

The FIFO starter checklist.

Before you apply, and before your first swing.

From fifteen years hiring for Australian construction and resources, and close to forty years of FIFO between my husband and me, onshore and offshore. Do these in order. Most cost nothing.

Before you apply

- ☐ Go through your public Facebook and Instagram as if you were the recruiter. They look before they ring. Lock down or clean up.
- ☐ Be honest about the drug and alcohol screen. Cannabis shows for weeks. Codeine painkillers and some ADHD meds flag. Sort prescriptions, and any doubts about hearing, back or blood pressure, with your GP before the medical.
- ☐ Talk to home about the roster. Two-and-one is liveable if the person at home has their own life. Four-and-one is a money roster with an end date.
- ☐ Write down what the money is for, with a date.

Tickets (budget A\$2,000 to A\$3,000)

- ☐ White Card (construction induction) and first aid first. Cheap, and they say "responsible adult".
- ☐ Then working at heights, confined space and EWP for general site roles. Forklift if you are aiming at stores or yard.
- ☐ Only buy HR licence, rigging, dogging, MSIC or security certs once you are going for roles that ask for them.
- ☐ Check every provider on training.gov.au before you pay. Unlisted providers issue cards sites will not accept.

The CV

- ☐ No photo. Two pages, three at most.
- ☐ Top third answers the screen: role, licences and tickets with expiry dates, trade or qualification, roster and point of hire you are available for, and "ready for pre-employment medical and D&A screen".
- ☐ Any physical, shift, remote or industrial work counts: farm, warehouse, labouring, driving, kitchens, security, defence.
- ☐ Two referees who will answer the phone. SEEK alerts on. Tailor the top third every time, and keep going past application twenty.

Where to apply

- ☐ Contractors, camp services and shutdown companies, not just the big operators. They hire far more entry-level people.
- ☐ Register with two or three labour hire agencies that supply the resources sector. Qualified but no callbacks? Take an assignment for a month or two and keep applying.
- ☐ Look up mature-age apprenticeships, dump truck and plant traineeships, and women-in-resources intakes. No upper age.
- ☐ If nothing is holding you, move to where the work is (Kalgoorlie, Karratha, Hedland, Newman, Mount Isa). Start behind the pub if you have to. Names get passed along in town.

First swing: get asked back

- ☐ Save the absenteeism line and your supervisor's number. If you are sick, call it in so nobody has to do a welfare check.
- ☐ Read your agreement. Know how a pay query and a grievance are raised, and use that channel.
- ☐ Head down, watch first, ask second. Stay out of the drama. Don't be the new starter who knows it all.
- ☐ Your room is a workplace. The cleaner comes in daily. Nothing questionable left out, ever.
- ☐ Set your own drink limit under the camp's. No fights with security. The airport and the charter count as work.
- ☐ Crib room: watch where people sit before you sit. Laundry: never touch anyone else's. Quiet hours: half the camp is asleep.
- ☐ Daily call home at a set time. Routine, gym, a hobby that isn't drinking, friends outside FIFO. EAP first if it gets dark; MATES 1300 642 111 in a crisis.

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