

# ADDRESSING MENTAL HEALTH IN FIFO WORK

## Designing work to help protect and promote mental health

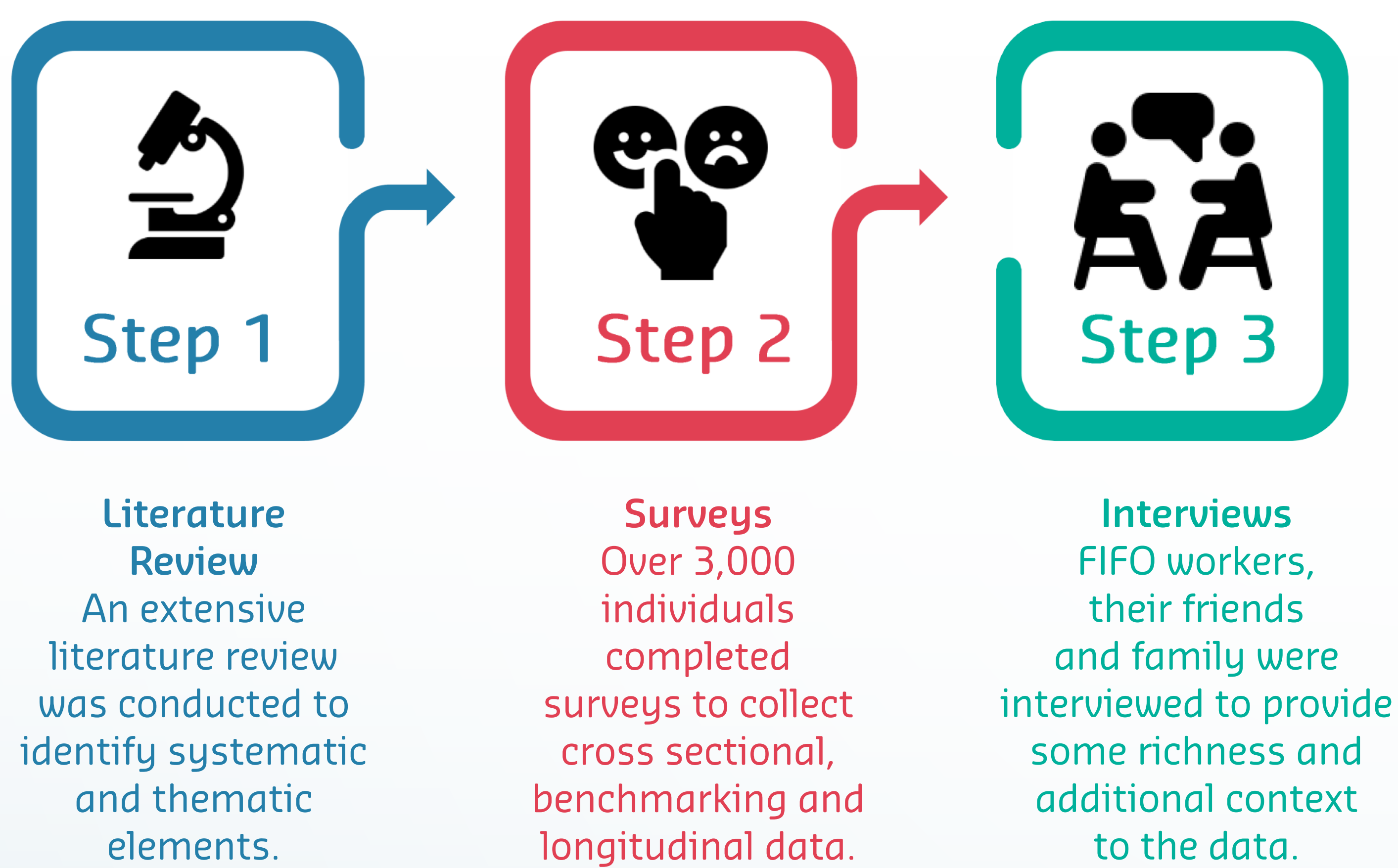
### The Issue?

In Western Australia, Fly-in Fly-out (FIFO) work arrangements are common, with an estimated 60,000 people engaging in these roles. High work demands, isolation from home and reduced social support are just some of the issues that can be faced by individuals in these challenging roles.

Recognising this, Curtin University, supported by the Mental Health Commission of Western Australia, carried out an extensive research project to better understand the mental health of FIFO workers. A clear set of factors were identified and a comprehensive list of recommendations was presented in a 300 page report.



### The Approach



### Key Findings

The research uncovered several key findings related to the FIFO worker population:

1. FIFO workers and their partners had worse mental health than comparison samples
2. Work attributes such as employment type, autonomy or roster types were linked to mental health outcomes
3. Support from supervisors and peers is beneficial for mental health in FIFO workers
4. Bullying and stigma were key issues in relation to mental health and wellbeing amongst FIFO workers
5. Having a culture that prioritises mental health was shown to be clearly beneficial for FIFO worker mental health and wellbeing

### Example Recommendations

- Implement even time and shorter rosters that allow sufficient time for recovery at home
- Provide mental health training for direct line managers
- Prepare and educate FIFO workers and their families about the challenges associated with FIFO work
- Support the development of a sense of community and social connections at the campsites
- Provide a permanent room at campsites

To view the full report, simply visit the Centre for Transformative Work Design website: [curtin.edu/ctwd](http://curtin.edu/ctwd)

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