

# UNEARTHING PEOPLE FOR THE FUTURE

- A GUIDE TO CAREERS IN THE RESOURCES SECTOR

## *FIFO ... Fly-in-fly-out*



# Agenda

- ❖ Overview of Minara Resources Limited
- ❖ What is FIFO?
- ❖ “Issues” with FIFO?
- ❖ FIFO at Murrin Murrin
- ❖ Rosters, accommodation, camp facilities
- ❖ Health & well-being
- ❖ Opportunity
- ❖ Lifestyle

# Overview of Minara Resources Limited (ASX code: MRE)

- ❖ One of world's top 10 nickel producers  
(Australia's second largest nickel producer)
- ❖ One of the world's largest producers of LME grade nickel briquettes
- ❖ Significant cobalt producer – 5<sup>th</sup> largest in world
- ❖ Founded in 1994 and became Minara Resources Limited in 2003
- ❖ Murrin Murrin project is a 60/40 Joint Venture between Minara and Glencore International AG

# Overview of Minara

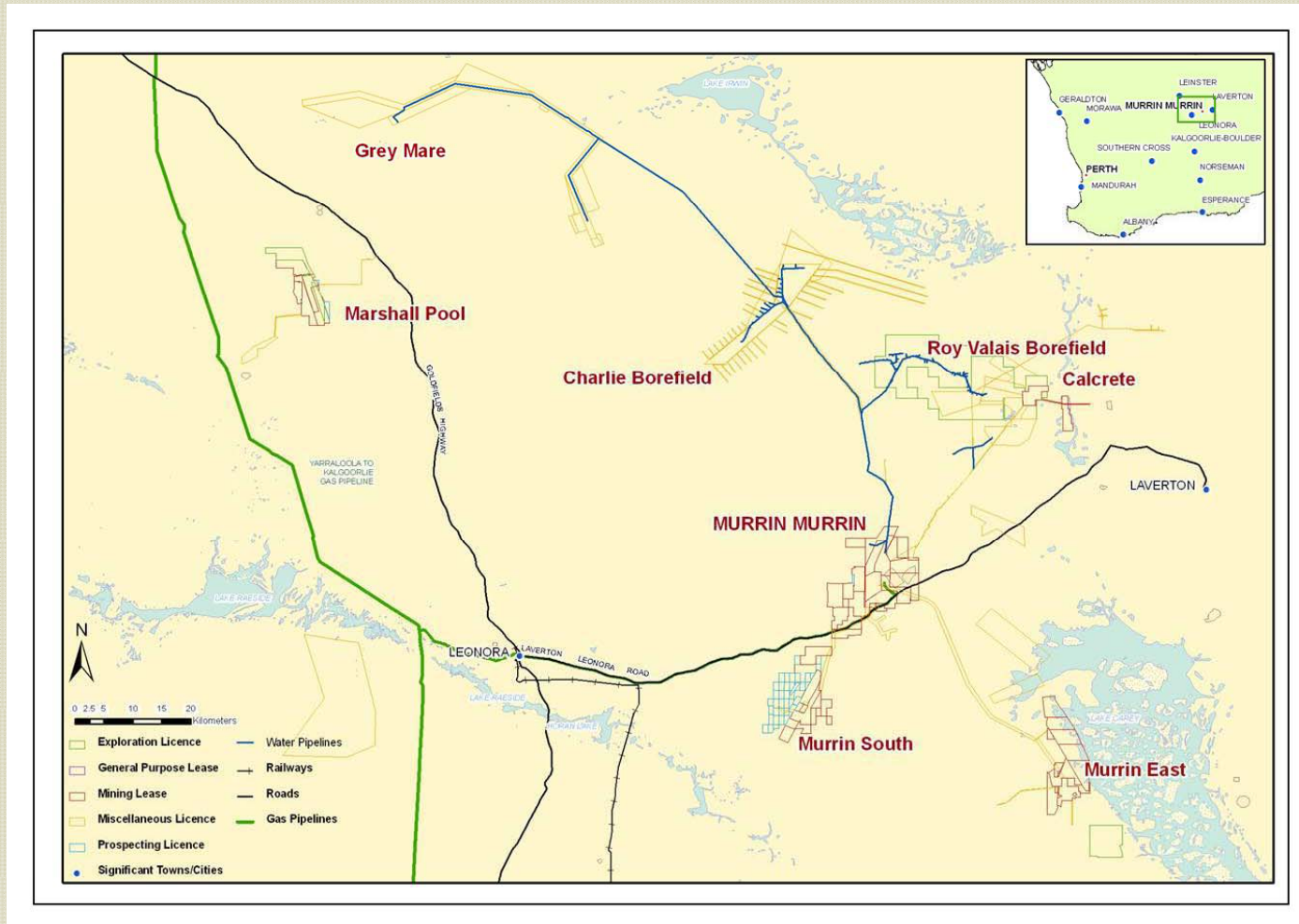
## Murrin Murrin Operations

- ❖ Located 900km NE of Perth, Northern Goldfields
- ❖ Complex hydrometallurgical facility with two processing streams
  - High pressure acid leach circuit
  - Heap leach
- ❖ Fly in, fly out workforce (>3% DIDO)
- ❖ 1000 personnel
  - 700 employees / 300 contractors

# Murrin Murrin Processing Plant



# Tenement Holdings & bore-fields



- ❖ What is Fly-in-fly-out (FIFO) and why does it exist?
  - Transport skilled and unskilled labour to remote locations when and where required
  - New projects (exploration, ore stock piling, construction, etc)
  - Location of deposits in relation to existing infrastructure/services
  - Highly mobile and specialised services
  - Access to suitable services for employees and their families (accommodation, health facilities, schools, etc)
  - A question of project economics

- ❖ Impact on regional centres
  - Demographic of FIFO workers
  - Drain on regional services
  - Pricing of regional services
  
- ❖ Impact on Families
  - Dedicated family persons
  - Positive impact of additional income
  
- ❖ *Impact of 'Global Financial Crisis' ???*

# Murrin Murrin Operations FIFO

## ❖ Rosters

### ❖ *“Family friendly rosters”*

#### ❖ 4:3

(Administration and Management)

#### ❖ 8:6 or 2:2 also known as 14:14

(Processing plant and mining services)

#### ❖ 2:1 also known as 14:7

(Mobile plant operators)



# Accommodation

- ❖ Single or double quarters plus a personal bathroom



# Camp facilities



# Camp facilities (continued)



# Camp facilities (continued)



# Camp facilities (continued)



# Camp facilities (continued)



# Health & well-being

## ❖ On-site:

- H&W Coordinator
- Regular health-checks
- Individual fitness programs
- Programs to promote participation
  - *MMO's biggest loser*
- Weekly fitness sessions
- Coordinated sports and leagues
- Competitions vs. local community

## ❖ Additional support:

- Employee Assistance program  
(Open to employee's family)

# Opportunity

- ❖ Access to additional training
  - emergency response
  - qualifications leading to promotion
  - breaks-up the standard work day
  
- ❖ Increased earning capacity
  
- ❖ Hands-on mechanical and technical experience



- ❖ Comedy, bands and other live shows
- ❖ Quiz nights
- ❖ '*Murrin idol*'
- ❖ Celebration of Christmas and New Year's eve with family members able to visit site

## Lifestyle (continued)

- ❖ Friendships with FIFO co-workers
  - Goes beyond friendships developed in standard Mon-Fri role
  - Provides an additional support network
  
- ❖ Location of work environment
  - Access to tourism, cultural and heritage activities not available in city.
  - Many FIFO locations situated in state's most beautiful areas
  
- ❖ Avoid '*rat-race*'
  - Don't face peak hour traffic, long commutes etc
  - When at 'work' you work hard (12-hour shifts) and can enjoy time at home.

## 'Takeaways'

- ❖ FIFO is a necessary component of on-going mining and mineral processing in WA
- ❖ FIFO is not for everyone but does suit individual circumstances
- ❖ Don't view mining and/or FIFO as a single 'locked-in' career path

***'Do your time and then move on to other opportunities'***