

KEY FINDINGS OF THE CME WORKFORCE SURVEY

In mid-2015 The Chamber of Minerals and Energy of Western Australia partnered with independent global research firm Ipsos to undertake a survey to collect data on the Western Australian resources sector workforce to capture information on demographics, preferences, satisfaction and wellbeing.

The survey targeted those working Fly-in Fly-Out (FIFO), those working residential on site and those who are residential in the Perth metropolitan area. After a data collection period across May/June 2015, 2,513 electronic surveys and 90 paper copies were completed, a sample size of 2,603 – approximately 2.7% of the Western Australian resources sector workforce. The composition of responses included 1,393 FIFO workers, 518 residential regional workers and 688 residential metro workers.

The findings are as follows:

DEMOGRAPHICS

- 67% of the resources sector workforce are 35-64 years or older.
- The majority of the FIFO workforce is in the 35-54 age group while the majority of the residential metro workers are in the younger age group of 25-44 years.
- 86% of the workforce is in a relationship, with around 65% having children.
- There are few differences between the residential metro, residential regional and FIFO workforces when it comes to being in a relationship or having children.
- 73% of respondents' partners were working.
- Around 55% of the workforce has worked in their roles for over 5 years.

The resources sector workforce is clearly not comprised exclusively of single young men.

WORKFORCE PREFERENCES

- 74% of FIFO workers would not continue in their role if their arrangement changed to residential. The main reasons for this were around not wanting to live regionally, family reasons (school availability, partner's career limited etc.) and lack of infrastructure in the regions.
- Both financial incentives and lifestyle emerged as the two most important reasons for resources sector employees' choice of role across the three work arrangements.
- This suggests resources sector workforces are not necessarily trading off lifestyle for financial gain; rather that it is possible to get both from the three different work arrangements depending on personal circumstances.

FIFO is a matter of choice for resources sector workers – choice about where they work and where they live.

SATISFACTION (COMPARED TO NATIONAL NORMS)

- Standardised questions about satisfaction found the following:
 - Satisfaction with life as a whole: the resources sector workforce reported similar scores compared to the mean scores of the national norm.
 - Satisfaction with your health: the resources sector workforce reported similar scores compared to the mean scores of the national norm.

Resources sector workers are just as satisfied and healthy as the rest of the population.

EMPLOYEE ASSISTANCE PROGRAMS

- Over 90% of FIFO workers reported access to Employee Assistance Programs (EAP)
- A significant majority reported being comfortable accessing them.

The overwhelming majority of resources sector workers feel comfortable accessing Employee Assistance Programs, but there is still work to do to address societal stigma.