

# RESOURCE VILLAGE LOGISTICS AND WORKFORCE ACCOMMODATION CONFERENCE

*FIFO/ DIDO Workforce and Accommodation Pathways to Successful Development*

30<sup>th</sup> January – 1<sup>st</sup> February 2013 :: Medina Grand, Perth

## KEY BENEFITS OF ATTENDING:

- DEVELOP** ways to ensure you select the right village design
- UNDERSTAND** the new technologies available to help run your village
- CULTIVATE** solid ideas about the best way to retain your staff
- COMMUNICATE** in the debate about the latest FIFO developments

## HEAR FROM THESE EXPERT SPEAKERS:

- **Malcolm Wylie**, *Director, Mapt Developments*
- **Alan Marshall**, *CEO, Australian Mining Camps*
- **Richard Attiwell**, *Director, Milestone Building Compliance*
- **Nick Reynolds**, *General Manager, Pearls MiiHome*
- **Daniel Matthews**, *Project Manager, Vix Technologies*
- **Dave Holland**, *Principal Strategist, Brighthouse*
- **Pamela Kaye**, *General Counsel, Pluton Resources*
- **Chris Adams**, *Chief Executive Officer, The Shire of Roebourne*
- **Stephen Pate**, *National Discipline Leader, Cardno*
- **Allan Tranter**, *Founding Director, Creating Communities Australia*
- **Bruce Campbell-Fraser**, *Manager People Strategies, Chamber of Minerals and Energy*
- **Nicole Ashby**, *Director, FIFO Families*
- **Andrew Watt**, *Senior Associate, Creating Communities Australia*
- **Nick Welch**, *Principal Planning Officer on Pilbara Strategic Projects, WA Government Department for Planning*
- **Dr Anne Sibbel**, *Director, Reflective Practice,*
- **Terrace Mack**, *Manager of ICT and Security, Norman Disney Young*
- **Anna Harris**, *Managing Partner and Registered Psychologist, Anna Harris and Associates*

## PLUS: DON'T MISS THESE TWO ESSENTIAL HALF-DAY WORKSHOPS

### WORKSHOP A:

**Lessons learned from social planning: Effective planning and management of worker villages that retain workers**

Your expert facilitator:

**Allan Tranter**, *Founding Director, Creating Communities Australia*

### WORKSHOP B:

**Navigating through the permitting process to move your camp build forward and build Stakeholder cohesion: Achieving a Social License to operate**

Your expert facilitator:

**Richard Attiwell**, *Director, Milestone Building Compliance*

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## CONFERENCE DAY ONE

Wednesday 30<sup>th</sup> January 2013

- 8:30 Registration, refreshments and networking
- 8:50 Opening remarks from the Chair,  
**Andrew Watt**, *Senior Associate*,  
**Creating Communities Australia**
- 9:00 ***The role of transient workforces in the development of major nation building projects***
- Understand the importance of key resource sector projects to the State and National economy
  - Delve into the balance between residential and fly-in, fly out (FIFO) workforces
  - Discover the role of transient workforces in the national community
- Bruce Campbell-Fraser**, *Manager People Strategies*, **Chamber of Minerals and Energy**
- 9:40 ***What they really want: Looking at transient workers' expectations and aspirations***
- Uncover the demographic profile of the transient workforce
  - Delve into the latest updated research with FIFO workers
  - Understand worker preferences when it comes to facility design and lifestyle
  - Unearth the motivations of the transient workforce and understand the driving forces in worker retention
- Dr Anne Sibbel**, *Director*, **Reflective Practise**
- 10:20 Morning tea and coffee
- 10:50 ***Pinpointing the evolution of the workers village: Where we are now and where we need to be in the future?***
- Learn about the mistakes that have been made throughout history and how not to repeat them in the future
  - Forge how these villages need to keep progressing to deal with expanding workforces
  - Uncover the latest tools you need to ensure your camp stays ahead of the times and assist you in securing a workforce
  - Discover why there's been such a change in the workers camp and the triggers that have prompted change
  - Benefit from the speaker's 22 years of living in, working in, designing, building and owning workers villages
- Malcolm Wylie**, *Director*, **Mapt Developments**
- 11:30 ***Round Table Discussion***  
***Current FIFO Workforce and Development Practices***  
*Delegates split into groups to discuss their current approaches to FIFO workforce and accommodation development, followed by coming together to discuss the findings*  
*Led by:*  
**Andrew Watt**, *Senior Associate*,  
**Creating Communities Australia**
- 12:30 Networking lunch
- 1:30 ***Investing in quality, determining the development of village accommodation that supports worker productivity***
- Learn about what's essential to have in your camp to ensure the comfort and happiness of the workforce
  - Delve into the latest in the ongoing Motel Vs. FIFO debate
  - Discover ways to improve the layout of the camp to avoid addition fatigue affecting the workforce
  - Foster an understanding why spending more money on a quality camp will save you money in the long term
  - Uncover why companies are willing to spend upwards of \$20m on a kitchen
- Alan Marshall**, *CEO*, **Australian Mining Camps**
- 2:10 ***Determining the principles for the effective design of contemporary transient worker accommodation***
- Discover the intrinsic differences between the Donga and a permanent building solution, and why it's vital to choose the right one

- Hear the pros and cons of modular compared to traditional onsite construction and the various hybrids available in the market
  - Uncover the standard mistakes made by people selecting the wrong type of build and the implications on the project
  - Learn about the changing requirements for the modern age and why it's vital to keep up or risk losing business
- Nick Reynolds**, *General Manager*, **Pearls MiiHome**
- 2:40 Afternoon tea and coffee
- 3:10 ***Stopping the Churn: Attracting and retaining transient workforces through a focus on quality of life and wellness***
- Learn about the direct and indirect cost to companies
  - Develop an overview of key life indicators/factors impacting on quality of life and wellness
  - Enhance strategies for enhancing worker satisfaction, attraction and retention including induction processes, managing a FIFO lifestyle and village social planning and development approaches
- Allan Tranter**, *Founding Director*,  
**Creating Communities Australia**
- 3:50 ***A look at why entertainment and technology impact village design and aid worker integration***
- Explore the idea of worker alienation Vs belonging
  - Master ways to improve technology in the camp to encourage communication to prevent worker isolation
  - Improve on ways to encourage integration through technological advances
  - Understand why workers camps have to be treated like communities
- Terrace Mack**, *Manager of ICT and Security*,  
**Norman Disney Young** and  
**Anna Harris**, *Managing Partner and Registered Psychologist*,  
**Anna Harris and Associates**
- 4:30 ***The growth of the Smart Village and how through new technologies camps can be run more effectively***
- CASE STUDY**
- Uncover how the use of a smart card can improve efficiency within the village
  - Discover the ways to ensure everything from diet to alcohol levels can be monitored
  - Master ways to streamline check in/ checkout procedures
  - Learn ways to ensure any logistical issues involving FIFO workers are ironed out to guarantee a smoothly run village
- Daniel Matthews**, *Product Manager*, **Vix Technologies**
- 5:10 Closing remarks from the Chair
- 5:20 Close of day one

## CONFERENCE DAY TWO

Thursday 31<sup>st</sup> January 2013

- 8:30 Refreshments and networking
- 8:50 Opening remarks from the Chair,  
**Allan Tranter**, *Founding Director*,  
**Creating Communities Australia**
- 9:00 ***Providing workforce choice: the role of transient workforces in delivering major resource sector projects***
- Learn about FIFO/ drive-in, drive-out (DIDO) and its role in supporting the State and National economies
  - Discover the role of FIFO for major resource projects
  - Master the realities of FIFO and the choice that workers make
  - Uncover the Presentation of the Principles for FIFO Developments in host communities
- Bruce Campbell-Fraser**, *Manager People Strategies*, **Chamber of Minerals and Energy**

**9:40 Exploring the transient workforce and their source communities**

PANEL DISCUSSION

- Understanding the FIFO source community context
- Responding to the changing nature of transient communities
- Developing a cohesive approach across sectors to address issues and optimise opportunities for FIFO workers and their communities

Panellists:

**Dr Anne Sibbel**, *Director, Reflective Practice*,  
**Nicole Ashby**, *Director, FIFO Families*  
**Pamela Kaye**, *General Counsel, Pluton Resources*

10:20 Morning tea and coffee

**10:50 How a worker's camp concept created a win-win situation for the \$415 million Ord Irrigation Expansion Project**

CASE STUDY

- Uncover how the fly-in, fly out proportion of the Ord-East Kimberley Irrigation Expansion Project workforce enjoyed quality accommodation and facilities in the Kununurra town site
- Discover how techniques were put in place to ensure there wasn't a negative effect on the town
- Learn about providing a sustainable legacy in the form of a significant physical asset, skills training and community development for the local Indigenous community

**David Holland**, *Principal Strategist, Brighthouse*

**11:30 Impacts and opportunities: Working with Local Governments to ensure your village gets the go ahead**

- Uncover the infrastructural challenges faced by a town when the population rises
- Discover ways to work with local councils and ensure integration into a community smoothly
- Master the opportunities to work cohesively with Councils to deliver positive outcomes for the workers, your business, the host community and the Council

**Chris Adams**, *Chief Executive Officer, The Shire of Roebourne*

12:10 Networking lunch

**1:00 Finding them and keeping them: Essential attraction and retention strategies for FIFO/DIDO workers**

- Discover the key factors that will enhance worker attraction and retention
- The role of induction into FIFO Lifestyle; FIFO Villages and host communities

- Methods of supporting your employees to maintain a sense of comfort that all is fine, while they are away from home
- Andrew Watt**, *Senior Associate, Creating Communities Australia* and **Nicole Ashby**, *Director, FIFO Families*

**1:40 Site planning for mine accommodation villages: A look at the Bowen Basin**

CASE STUDY

- Delve into the details of the functionality of mine villages
- Understand how to make key placemaking principles
- Digest how to enhance things like occupant comfort, experience and sustainability
- Seize new ideas and techniques to retain staff

**Stephen Pate**, *National Discipline Leader, Cardno*

2:20 Afternoon tea and coffee

**2:50 Managing and reducing concerns from affected communities**

CASE STUDY

- Master techniques to address both industry and community needs
- Discover how to effectively communicate your development plans to affected Aboriginal communities
- Uncover ways to foster rapport and establish a level of trust with local Aboriginal communities
- Learn about opportunities for local communities in mine camps
- Develop how to manage social and cultural impacts

**Pamela Kaye**, *General Counsel, Pluton Resources*

**3:30 Planning for medium and long term development in the Pilbara**

- Learn about the long term legacies for mining camps and workforce accommodation and the life for mine camps after mining
- Discover examples of systems of regional development from other countries and regions of the world
- Delve into funding for infrastructure versus attracting investment in infrastructure
- Uncover social engagement either as users of infrastructure, or as future shareholders and custodians
- Learn about collaboration across government, and how best to engage with the private sector

**Nick Welch**, *Principal Planning Officer on Pilbara Strategic Projects, WA Government Department for Planning*

4:10 Closing remarks from the Chair

4:20 Close of conference

## POST-CONFERENCE WORKSHOP DAY - Friday 1<sup>st</sup> February 2013

9:00 Registration, morning coffee and tea

**WORKSHOP A:**

9:30 - 12:30

**Lessons learned from social planning: Effective planning and management of worker villages that retain workers**

*This workshop will cover:*

- Discussion and application of proven models of the Sociology of Community and the Intentional Communities Matrix to plan, develop and manage vibrant, welcoming and inclusive transient worker villages
- Learn and adapt successful community development and social planning strategies from the property development industry and how they apply to transient workforces as well as host and source communities

Expert Facilitator:

**Allan Tranter**, *Founding Director, Creating Communities Australia*

*(Lunch is provided for delegates attending both workshops)*

**WORKSHOP B:**

1:30 - 4:30

**Navigating through the permitting process to move your camp build forward and build Stakeholder cohesion: Achieving a Social License to operate**

*This workshop will cover:*

**PART 1**

- Learn about the challenges faced and the timeline involved in getting through the permitting process
- Master how to ensure your camp meets the required criteria to ensure a speedy process
- Assessing the impact of an influx of applications and how this could affect your timeline
- Discover what progress can be made while waiting for permit approvals

**PART 2**

- Defining social license to operate
- Managing the diverse interests of stakeholders
- Demonstrating benefits

Expert Facilitator:

**Richard Attiwell**, *Director, Milestone Building Compliance*



