

# Fly-in fly-out and family life: Observations from an Australian remote mine site

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# Individual Factors

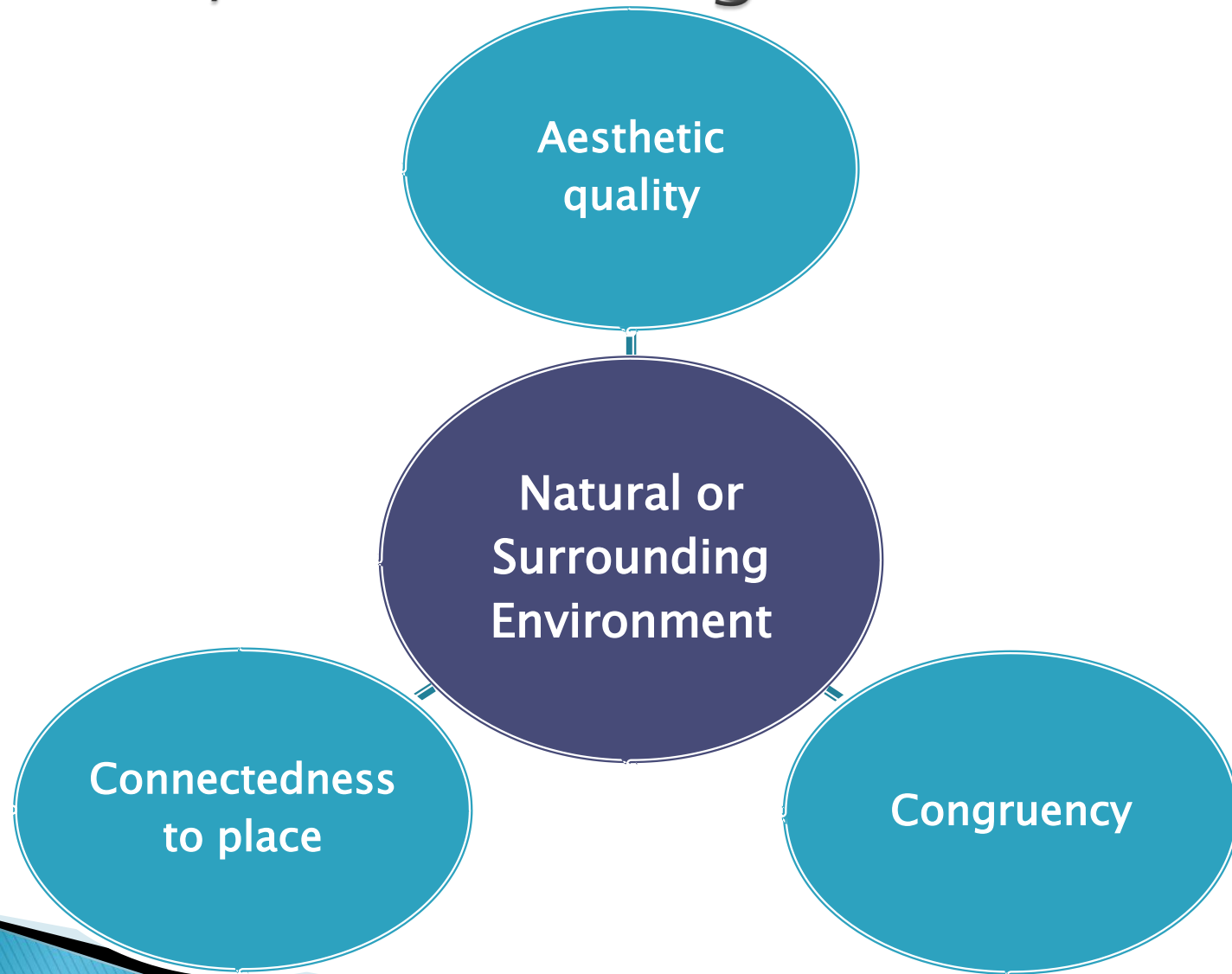


Beehr et al., 2001; Burgard & Lin, 2013; Carlson et al., 2000; Chesley, 2014; Ford et al., 2007; Glavin et al., 2011; Häusser et al., 2010; Karasek Jr, 1979; Maslach et al., 2001; Matthews et al., 2010; Morgan & King, 2012; Siegrist, 2012

# Organisational Environment



# Natural/Surrounding Environment



# The Study Site

- ▶ Remote mine site in western Queensland
- ▶ Entirely FIFO workforce



# The Current Study

## ▶ Method

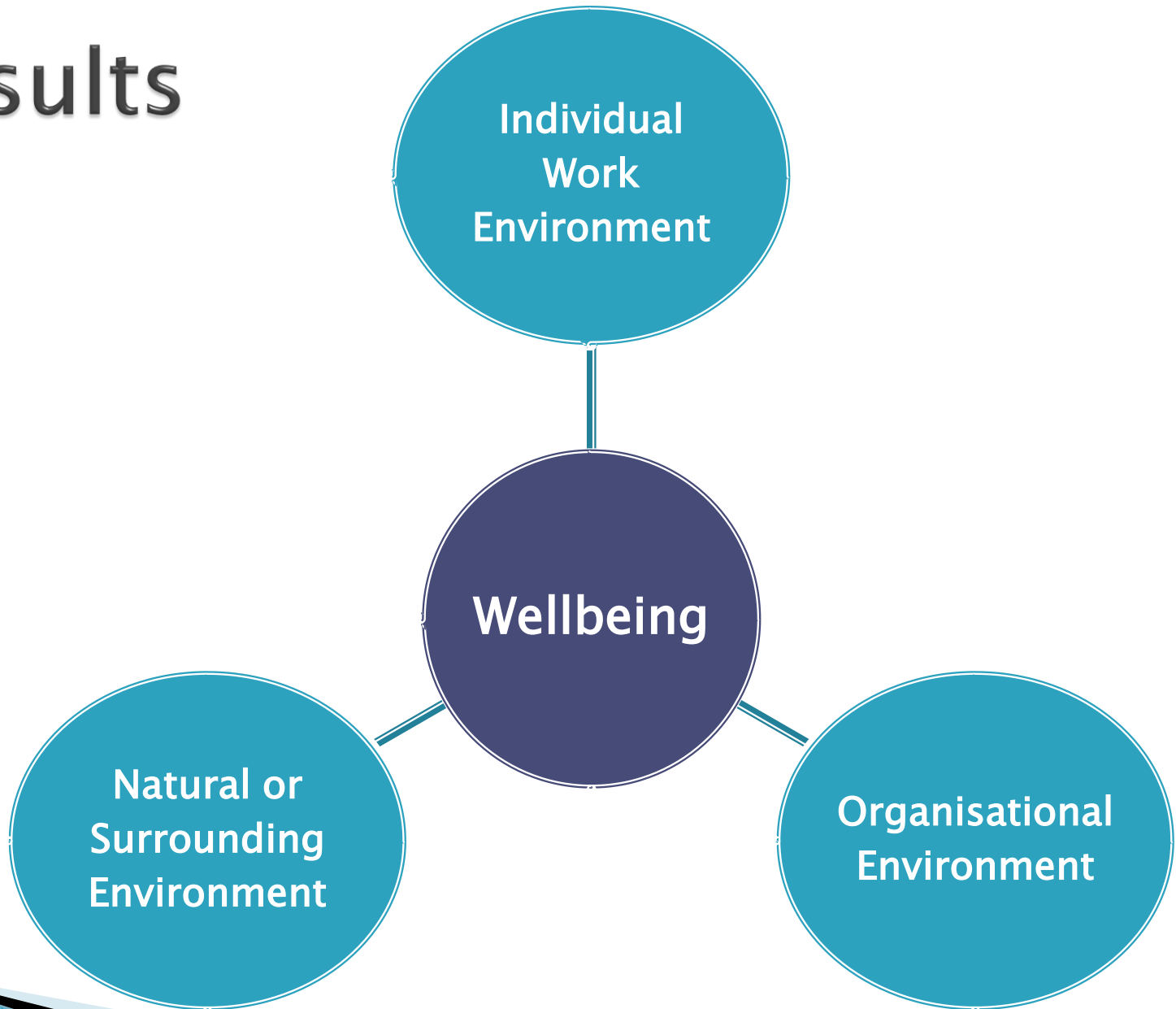
- Qualitative research design
- 16 participants (13 male, 3 female)

## ▶ Analysis

- Interpretative Phenomenological Analysis (IPA)



# Results



# Results





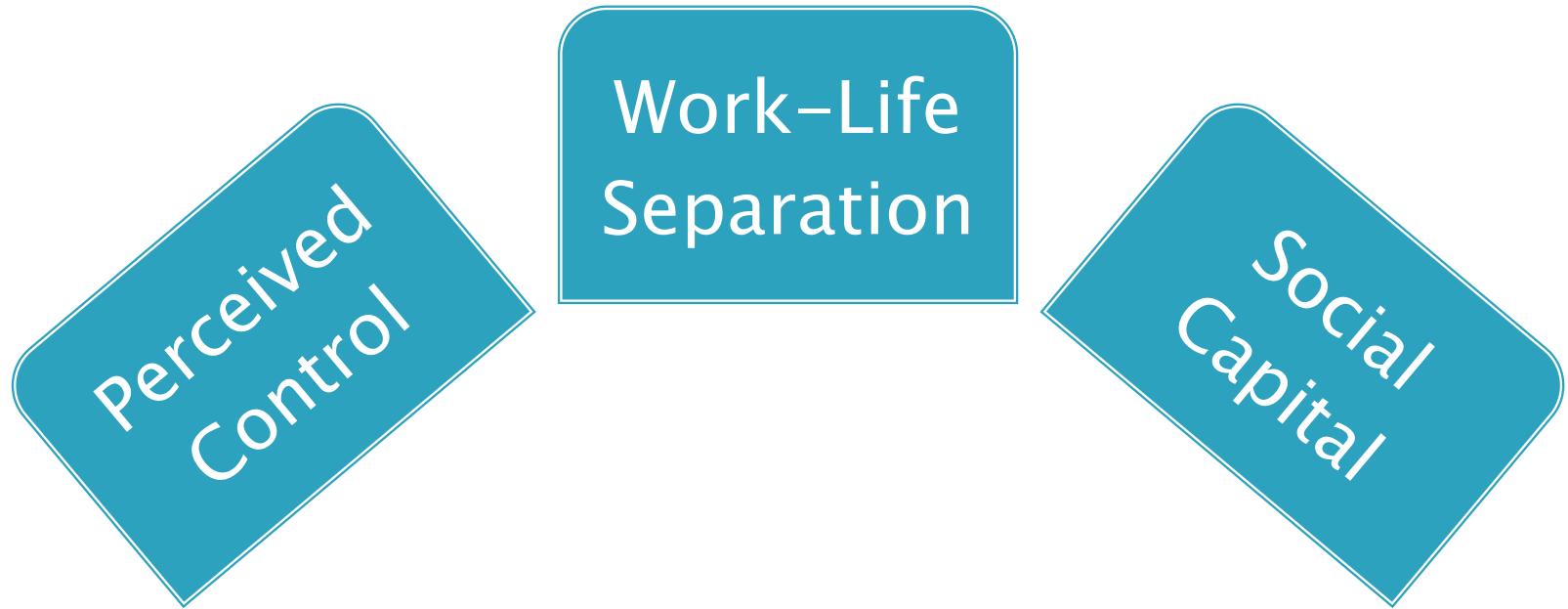
# Results



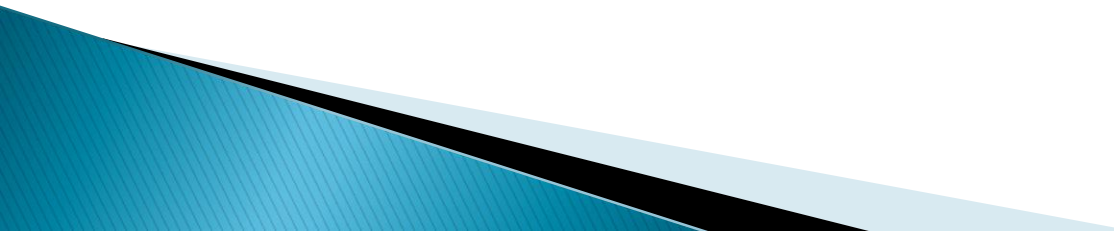
# Results



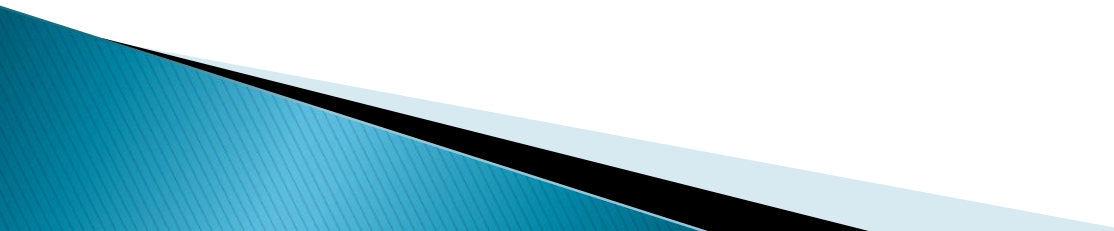
# Results



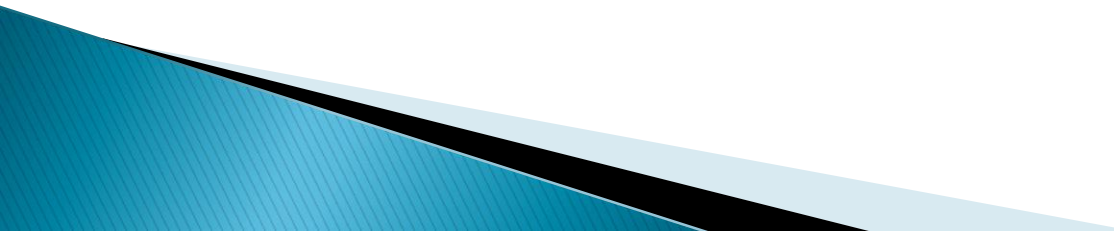
# Perceived Control

- ▶ Perceived control contributes to feelings of isolation, concern and dissatisfaction
  - ▶ Accessibility
    - Telecommunications
    - Services and amenities
    - Transport
    - Family
  - ▶ Communication of availability of amenities
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# Work–Life or Family Separation

- ▶ Family separation
    - Difficulties readjusting to family life
    - Low perceived control of accessing family
  - ▶ Work decisions influenced by family satisfaction and opportunities
  - ▶ Use motivations for engaging in work as a coping strategy
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# Social Capital

- ▶ Workplace perceived positively if the work culture was inclusive, respectful and facilitated connectedness
  - ▶ Supportive organisational environment:
    - Good working relationships
    - Good support from workmates
    - Connectedness with workmates
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# Implications

- ▶ Increased accessibility
- ▶ Enhance vertical and horizontal communication



# Thank you! Questions?

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