

When the dust settles.....



How do families decide?



Residential?



or



Anne M Sibel

Reflective Practice

Edith Cowan University

asibbel@fifoinfo.com.au

Fly-in/fly-out?

Overview

- Introduction
- A generic FIFO?
- FIFO statistics
- Choosing FIFO/residential
- Preferences vs expectations
- Conclusions



**Boom
belts on**

WORKERS RIDE THE RESOURCES BOOM

Fly-in, fly-out rating for councils

Sucked in - ONCE you're in, it's hard to get out. The seductive pull of fly-in, fly-out work in the mining and resources sector may not be obvious: shifts up to 14 hours, harsh and isolated locations, and an industry awash with broken relationships caused by sustained separation. April 04, 2008

FIFO seen as vital to resources industry

Taskforce to probe FIFO

News

Fly in-fly out a 'bush cancer'



"What are they going to do with their money once their wives have left them, they've had a break up and their kids have run amok?"

— **Local Government Minister John Bowler**

"They make it very difficult for family balance, they make it difficult to look after elderly parents...it was generally agreed that it was the cause of marital break down and disturbed children.

— **Sex Discrimination Commissioner Pru Goward**



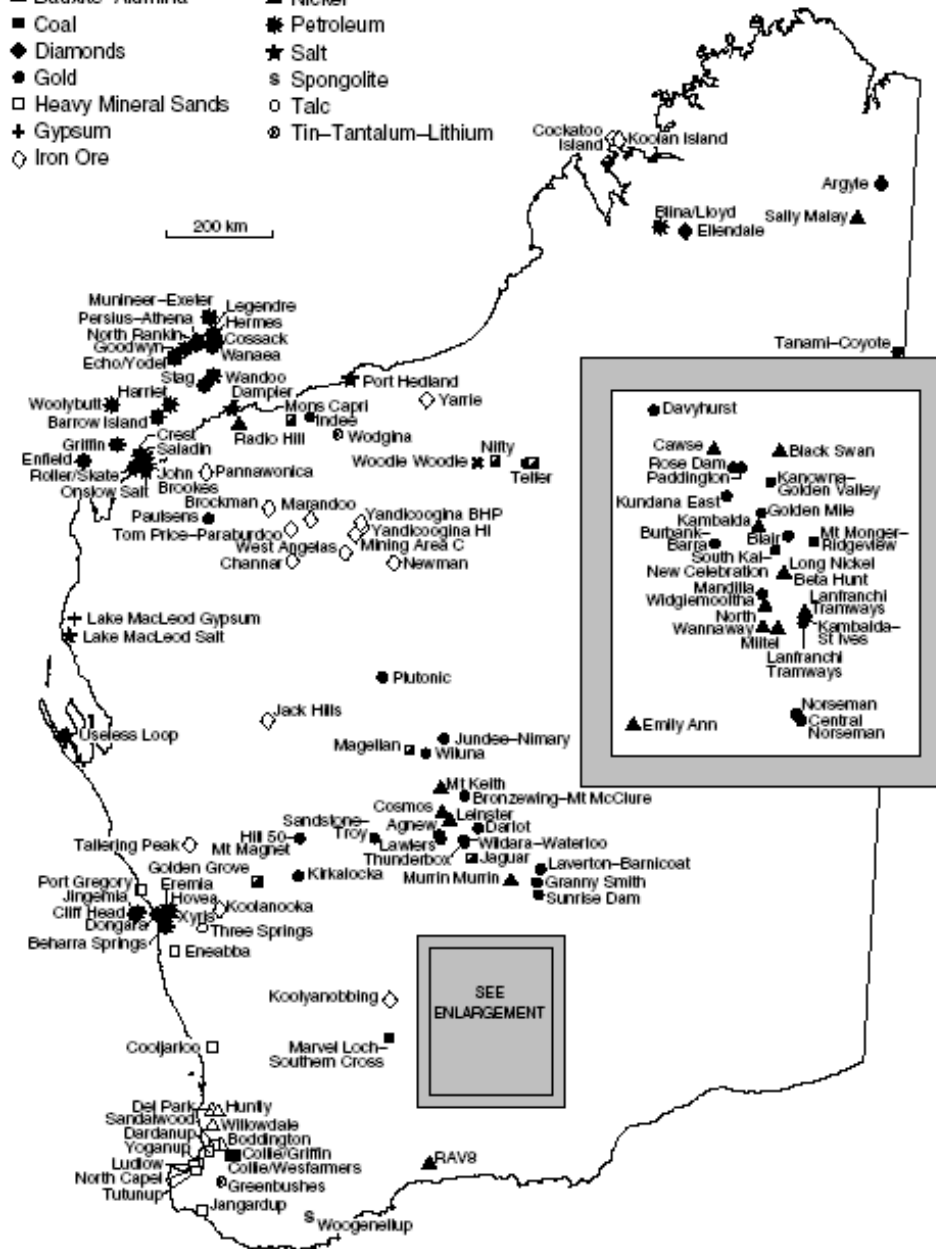
Long hours
make for
a sad dad

Health crisis in goldfields

FIFO on the table

MAJOR MINERAL AND PETROLEUM PROJECTS IN WESTERN AUSTRALIA

- Base metals
- △ Bauxite-Alumina
- Coal
- ◆ Diamonds
- Gold
- Heavy Mineral Sands
- + Gypsum
- ◇ Iron Ore
- × Manganese
- ▲ Nickel
- ✱ Petroleum
- ★ Salt
- ⊖ Spongolite
- Talc
- ⊕ Tin-Tantalum-Lithium



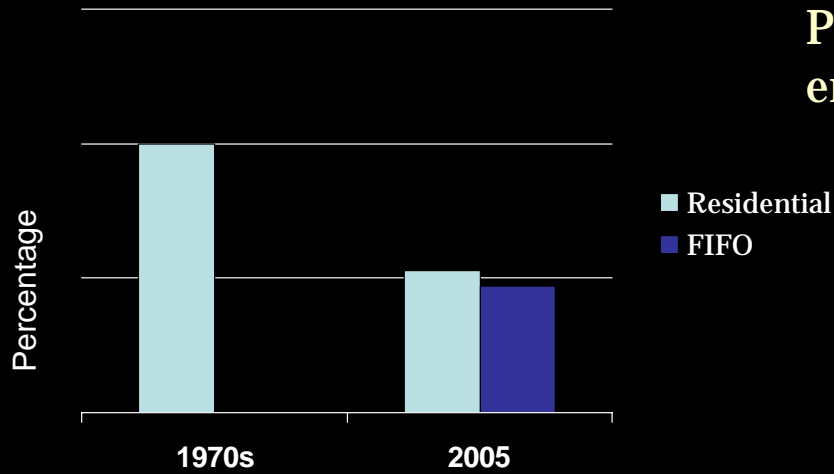
(WA Department of
Industry and
Resources, 2008).

A Generic FIFO?

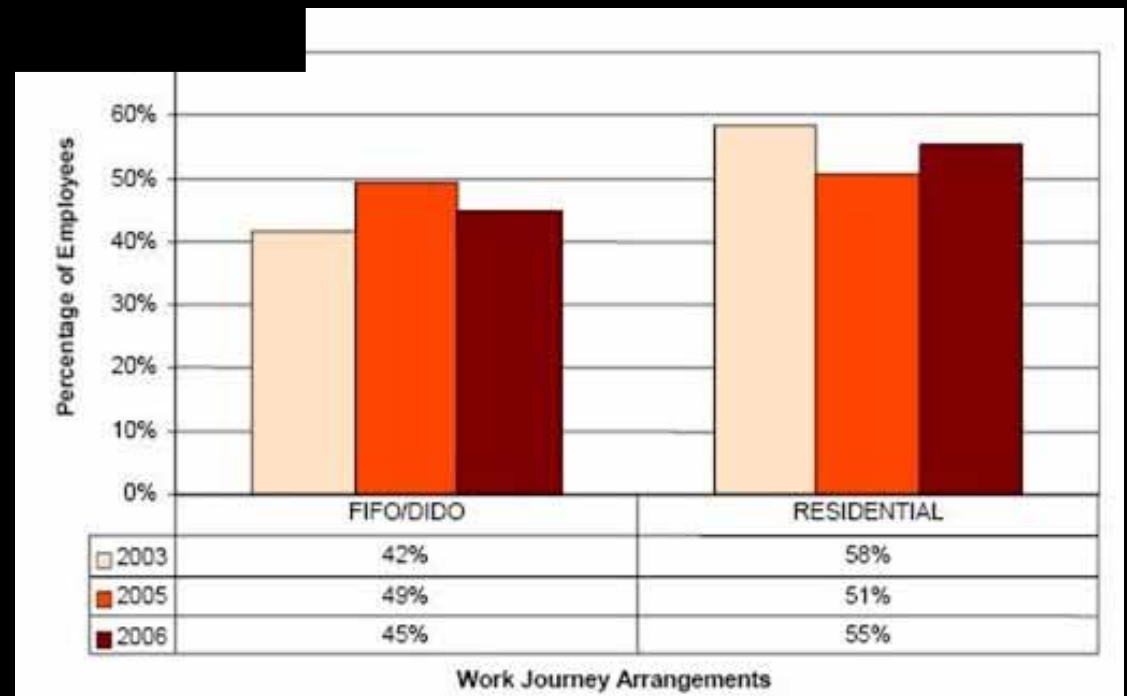
- FIFO/DIDO
- Local and International
- Oil and gas
 - Offshore and onshore
 - Operations and exploration
- Mining
 - Remote or regional
 - Operations or exploration
- Construction
- Employer
 - Contractor or principal
- Impacts e.g. on rosters/safety/travelling time/working conditions/availability of communication



Percentage of FIFO and Residential employees 1970s and 2005 (CMEWA, 2005)



Percentage of FIFO and Residential employees (CMEWA, 2008)



Growth of FIFO

Year	1996	2001	2006
No FIFO Sites	44	54	76
% of Mines FIFO	43.6%	56.3%	70.4%
No. Mine Workers FIFO	10,416	14,182	25,376
% of Mine Workers FIFO	26.35%	33.7%	41.1%



Price (2008)

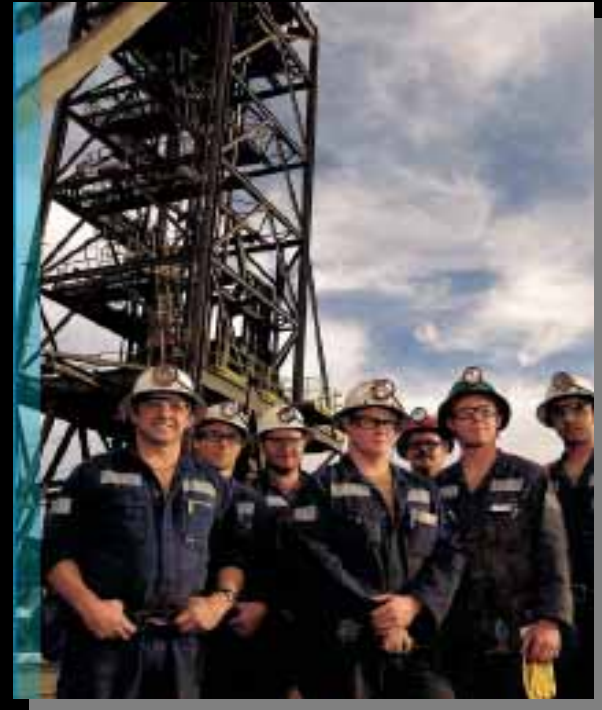
Decision making

- Why are people choosing FIFO or residential?
- How do they make this decision?
- Is this a life long decision or can it change?



Method

- Part of a larger study
- Two mine sites – one residential, other mix of FIFO and residential
- Purposeful cross-sectional sampling frame
- Written surveys
- In depth interviews
- Focus groups



Demographics

	Residential	FIFO
Male	71.43%	73.33%
Female	28.57%	26.67%
Age: Range	19 – 54 years	23 – 57 years
Mean	38.11 years	34.13. years
SD	7.77	9.36
Single	14.28%	33.33%
Couple: no children	11.43%	26.67%
Couple: children at home	51.43%	30.0%
Couple: empty nest	20.0%	0
Divorced	2.86%	10.0%
Years in position: Range	0.5 - 22 years	0.1 – 8 years
Mean	6.0 years	2.45 years
SD	5.63 years	2.16 years

Decision making

- Informed choices are made
- FIFO and residential have “different things to offer different people”
- 2 main criteria used – work satisfaction and developmental needs
- Work satisfaction used to be the main criteria but now more evenly weighted
- May move between fifo and residential depending on needs at time
- May aim to eventually be non-fifo and non-residential



How people decide

Work satisfaction

- Remuneration
- Working hours
- Training and advancement



Life and family issues

- Educational needs
- Family support
- Health services
- Sport/Social activities
- Career opportunities for family
- Accommodation



Ages and stages: Singles

- FIFO
 - Social and sporting life
 - Opportunities to form relationships
 - Savings
 - Access to family and friends



Ages and stages: Childless couples

- FIFO
 - Partner's career
 - Social/sporting life
 - Savings
 - Access to family
 - Separate work and home



“FIFO is the better option for us at the moment, my wife would go crazy if we lived up here, but there’s no way I’m going to do fifo forever.” (FIFO husband)

“My partner is a professional and there is no demand for her type of work up here, FIFO works well so far, we are very independent people.” (FIFO partner)

Ages and stages: Parents with young children

- Residential
 - Home every night
 - There for milestones
 - Safety of small town
 - Sense of community



“In my circumstances with a young family I would find it hard to be away from them. We would prefer city life but being together as a family is more important.”
(Residential Dad)

“I did FIFO for nearly 2 years but stopped because I had young kids, it was affecting my lifestyle. . . being away from the kids all the time you miss out on so much.”
(Residential Dad)

Ages and stages: Parents with teenagers

- FIFO
 - Education choices
 - Social activities
 - Sporting options
 - Family Employment
 - Shopping
 - Work and home separate



“If the kids are older there are benefits for FIFO, it depends on their age” (FIFO Mum)

“Up to primary school it’s ok but high school and on I don’t think it’s a good place to have kids in this town.” (Residential Dad)

Ages and stages: Empty nesters & Divorcees

- FIFO
 - Be near extended family
 - Save for retirement
 - Partner's career
 - "City life"
 - Real break from work

- Residential
 - Moving easier with no family
 - Sense of community
 - See the country



“At the end of the day it wouldn't matter whether we were here or there as long as we're together.” (Residential employee)

“It depends on where you are in your life and what you want.” (FIFO employee)

Other considerations

- Environmental concerns – towns have larger footprint
- Limited housing options
- Cost of living
- Availability of childcare
- Climate concerns – dislike heat
- Small town syndrome
- Sense of isolation
- Dislike of the outback



Wanted and expected years FIFO

No years	% FIFO Employees		% FIFO Partners	
	Wanted	Expected	Wanted	Expected
<1	17.8	14.4	31.2	9.4
1 \diamond 2	17.8	21.1	9.4	15.6
2 \diamond 3	7.8	6.7	15.6	15.6
3 \diamond 4	7.8	8.9	3.2	3.1
4 \diamond 5	5.6	7.8	12.5	15.6
>5	12.2	13.3	15.6	15.6
Unknown	31.0	27.8	12.5	25.0
Total	100.0	100.0	100.0	100.0

FIFO or Residential preferences

Preference	Employees %	Partners %
FIFO	49.4	40.0
Residential	35.3	23.3
Neither	15.3	36.7
Total	100.0	100.0

Fifo or residential forever?

- It depends.....
 - Family needs
 - Career issues
 - Financial goals
 - Changing circumstances
 - “it doesn’t work for us”
 - FIFO/residential burnout



When the dust settles

- Generally informed decisions were made
- Work satisfaction and life cycle needs
- Decisions are flexible
- What fits at the time
- Having the choice of FIFO or residential is valued



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