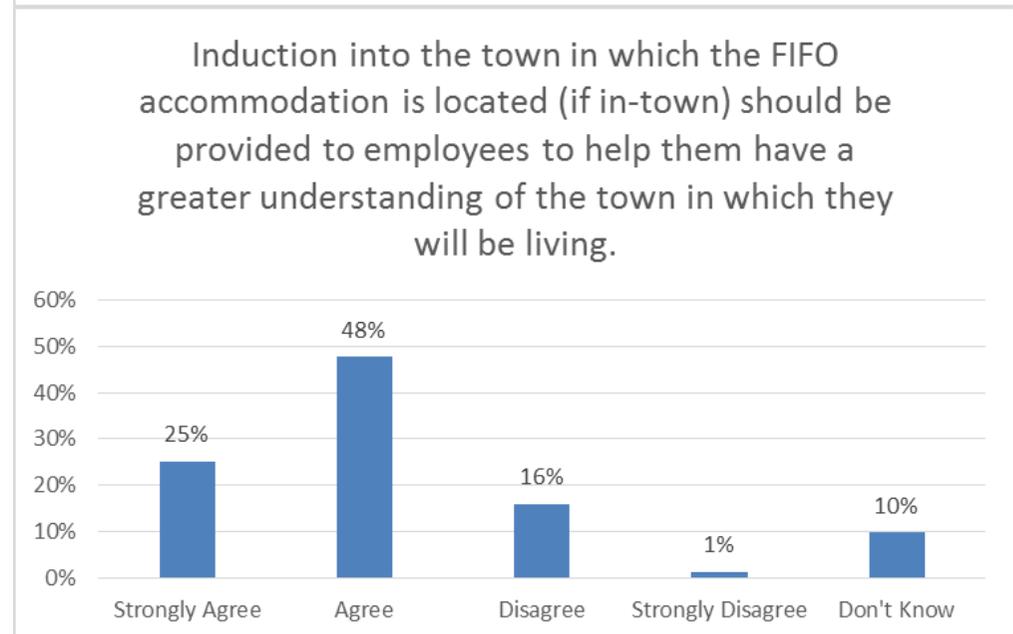
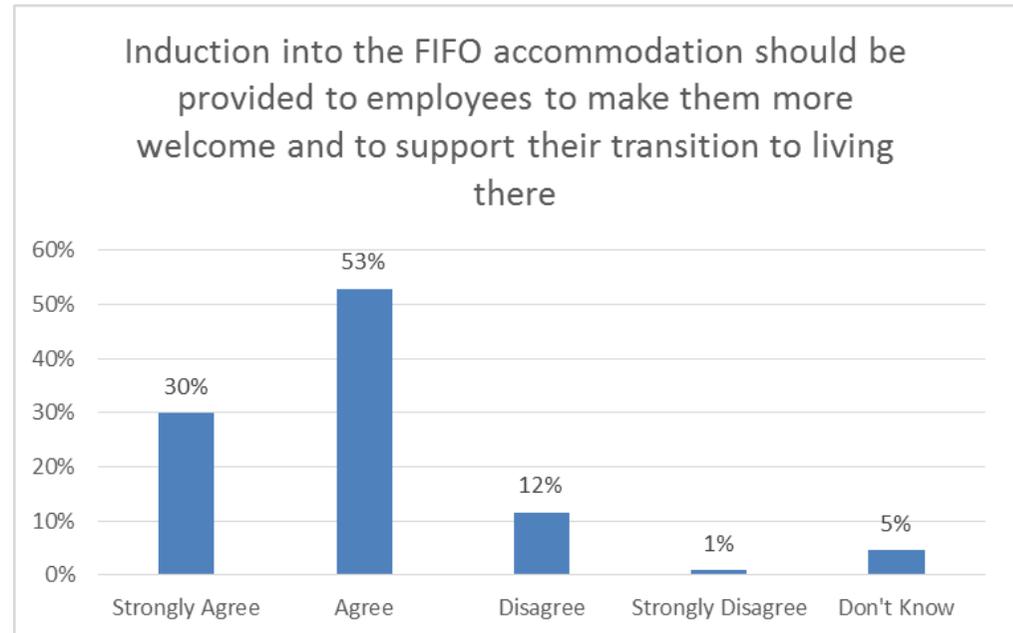
# FIFO Inductions – Benefit

- Majority of respondents (85%) strongly agree (37%) or agree (48%) that an induction into FIFO lifestyle should be provided to assist employees to adapt to FIFO work and lifestyle
- Majority of respondents (89%) strongly agree (46%) or agree (43%) that an induction into FIFO lifestyle should be provided to partners and family members of FIFO workers to understand and effectively manage their lifestyle



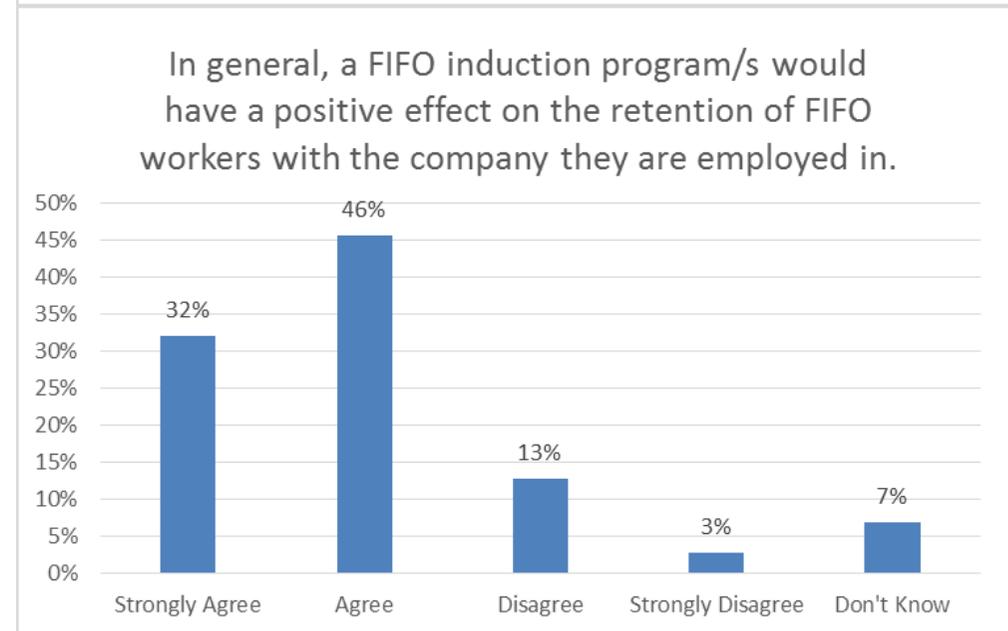
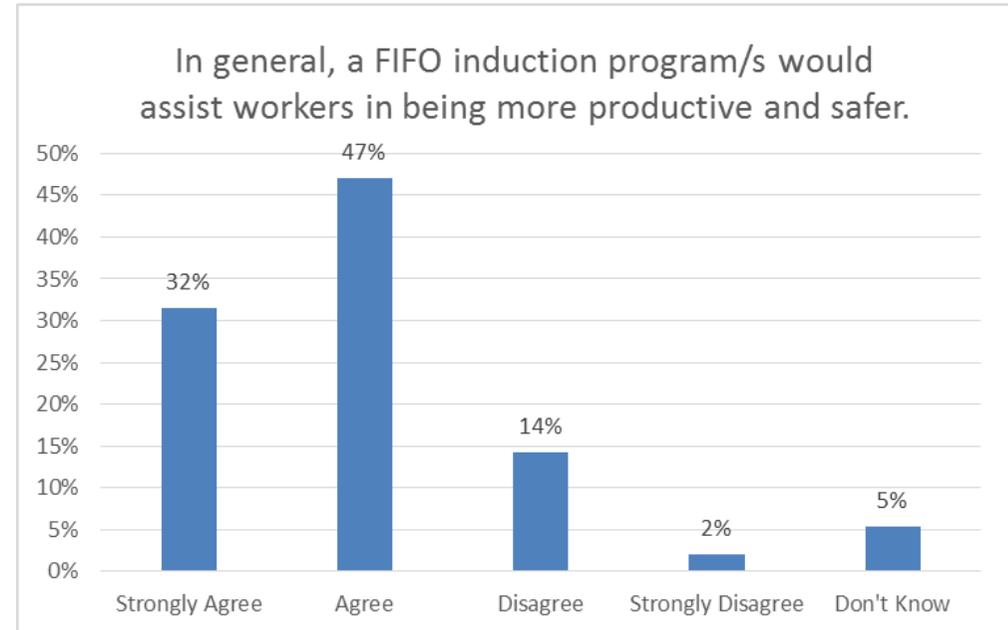
# FIFO Inductions – Benefit

- Majority of respondents (83%) strongly agree (30%) or agree (53%) that an induction into FIFO accommodation should be provided to employees to make them more welcome and to support their transition to living there
- Majority of respondents (73%) strongly agree (25%) or agree (48%) that an induction into the town in which the FIFO accommodation is located (if in-town) should be provided to employees to help them have a greater understanding of the town in which they will be living



# FIFO Inductions – Benefit

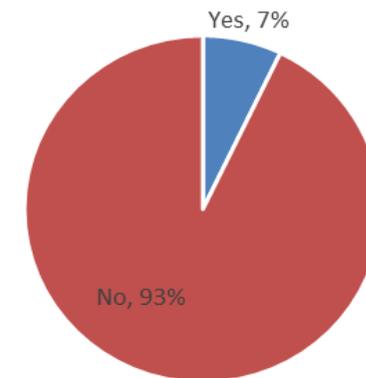
- Majority of respondents (79%) strongly agree (32%) or agree (47%) that in general, a FIFO induction program/s would assist workers in being more productive and safer
- Majority of respondents (78%) strongly agree (32%) or agree (46%) that in general, a FIFO induction program/s would have a positive effect on the retention of FIFO workers with the company they are employed in



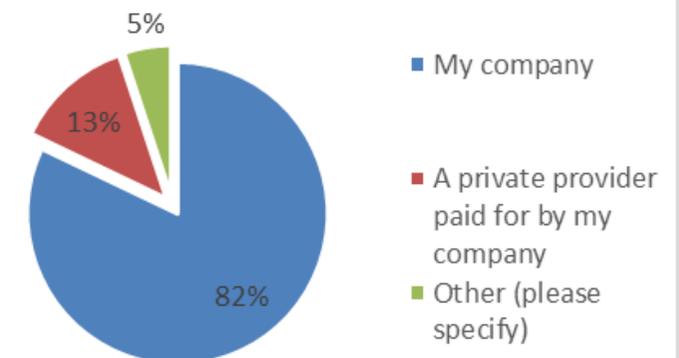
# FIFO inductions – Employee attendance and satisfaction

- Majority of respondents (93%) did not attend a formal induction or training on FIFO lifestyle when they first started working FIFO
- Of the respondents who did attend a formal induction 86% were very satisfied (22%) or Fairly satisfied (64%)
- Of those who did attend a formal induction 82% received their induction by their company
- The top 5 things an effective induction process should include are:
  - Family – effects on family/relationships
  - General Lifestyle
  - Dealing with Isolation
  - Mental Health and stress
  - Facilities / services/ accommodation / layout

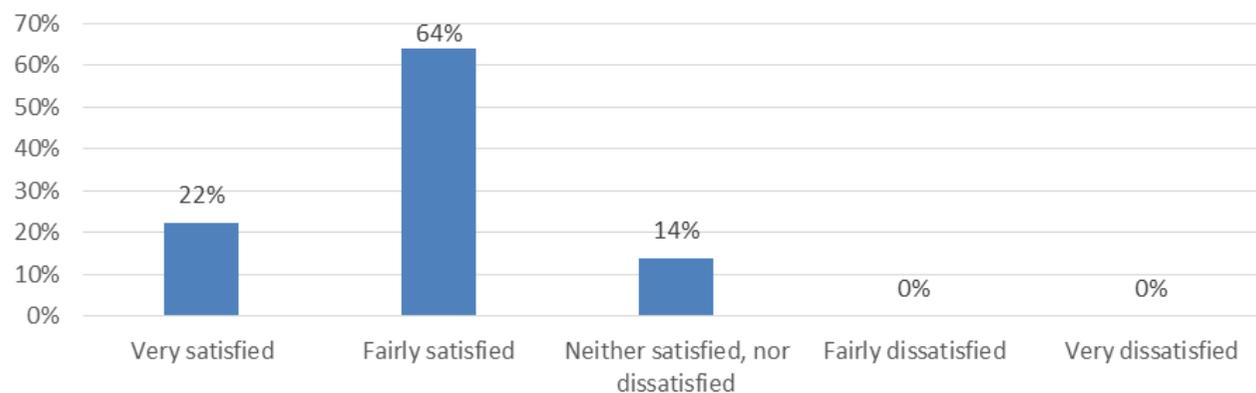
Did you attend a formal induction or training on FIFO lifestyle when you first started working FIFO?



Who provided this induction

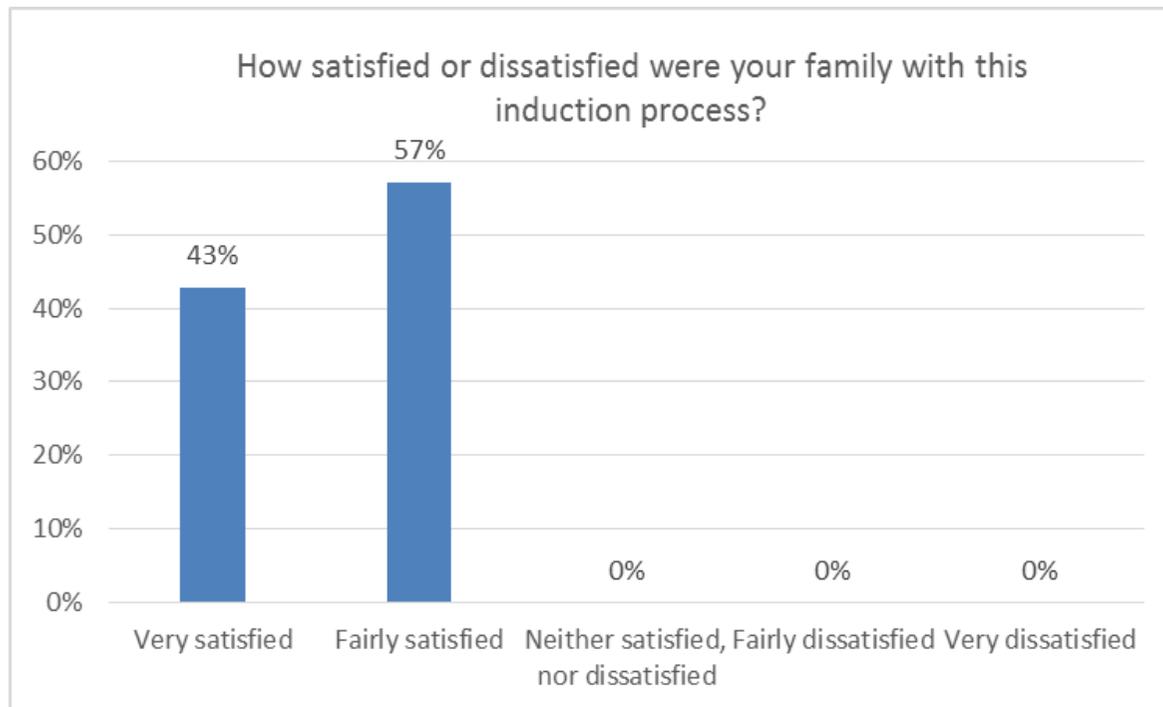
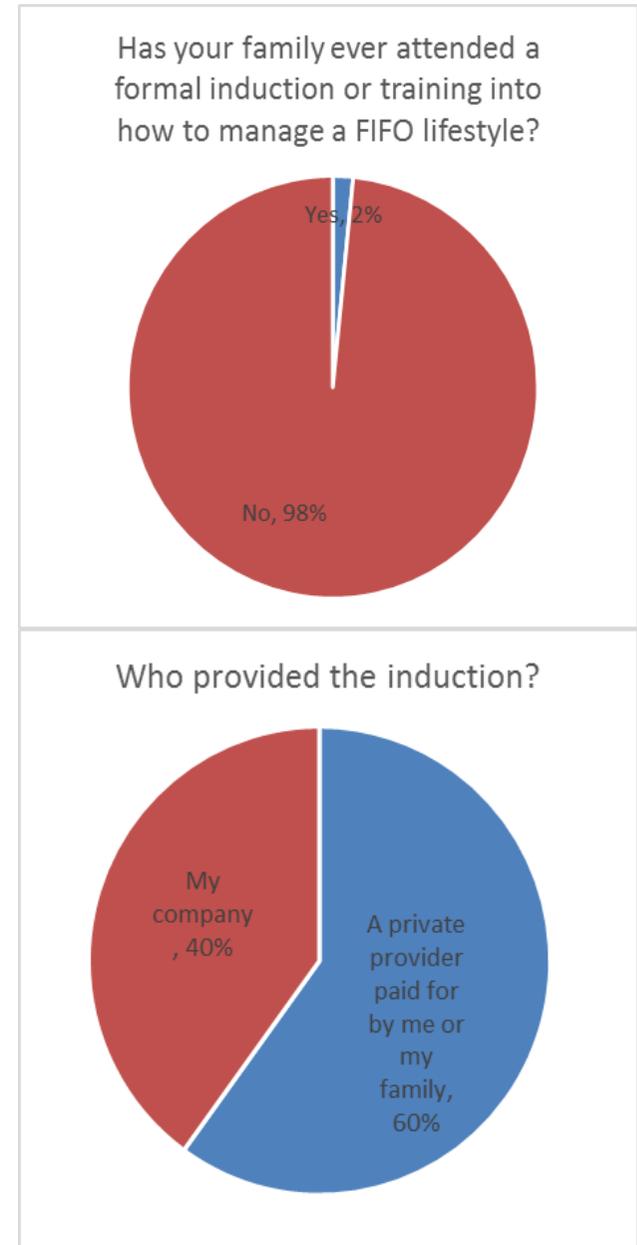


How satisfied or dissatisfied were you with this induction process?



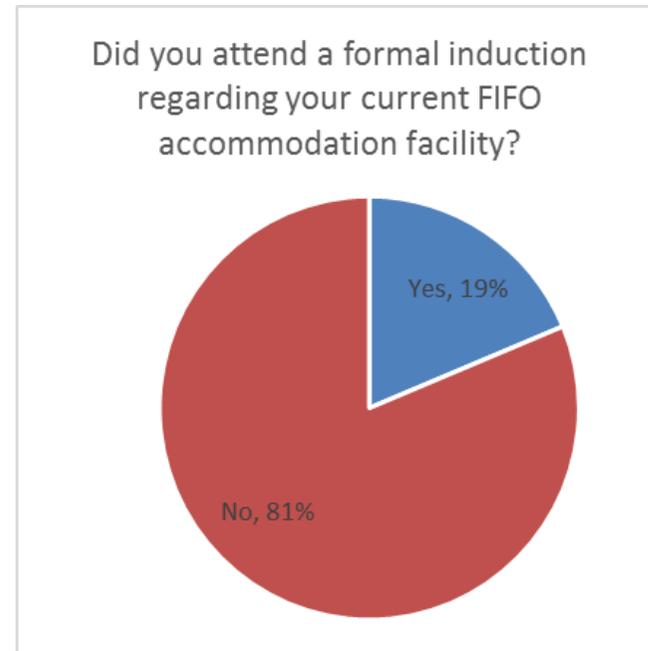
# FIFO inductions – Family attendance and satisfaction

- Majority of respondents families (98%) did not attend a form induction or training on FIFO lifestyle when their family first started working FIFO
- All respondents families who did attend a formal induction 100% were very satisfied (43%) or Fairly satisfied (57%) with the process.
- Of those who did attend a formal induction 40% received their induction by their company, and 60% received their induction from a private provider paid for by me or my family.



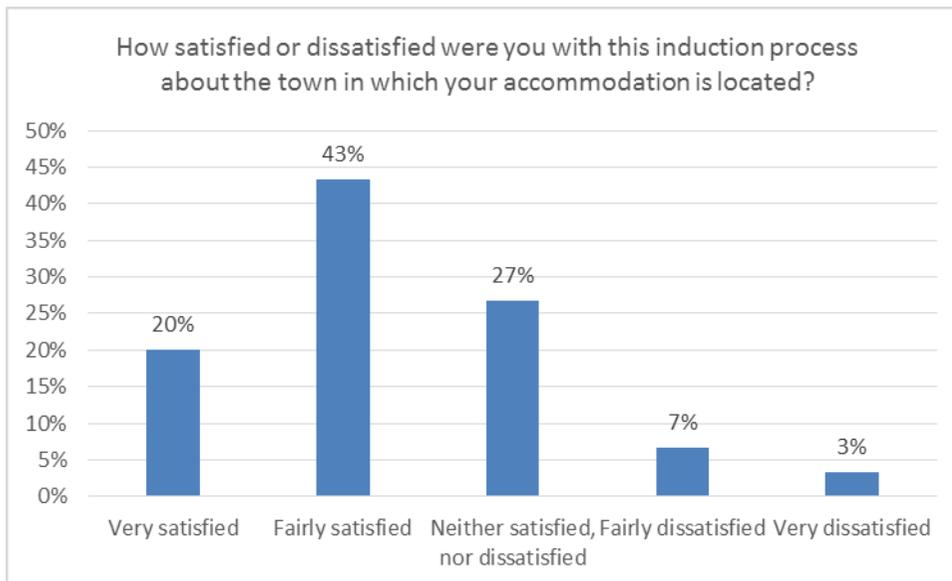
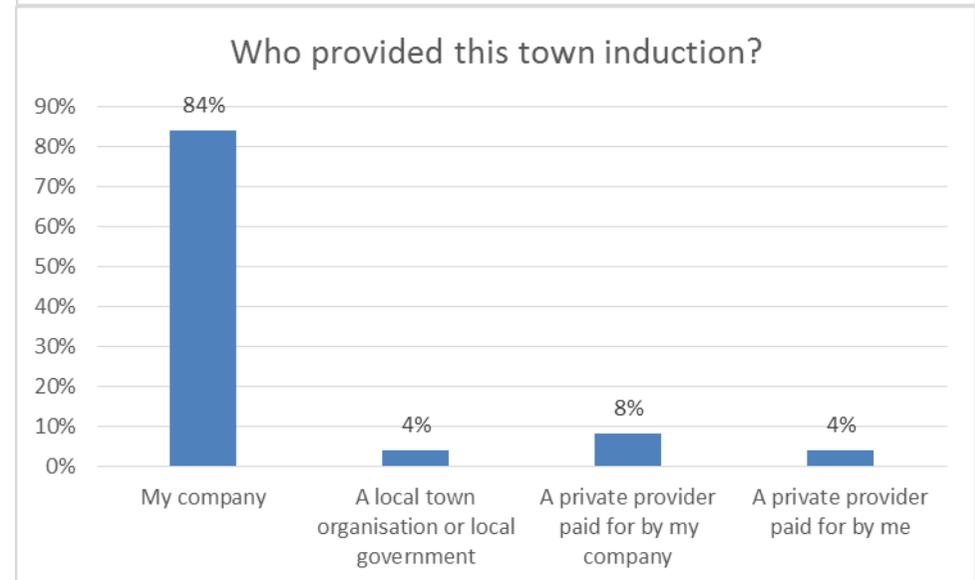
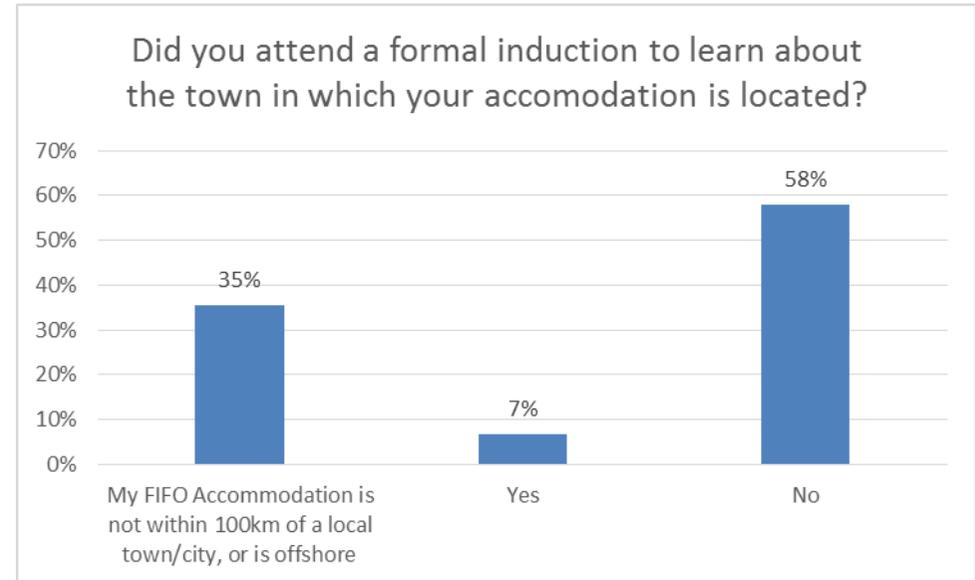
## FIFO inductions – Accommodation

- Majority of respondents families (91%) did not attend a formal induction regarding their current FIFO accommodation facility.
- Of those who did, 68% were very satisfied (13%) or satisfied (55%) with the induction process.
- It is interesting to note that a small proportion (5%) of respondents were fairly dissatisfied (2%) or very dissatisfied (3%) with the induction process.
- The top 5 things that should be included as part of an effective accommodation induction are:
  - A tour or walk through of resources/ facilities
  - Services
  - Rules and expectations
  - Location map
  - Information on safety and security

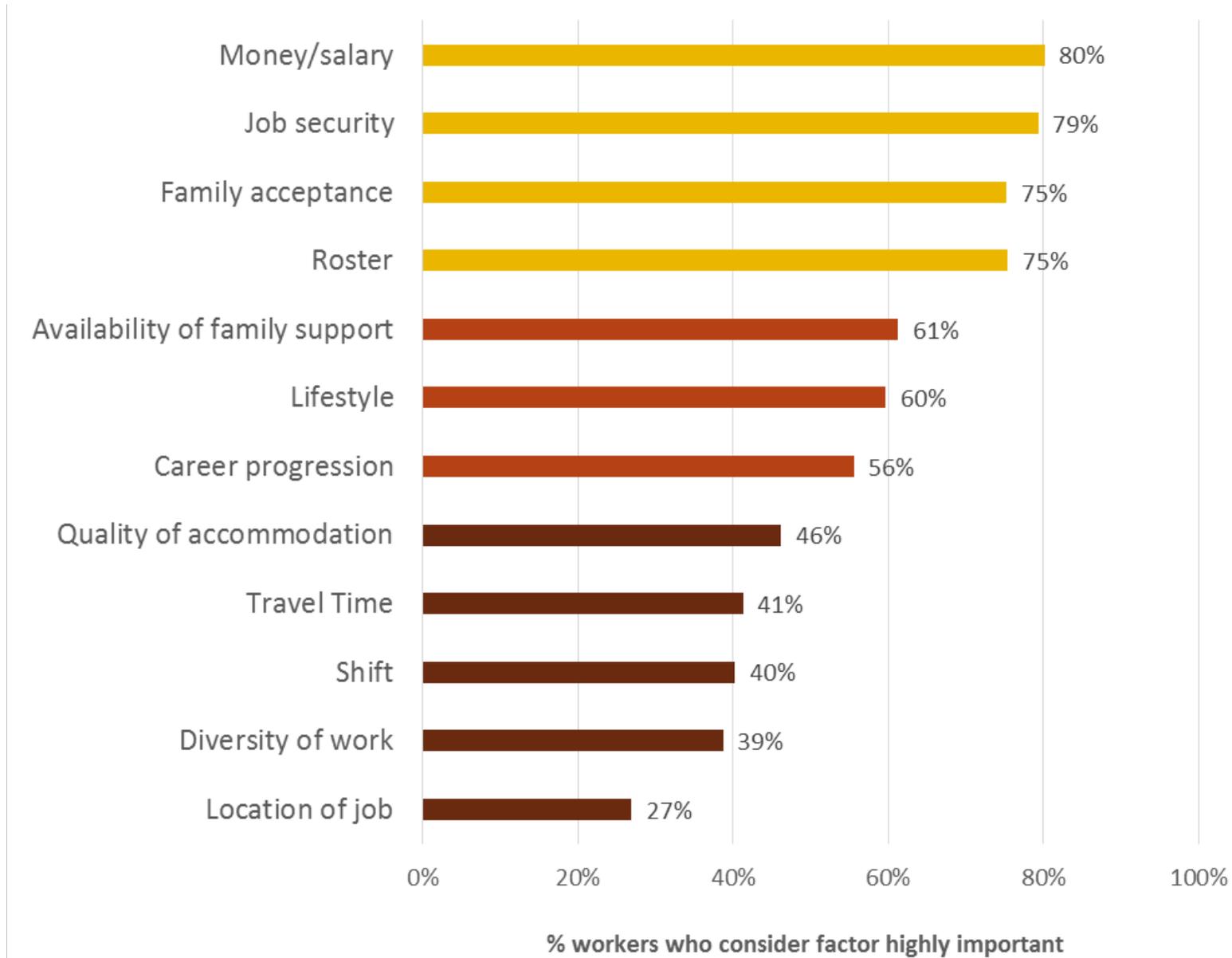


# FIFO inductions – In town accommodation

- Majority of respondents families (58%) did not attend a formal induction to learn about the town in which their accommodation is located.
  - Of those who did, 63% were very satisfied (20%) or Satisfied (43%) with the induction process.
- It is interesting to note that a small proportion (10%) of respondents were fairly dissatisfied (7%) or very dissatisfied (3%) with the induction process.
- The top 5 things that should be included as part of an effective town induction are:
  - A tour or walk through of resources/ facilities
  - Services
  - Rules and expectations
  - Location map
  - History and culture

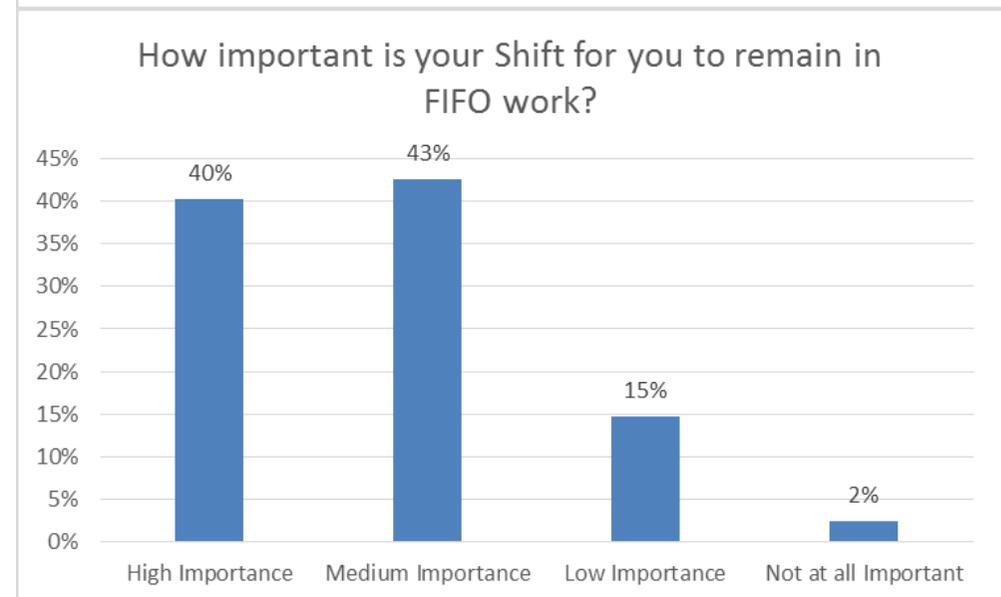
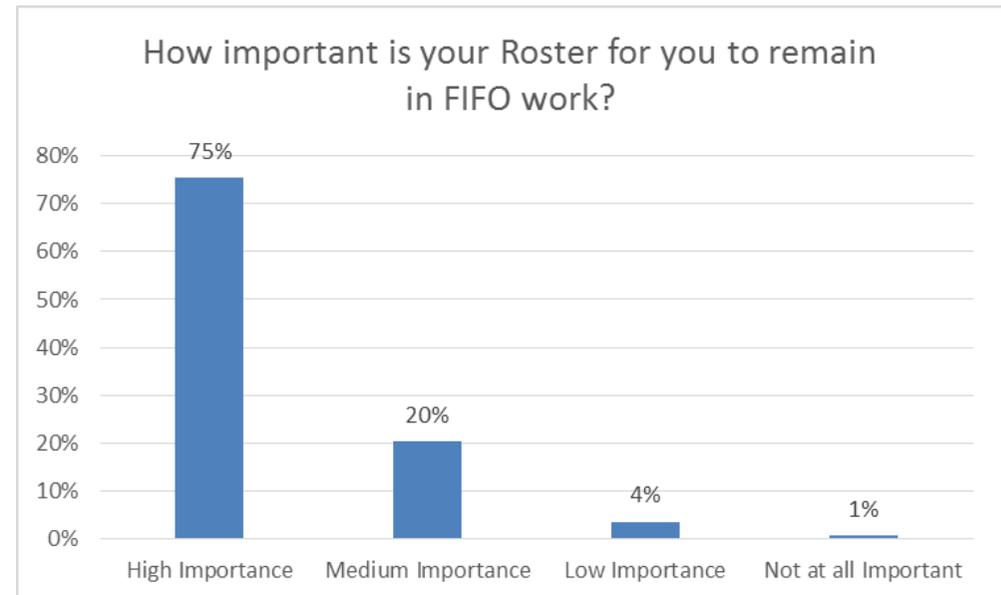


# FIFO future – Remaining FIFO (summary)



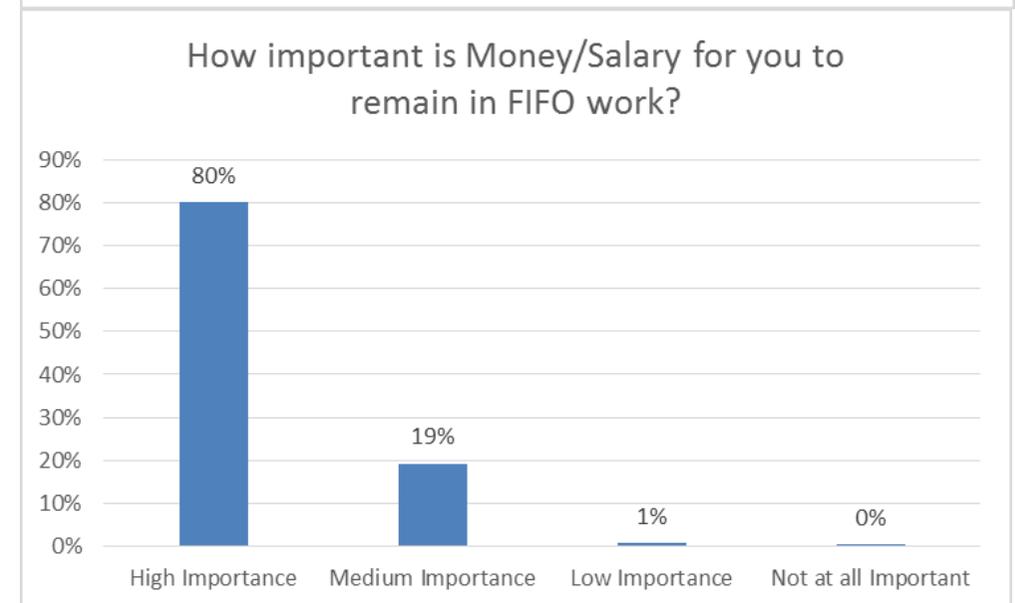
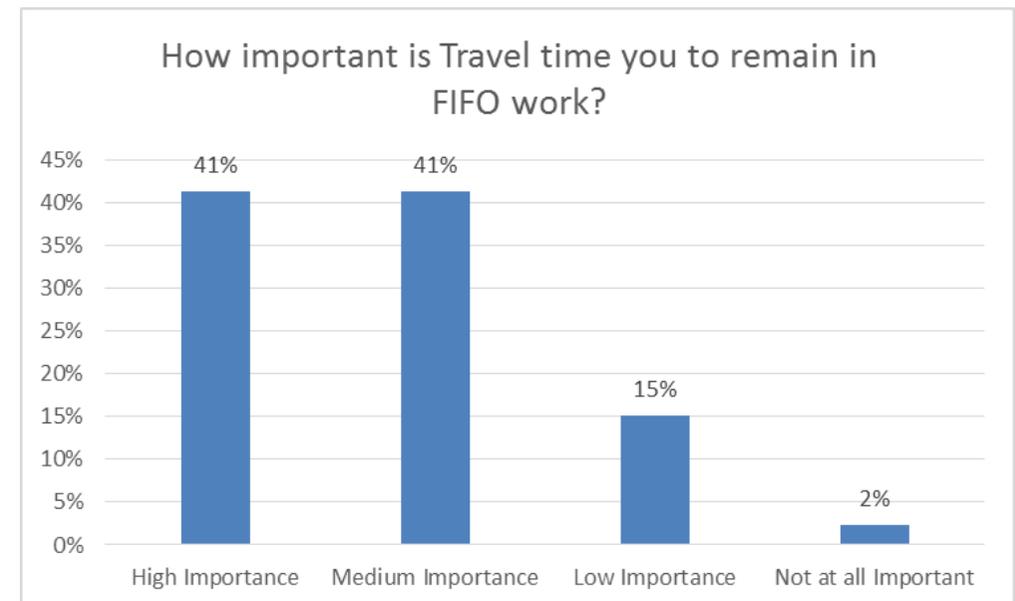
# FIFO future – Remaining FIFO

- Majority of respondents (95%) believe that a roster is highly important (75%) or of medium importance (20%) for them to remain in FIFO work
- Majority of respondents (83%) believe their shift is highly important (40%) or of medium importance (43%) for them to remain in FIFO work



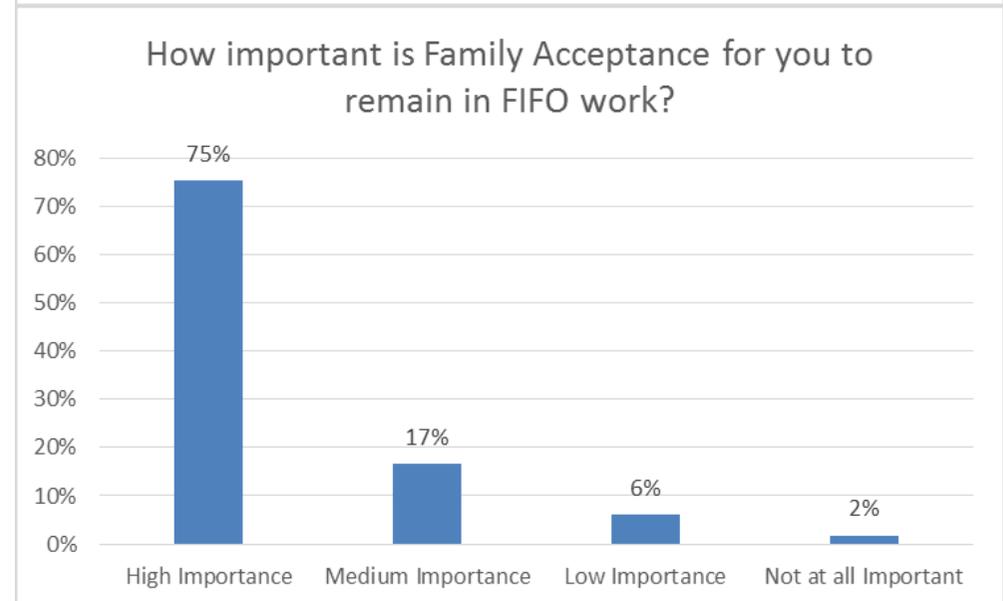
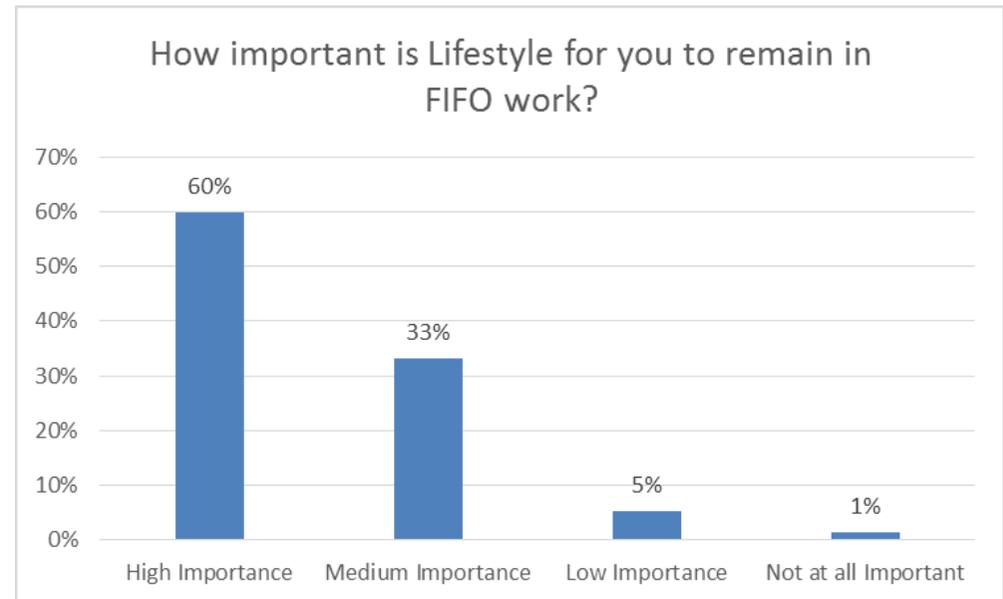
## FIFO future – Remaining FIFO (continued)

- Majority of respondents (82%) believe that travel time is highly important (41%) or of medium importance (41%) for them to remain in FIFO work
- Majority of respondents (99%) believe that money/salary is highly important (80%) or of medium importance (19%) for them to remain in FIFO work



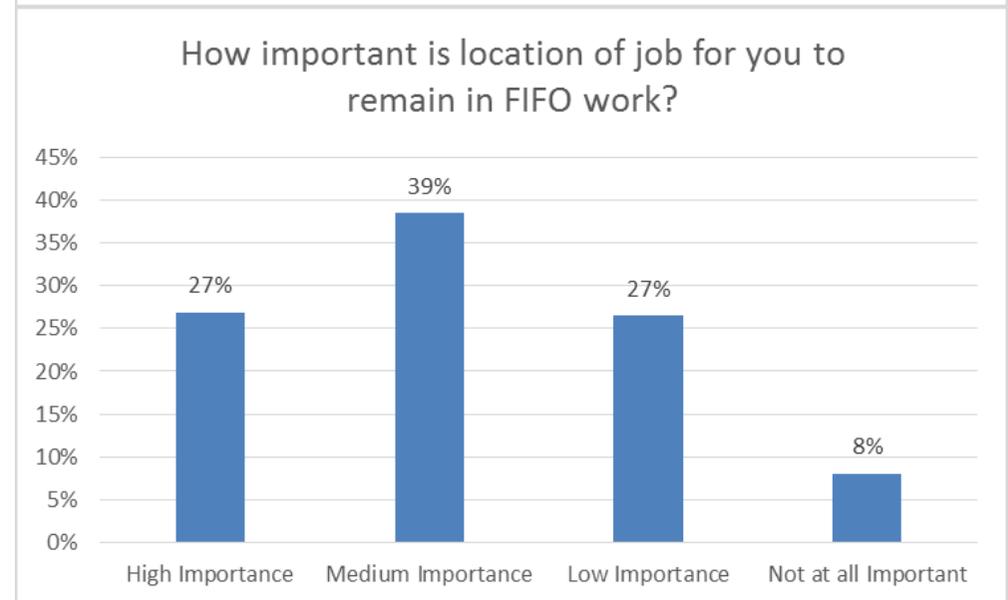
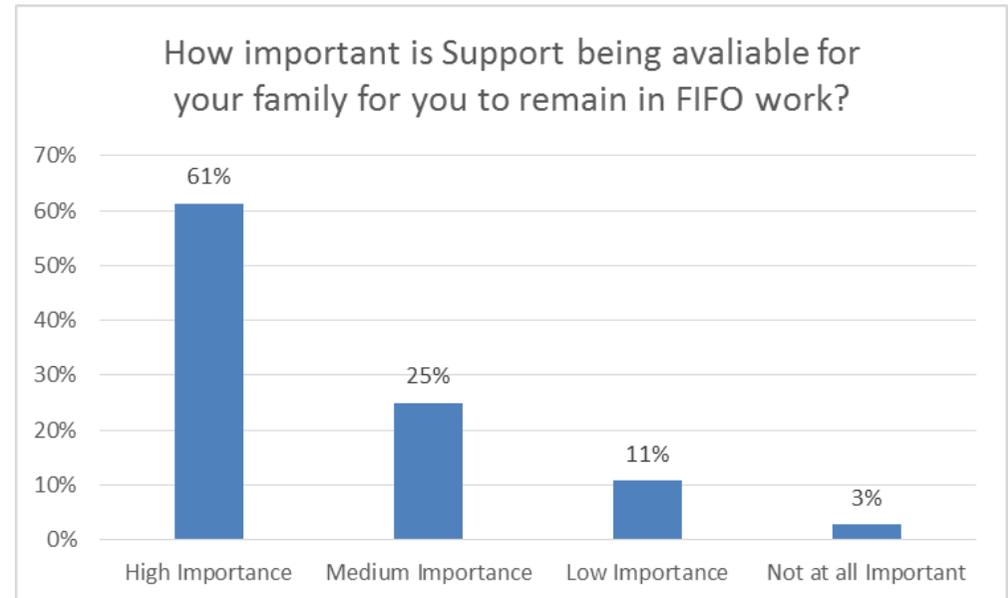
# FIFO future – Remaining FIFO (continued)

- Majority of respondents (93%) believe that lifestyle is highly important (60%) or of medium importance (33%) for them to remain in FIFO work
- Majority of respondents (92%) believe that family acceptance is highly important (75%) or of medium importance (17%) for them to remain in FIFO work



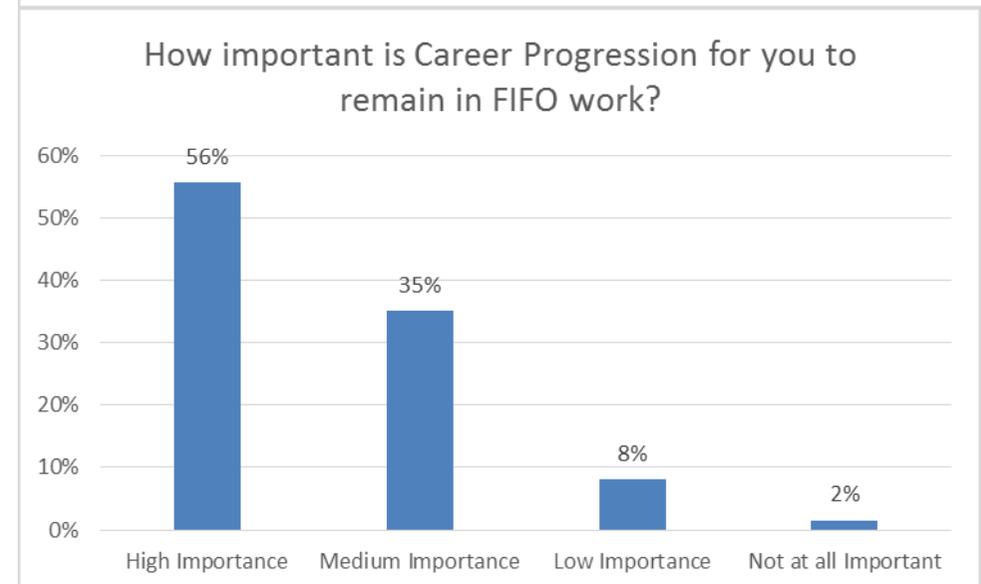
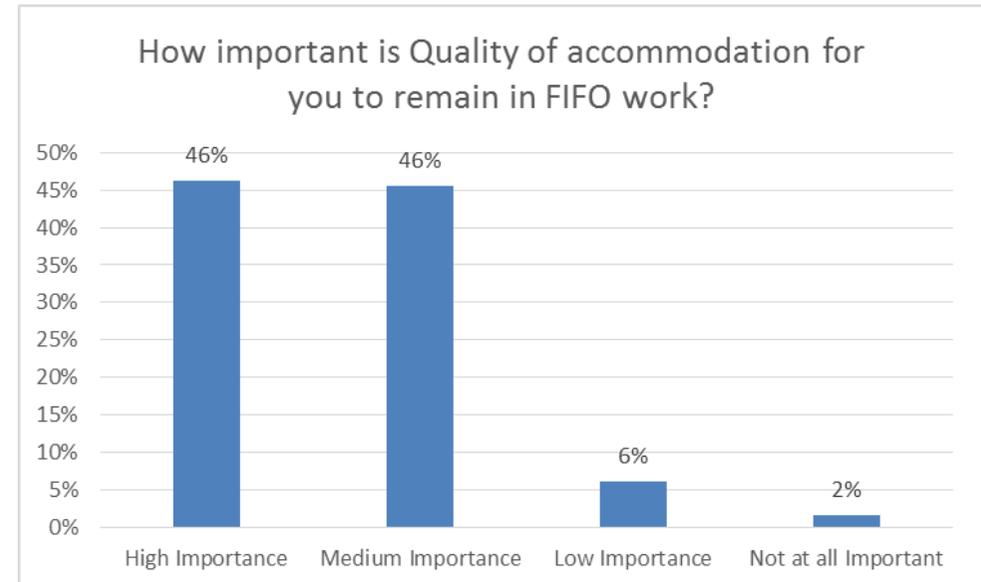
# FIFO future – Remaining FIFO (continued)

- Majority of respondents (86%) believe that support being available for their family is highly important (61%) or of medium importance (25%) for them to remain in FIFO work
- Majority of respondents (66%) believe that location of job is highly important (27%) or of medium importance (39%) for them to remain in FIFO work
  - It is interesting to note that the remaining respondents found this to be of low importance (27%) or not at all important (8%)



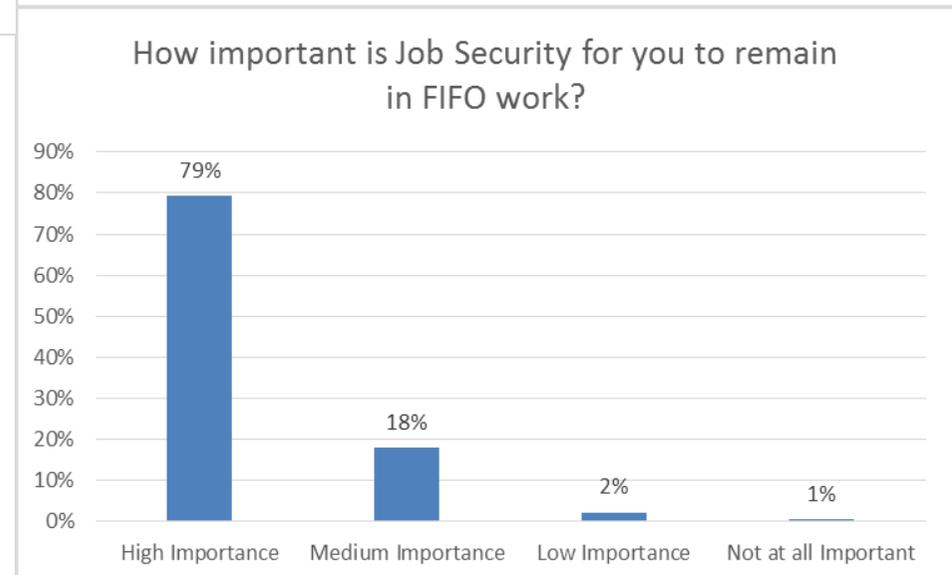
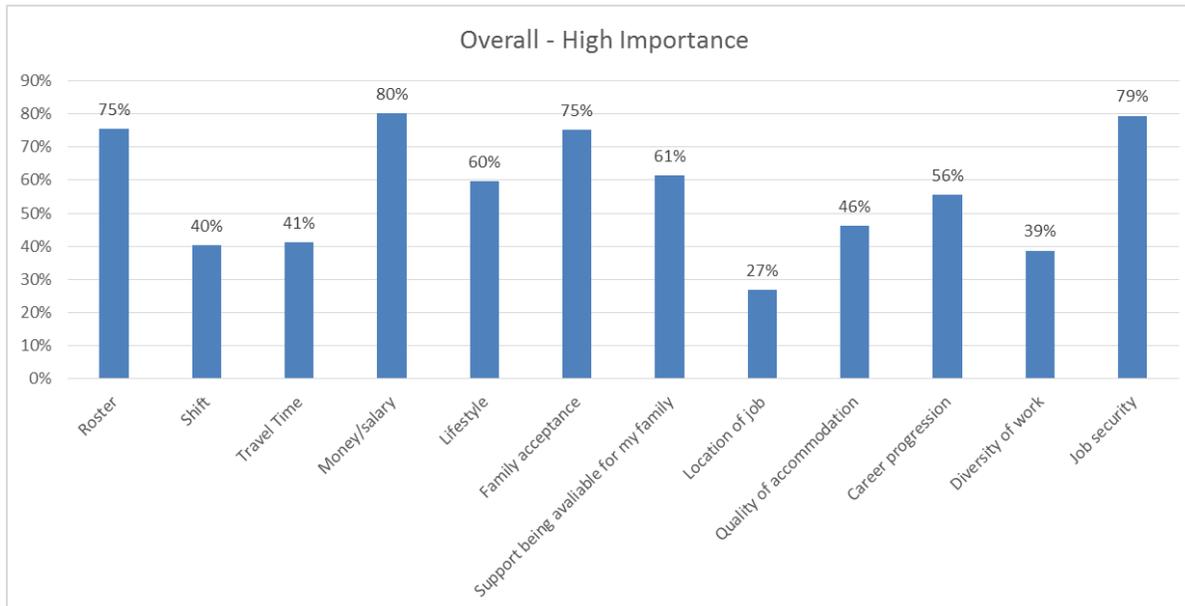
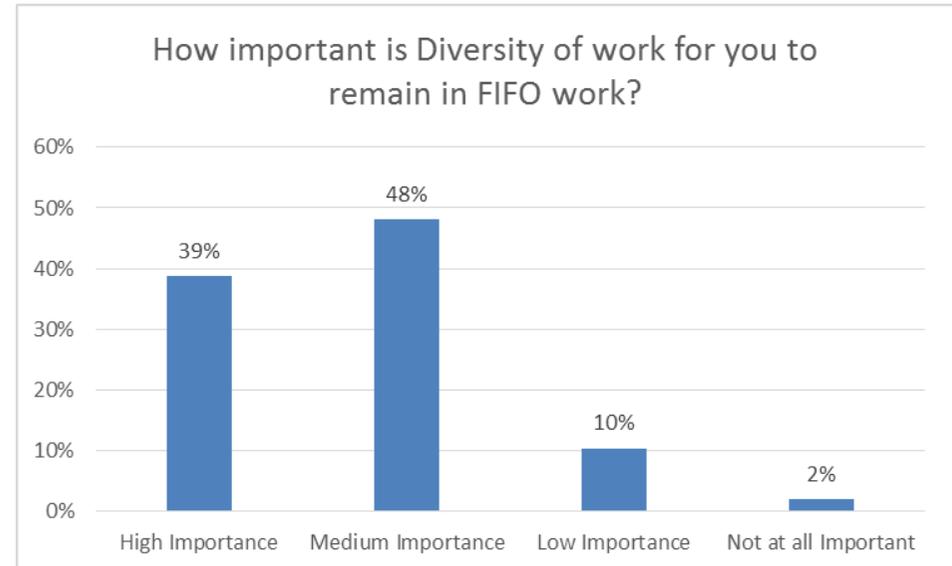
# FIFO future – Remaining FIFO (continued)

- Majority of respondents (92%) believe that quality of accommodation is highly important (46%) or of medium importance (46%) for them to remain in FIFO work.
- Majority of respondents (91%) believe that career progression is highly important (56%) or of medium importance (35%) for them to remain in FIFO work.



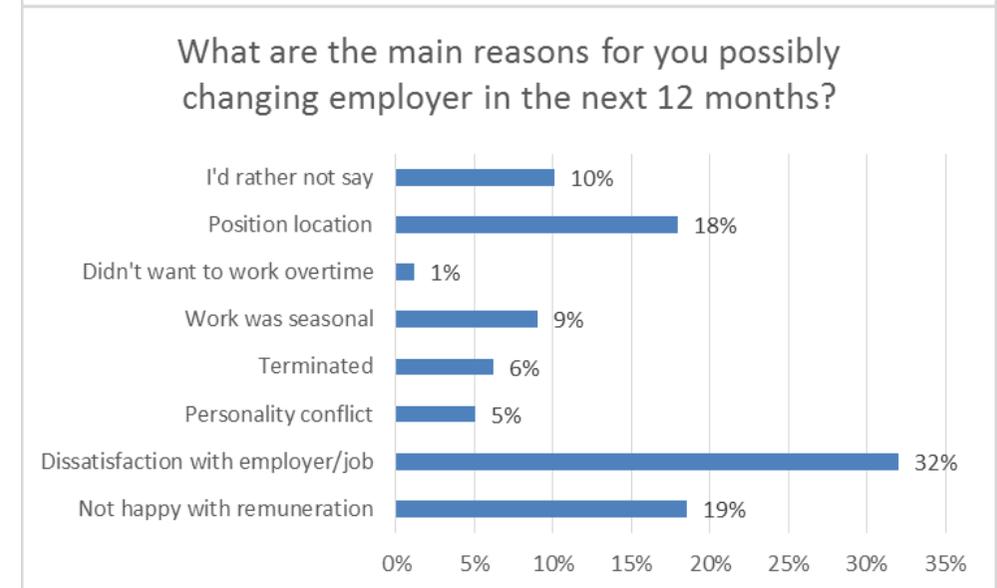
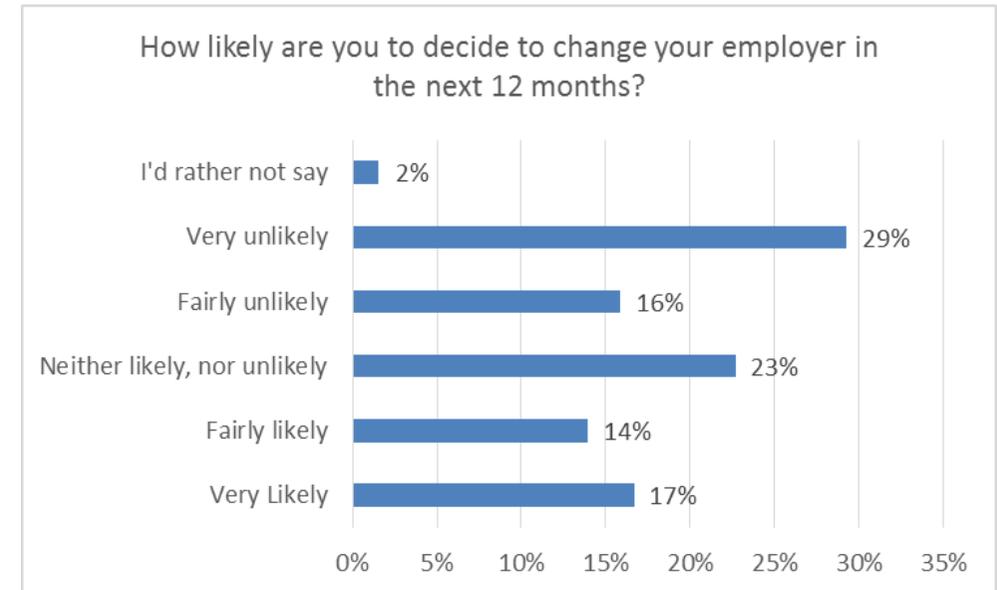
# FIFO future – Remaining FIFO (continued)

- Majority of respondents (87%) believe that diversity of work is highly important (39%) or of medium importance (48%) for them to remain in FIFO work
- Majority of respondents (97%) believe that job security is highly important (79%) or of medium importance (18%) for them to remain in FIFO work
- The top 3 highly important reasons for a FIFO worker to remain are:
  - Money / Salary (80%)
  - Job Security (79%)
  - Family Acceptance (75%)



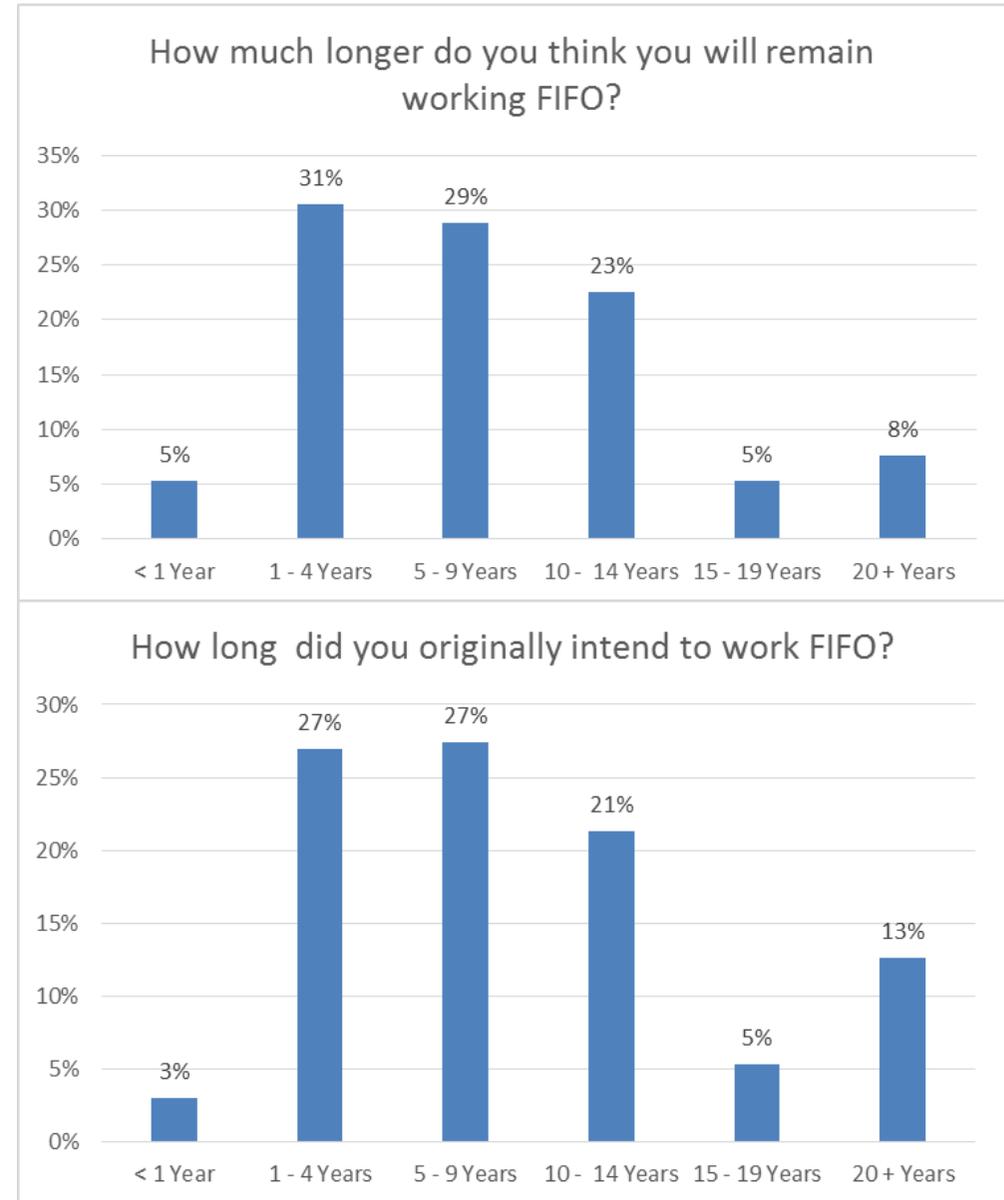
# FIFO future – Potential change in employer

- Just under half of the respondents (45%) are very unlikely (29%) or fairly unlikely (16%) to decide to change their employer in the next 12 months.
- Over a quarter (31%) of respondents are fairly likely (14%) or very likely (17%) to decide to change their employer in the next 12 months.
- Of those who are likely to change their employer in the next 12 months, the top 3 reasons for them changing would be:
  - Dissatisfaction with employer/job (32%)
  - Not happy with remuneration (19%)
  - Position Location (18%)



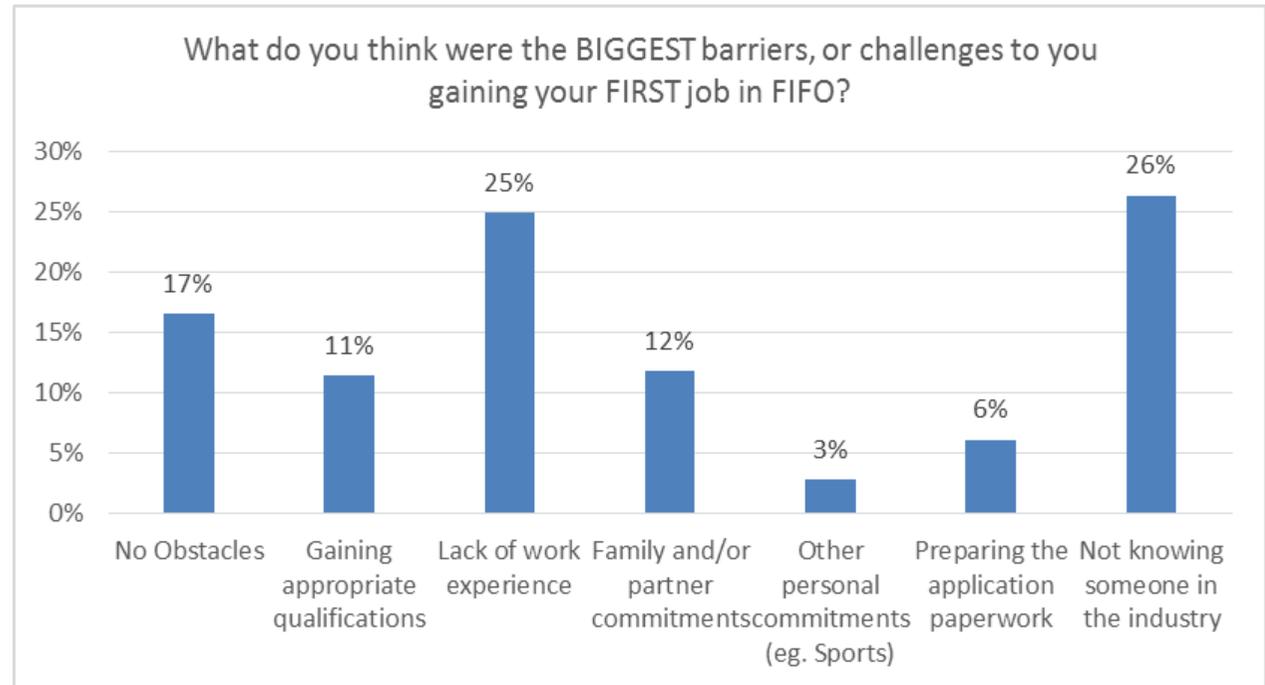
# FIFO future – Intended length to stay

- Just over half of the respondents (60%) think they would remain working FIFO for 1 – 10 years
- A small proportion (5%) believe they will remain working FIFO less than 1 year
- Just under a quarter (23%) are likely to remain for 10-14 years
- Just over half of the respondents (54%) original intended to work FIFO for 1 – 10 years
- A small proportion (3%) intended to work FIFO for less than a year
- It is interesting to note that 13% of respondents intended to work FIO for 20+ years



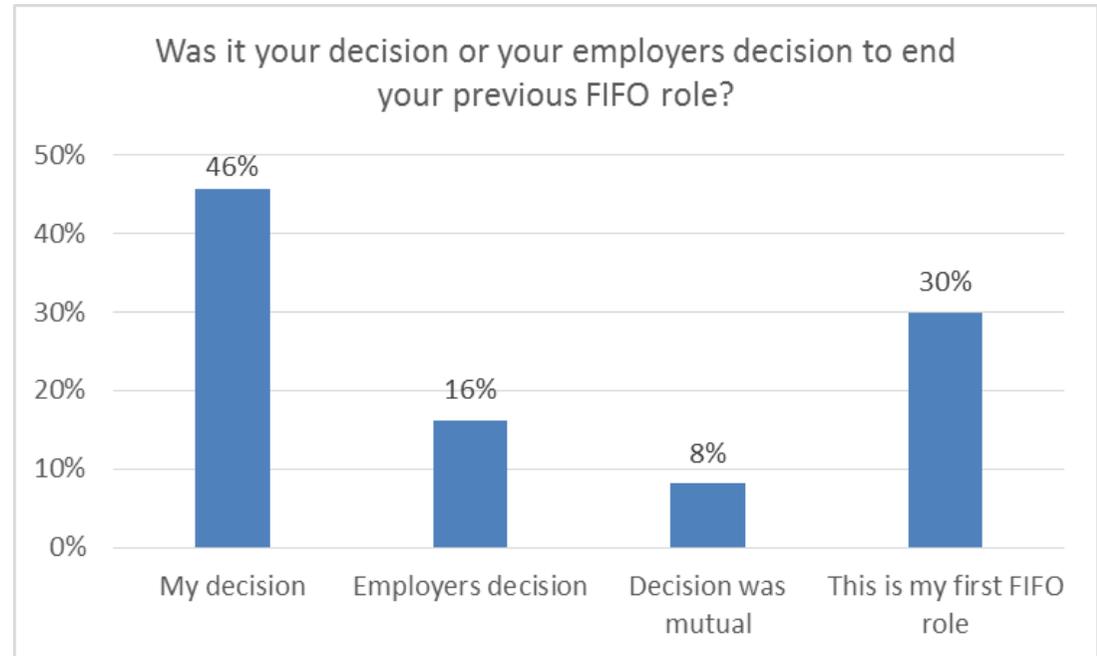
# Barriers to getting your first FIFO job

- The top 3 biggest barriers or challenges to respondents deemed are:
  - Not knowing someone in the industry (26%)
  - Lack of work experience (25%)
  - Family and/or partner commitments (12%)
- It is interesting to note that 17% deemed there being no obstacles



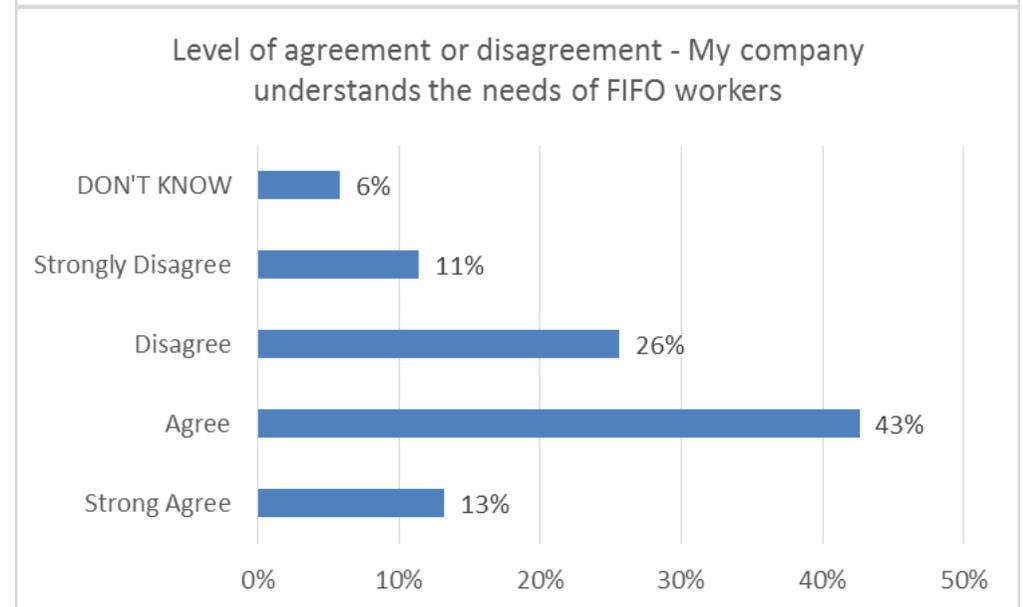
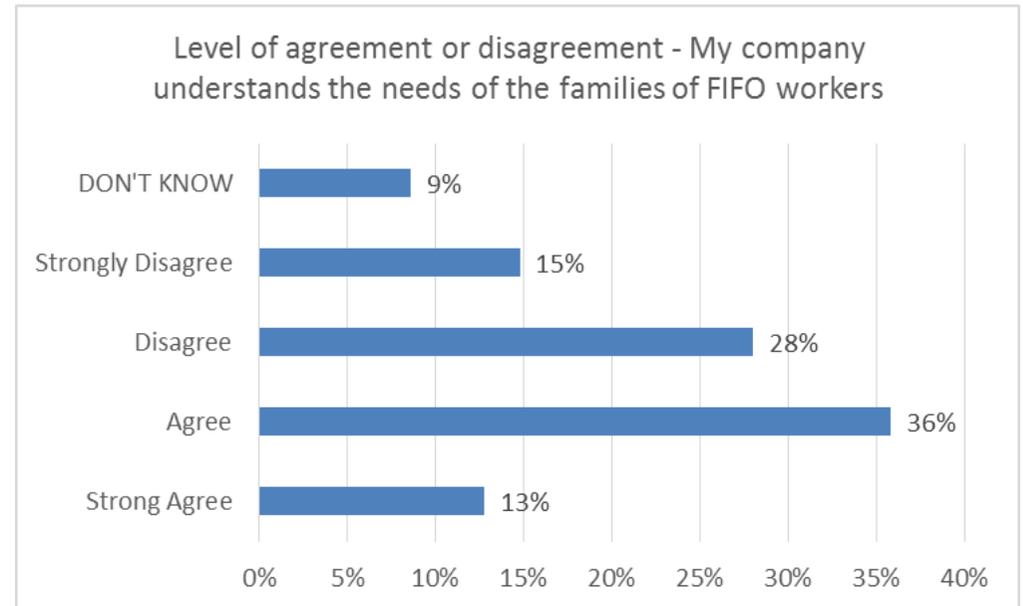
# Previous FIFO employment

- Respondents who have had 2 or more FIFO jobs stated that:
  - It was their decision to end their previous FIFO Role (46%)
  - It was the employers decision (16%)
  - The decision was mutual (8%)
  
- The top 3 main reasons for respondents to leave their previous position were:
  - Work was seasonal (27%)
  - Terminated (25%)
  - Dissatisfaction with employer/job (19%)



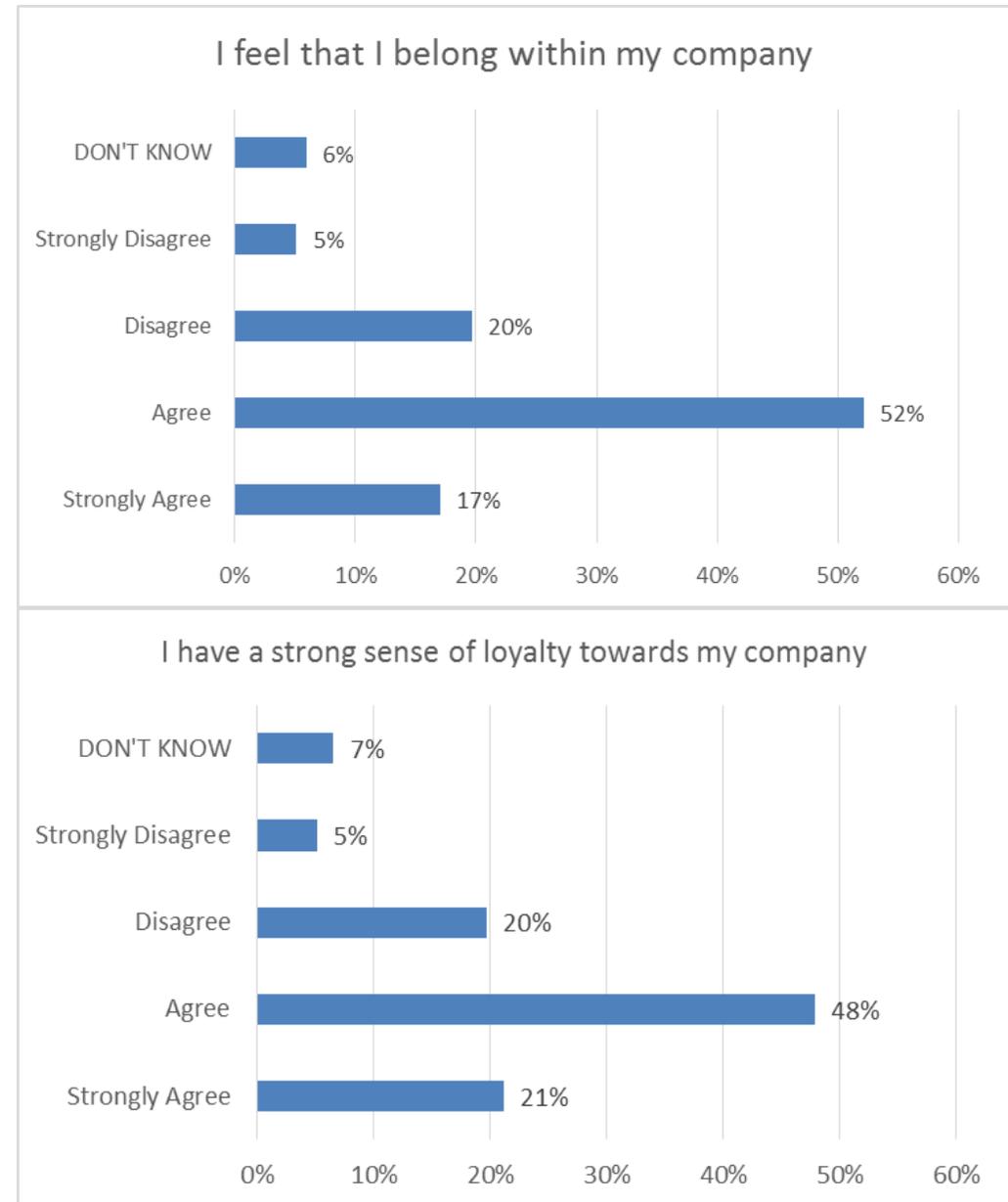
# Company's understanding of FIFO and families of FIFO workers

- Just under half of the respondents (49%) strongly agree (13%) or agree (36%) that their company understands the needs of the families of FIFO workers, however 43% also believe that their company does not understand the needs of the families of FIFO workers
- Just over half of the respondents (56%) strongly agree (13%) or agree (43%) that their company understand the needs of FIFO workers, however over a quarter (37%) of respondents believe that their company does not understand the needs of FIFO workers



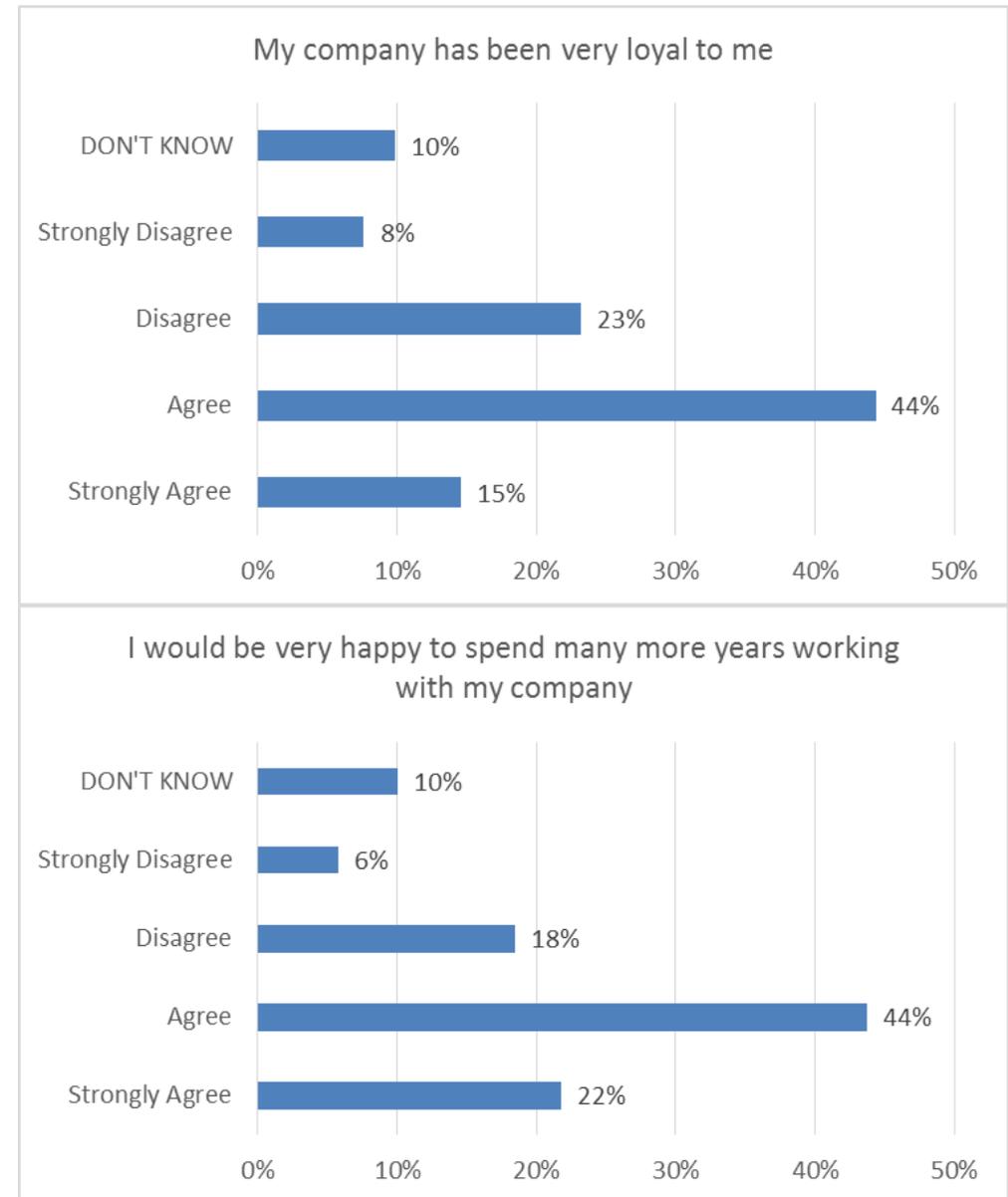
# Company satisfaction

- Majority of respondents (69%) feel that they belong within their company.
- A quarter of respondents (25%) felt that they do not belong
- Majority of respondents (69%) feel that they have a strong sense of loyalty towards their company.
- A quarter of respondents (25%) felt that they did not have a strong sense of loyalty towards their company.



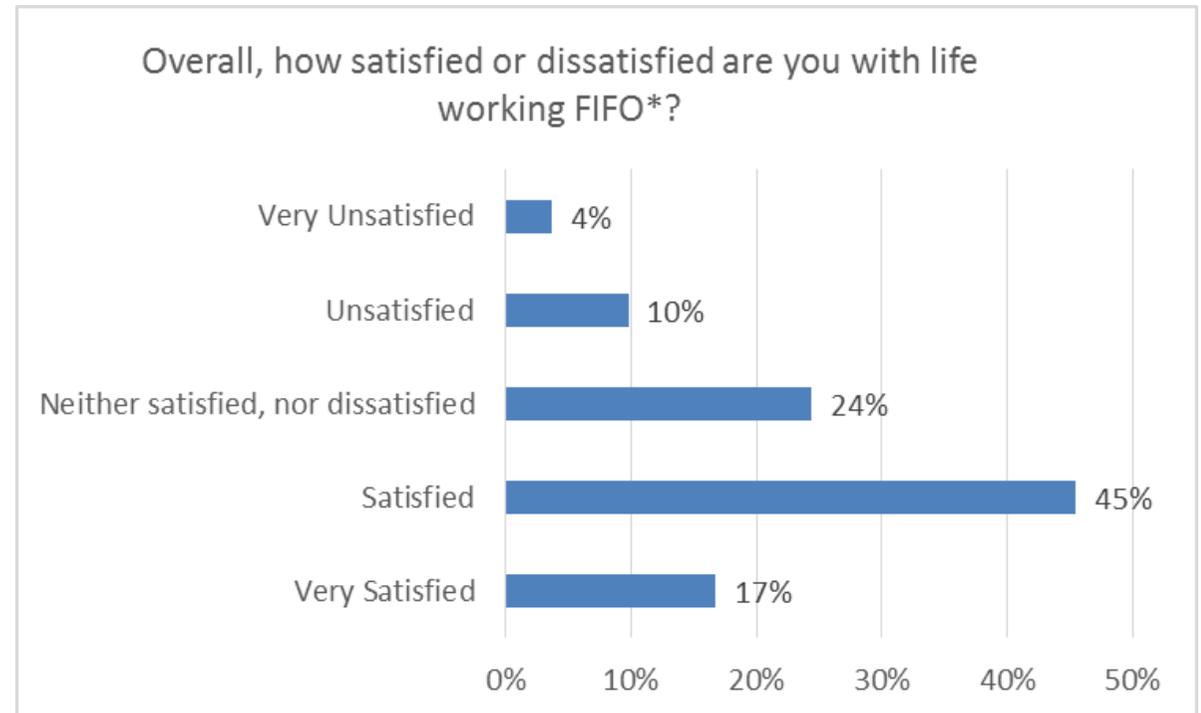
## Company satisfaction (continued)

- Majority of respondents (59%) feel that their company has been very loyal to them
- Over a quarter of respondents (31%) felt that their company has not been loyal to them
- Majority of respondents (66%) would be very happy to spend many more years working with their company
- Just under a quarter of respondents (24%) felt that they would not be happy to spend many more years working with their company



# Overall satisfaction with life working FIFO

- Majority of respondents (62%) are very satisfied (17%) or satisfied (45%) with life working FIFO.
- Just under a quarter (24%) are neither satisfied, nor dissatisfied.
- The remaining respondents (14%) are unsatisfied (10%) or very unsatisfied (4%).



## 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  
OR OPERATIONAL ROLES

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



# Most satisfied with life working FIFO - Worker Characteristics



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

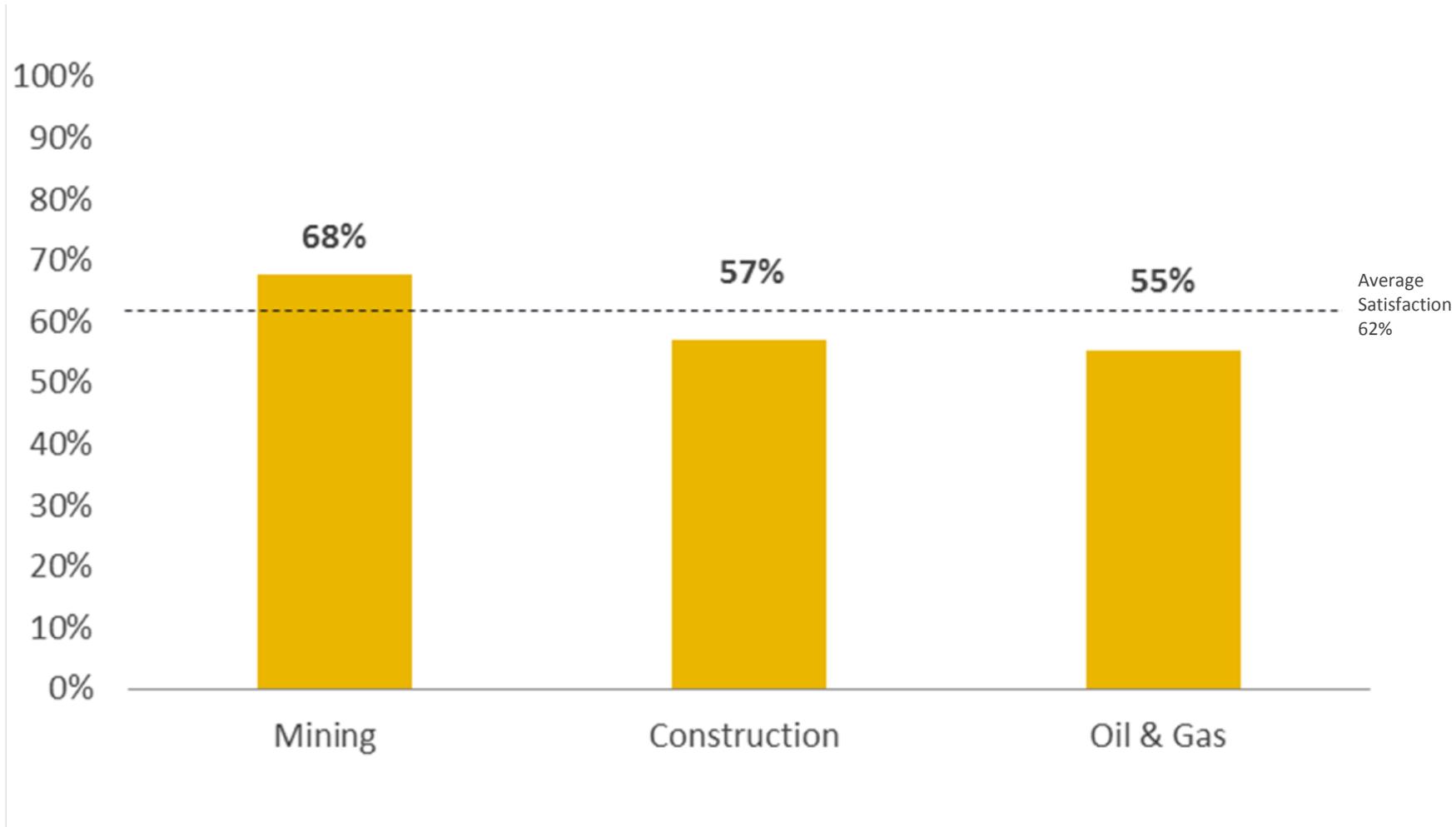
**UNLIKELY TO**  
CHANGE EMPLOYER  
IN THE NEXT 12 MONTHS

THINK THEY WILL  
**REMAIN WORKING**  
FIFO FOR 6 +YEARS

**ORIGINALLY**  
INTENDED TO WORK  
FIFO **LONG TERM**

# Most satisfied with life working FIFO - Worker Characteristics:

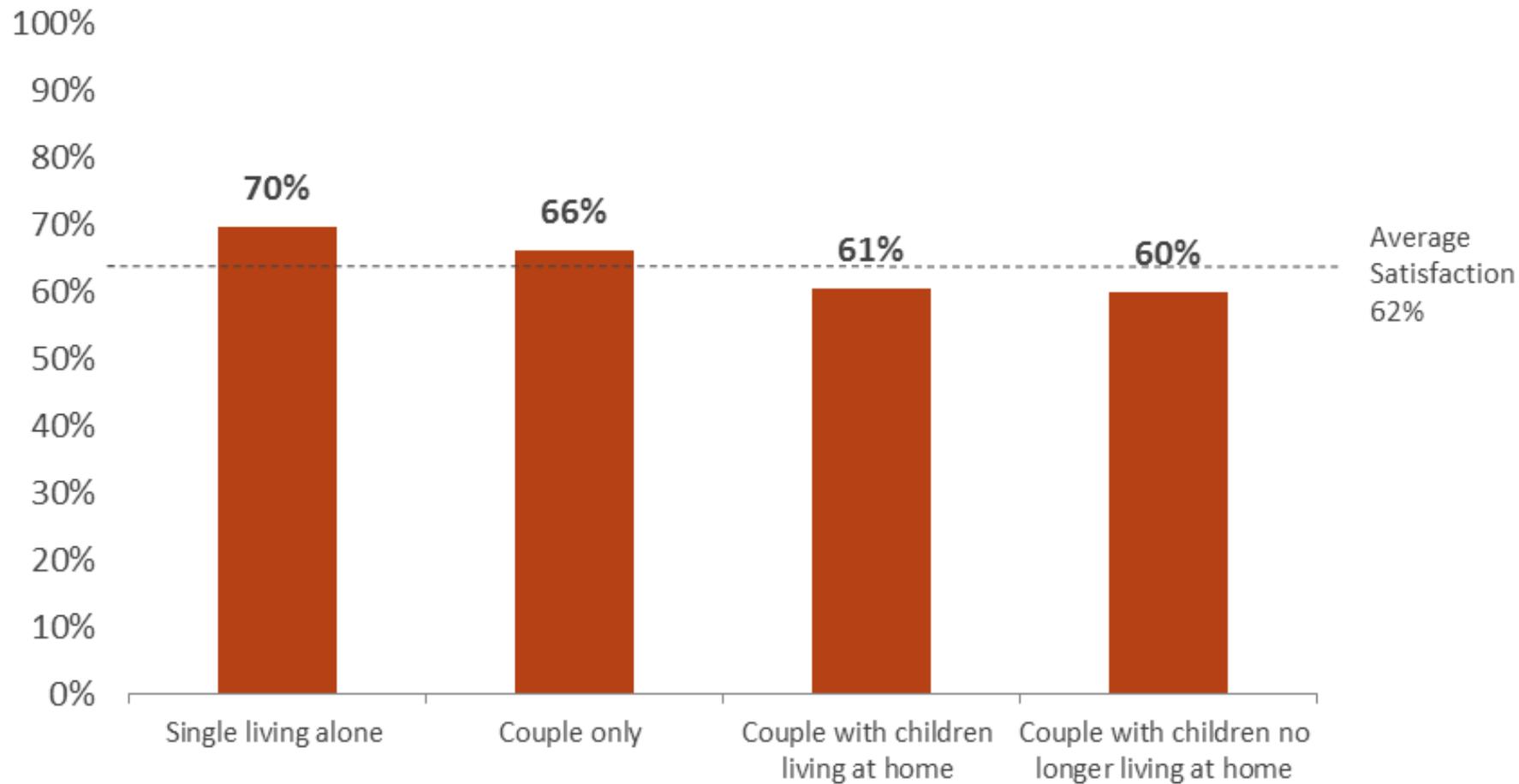
## Sector



Q. Overall, how satisfied or dissatisfied are you with your life working FIFO

# Most satisfied with life working FIFO - Worker Characteristics:

## Household type



Q. Overall, how satisfied or dissatisfied are you with your life working FIFO

## Citations and Contact details

### Citing the research:

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