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

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Individual Factors

- Interpersonal or role conflict
- Work–life separation
- Guilt
- Work rewards
- Work demands

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

- Physical organisational environment
- Work Culture
- Congruent expectations
- Social capital

Andrade et al., 2014; Belias & Koustemelios, 2014; Campos-Andrade et al., 2013; Casper et al., 2007; Häusser et al., 2010; Michel et al., 2011; Sapp et al., 2010
Natural or Surrounding Environment

- Aesthetic quality
- Congruency
- Connectedness to place

Avriel-Avni et al., 2010; Hegney et al., 2007; McShane, et al., 2012; Raymond et al., 2010; Zhang et al., 2014
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)

Birks & Mills, 2011; Braun & Clarke, 2006
Wellbeing

Individual Work Environment

Organisational Environment

Natural or Surrounding Environment
Results

Individual Work Environment

- Work Demands
- Work Safety
- Work Structure
- Accessibility
- Social Connectedness
Results

Organisational Environment

- Physical Organisational Environment
- Work Culture
- Workplace Lifestyle
- Support from Co-workers
- Work Social Capital
Results

Aesthetically Pleasing

Natural or Surrounding Environment

Connected to Locality
Results

Perceived Control

Work-Life Separation

Social Capital
Perceived Control

- Perceived control contributes to feelings of isolation, concern and dissatisfaction

- Accessibility
  - Telecommunications
  - Services and amenities
  - Transport
  - Family

- Communication of availability of amenities
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
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
Implications

- Increased accessibility
- Enhance vertical and horizontal communication
Thank you!

Questions?

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