



FLY in FLY out

Fly In Fly Out or FIFO, as it is commonly called now, is an interesting form of flexible full-time work, where the employee is flown to a jobsite for an extended period of time and then flown back. While it's not going to be for everyone, it's popular and warrants further investigation for anyone seeking flexibility.



FIFO work is flexible in a very different way to any of the other flexible working options available. It is most commonly found in the mining, oil and gas industries, where work sites are often in geographically remote areas. The workers for these sites are transported in from where they live and then are transported back at predetermined intervals.

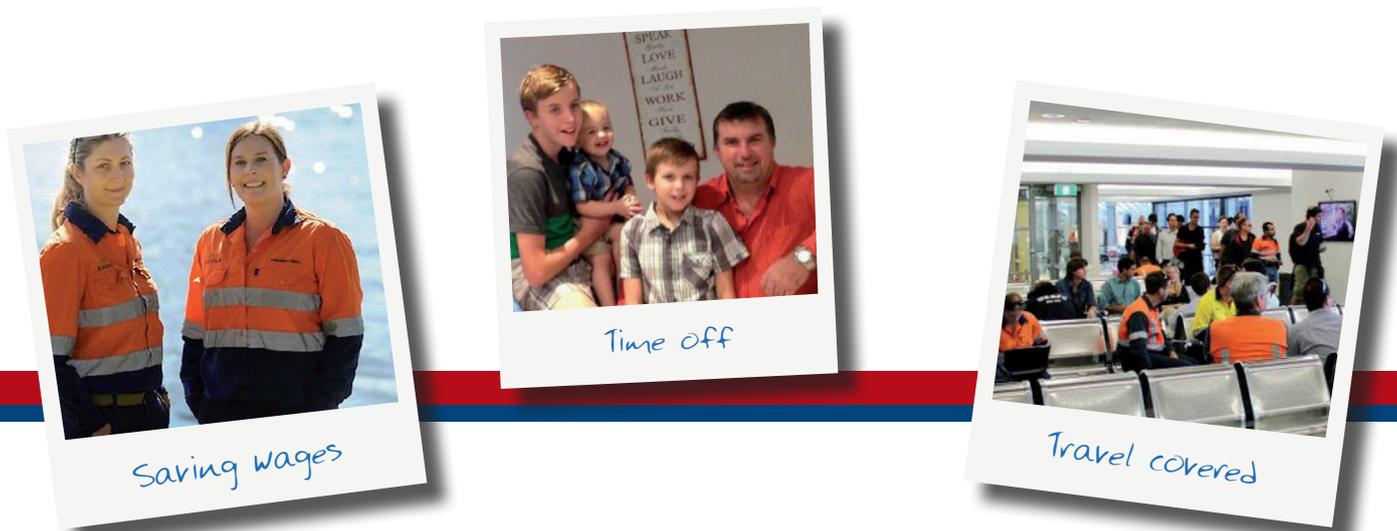
Arrangements are particular to each situation, but an example would be an employee working four weeks on and then flying home for four weeks off. This rotation would be constant throughout the year. It should be noted that shifts are generally longer on remote work sites and the focus is very much on productivity, but the benefits are significant and could be well suited to some families.

Benefits Of Fly In Fly Out For Employers

- Dedicated Workers**
When employees are at work, they are focused and there to work.
- Skilled Workforce**
Employers can access a skilled workforce in even the most remote areas because they don't rely on sourcing talent from a single geographical location.
- Reduced Costs**
Providing travel and accommodation in temporary camps, costs employers considerably less than relocating workers and building permanent housing and infrastructure for families.
- Recruitment and Training**
Retention with FIFO workers is high, so the costs associated with recruitment and training are reduced.
- Absenteeism**
Is less of an issue as workers are housed at the worksite and less likely to take time off.

Benefits Of Fly In Fly Out For Employees

- ✓ **Wages**
Remuneration packages are generally higher than other flexible arrangements, due to the type of work, remote locations and environmental conditions the workers are often subjected to.
- ✓ **Everything Provided**
Most sites go out of their way to make workers feel at home. Apart from providing meals and accommodation, many employers provide various other amenities that workers can access when not on a shift.
- ✓ **Time Off**
FIFO workers generally enjoy extended periods of time off, allowing workers to de-stress and relax with loved ones.
- ✓ **No Relocation**
There is no need to permanently relocate employees and their families. Travel expenses are covered by the employer and workers are flown (or driven) home for time off.
- ✓ **Saving Wages**
With most things provided, working as a FIFO worker provides an opportunity to save money.



'School Hours' are Australia's family friendly employment experts. We will help jobseekers find it, employed parents to negotiate it, employers to understand the benefits of it and how to implement it and be a champion for those doing it.

While "school hours" are at the centre of every parent's world, a school hours, part-time or casual role will only suit some, with many more wanting or needing a full-time role with flexibility. Fly In Fly Out is a flexible working arrangement that can achieve this.

If you're interested in considering Fly In Fly Out positions as part of your family friendly employment/flexible working strategy, visit for more information visit <http://www.fifofamilies.com.au/>

If you would like to advertise a vacant Fly In Fly Out position, visit <http://www.schoolhours.com.au> or contact us for more information.