

Media Release

With over 20 years experience in sleep and rosters, Shiftwork Solutions Director Jim Huemmer takes a look at the mining industry and how its evolution has had an exponential impact on rosters.

From a business efficiency, employer relations and safety perspective, Mr Huemmer has seen a lot of change in the mining industry during the last two decades.

Historically, mining rosters and hours of work have changed significantly. It was only twenty years ago that most rosters were residential-based (not 'drive-in' 'drive-out' (DIDO) or 'fly-in fly-out' (FIFO) based).

“Mineworkers moved to remote locations and lived there with their families and friends, contract mining was not widely used in the industry, and most mine sites had only one roster for the entire site that covered production, maintenance and processing plans,” Mr Huemmer said.

From a needs perspective, today’s higher operating costs and lower commodity prices is putting pressure on most mining managers to do more with less.

“Changes to business requirements, key equipment, employee commute arrangements, operating costs and other workplace conditions can make existing rosters inefficient and expensive compared to other alternatives.”

“There is also a huge need to attract and retain skilled employees in remote locations.”

Shiftwork Solutions has developed and maintains a proprietary database of information regarding worker alertness, sleep patterns, health practices, hours of work, and other preferences. The database provides unique insight from a worker’s perspective and contains results from over 23,000 individual workers – resulting in over one million responses.

“When compared to other industries, the data collected shows that mining workers are less satisfied with their current rosters, want to work more hours per week (on average) and prefer to work longer shift lengths.”

“As you can see from all the factors involved, roster optimisation is not a one-size-fits-all approach – it is designed to fit with individual business, employee, and health and safety needs.”

“We follow the industry changes, employee changes, and safety legislation to provide the best possible rostering outcomes for clients in as little as a five-week period.”

Shiftwork Solutions is a specialist company with a proven track record in optimising shifts and rosters to better enable organisations to balance people, resources and safety. Shiftwork

Solutions offers proven processes that are tailored to organisational needs and engage all members of the organisation to implement.

They specialise in all roster optimisation for any roster-driven organisation, including mining, energy, transport, manufacturing, and government.