



ATNS SURVEY OF RTIO INDIGENOUS EMPLOYEES: Data analysis

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- 167 respondents
- Self-complete mail back survey
- Conducted early 2013
- Vast majority of respondents work directly for RTIO (94%)
- Response rate approximately 20%
 - based on June 2011 figures of 789 RTIO direct Indigenous employees



Who employee works for

Mining company	94%
Contractor	2%
Sub-contractor	0%
Service Provider	1%
Other	2%

	Mean
Male	68%
Age	37 years
Traditional owner	9%
Educational attainment	
Tertiary	13%
VET Certificate / apprenticeship	21%
Year 12	42%
Less than year 12	22%
Total	100%
Health status	
Excellent, very good or good health	92%



Characteristics of jobs

Average salary (annual, pre-tax)	\$109,369
Median salary (annual, pre-tax)	
FIFO	55%
Local	45%
Roster	
1 week on / 1 week off	43%
2 weeks on / 1 week off	23%
Standard hours	17%
Other	17%
Years with Rio Tinto (tenure in job)	
Less than 1 year	18%
1-5 years	61%
More than 5 years	21%



Occupational distribution

Manager	4%
Professional	16%
Technician or trade worker	16%
Community or Personal Services	6%
Clerical or administrative worker	10%
Sales worker	1%
Machinery operator or driver	37%
Labourer	10%
Other	1%
Total	100%

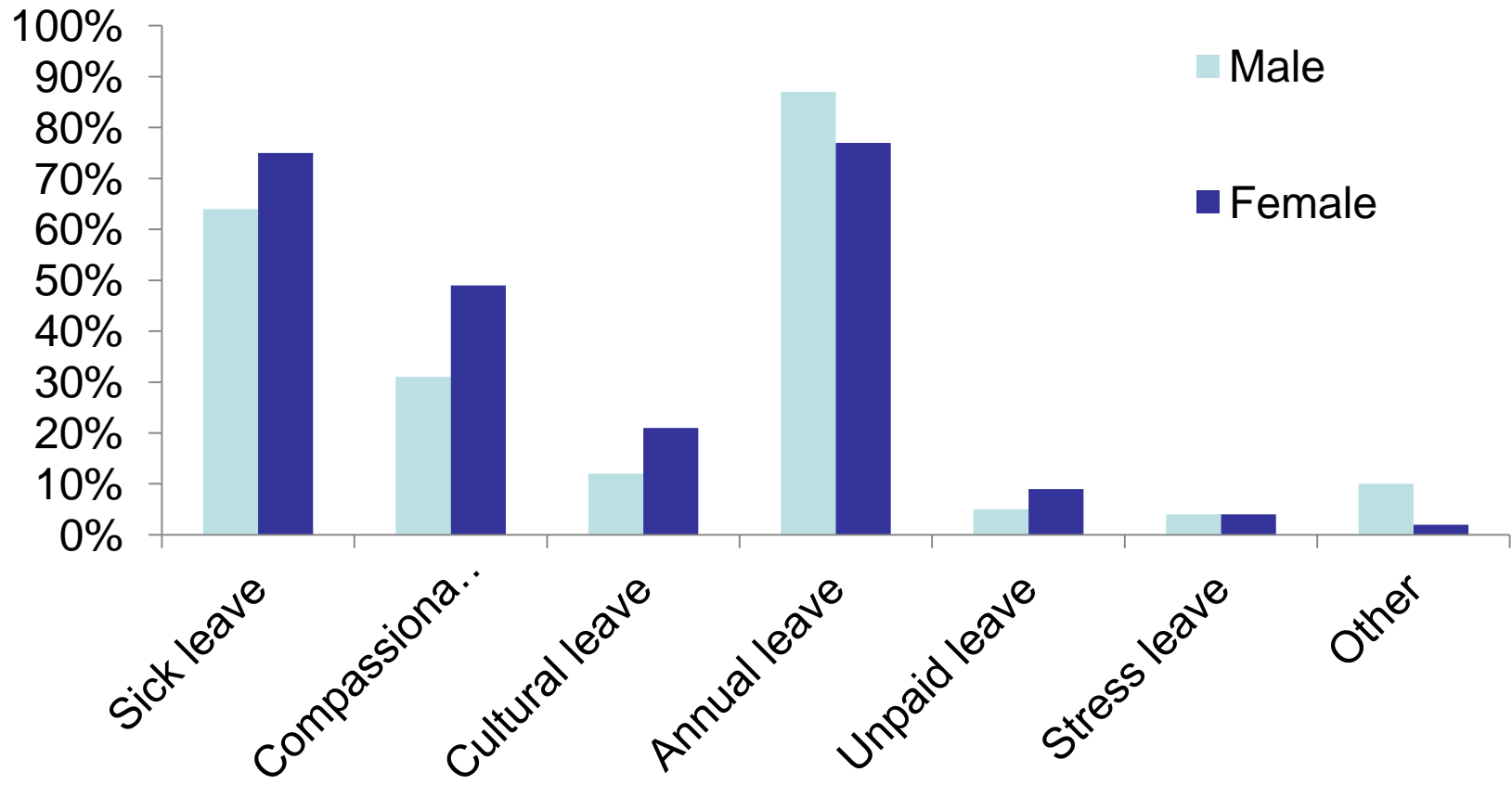


How found job

Word of mouth	36%
Newspaper	4%
Internet	15%
Recruitment service (government e.g., Job Services Australia)	0%
Recruitment service (mining company)	28%
Recruitment service (other)	7%
Other	10%
Total	100%

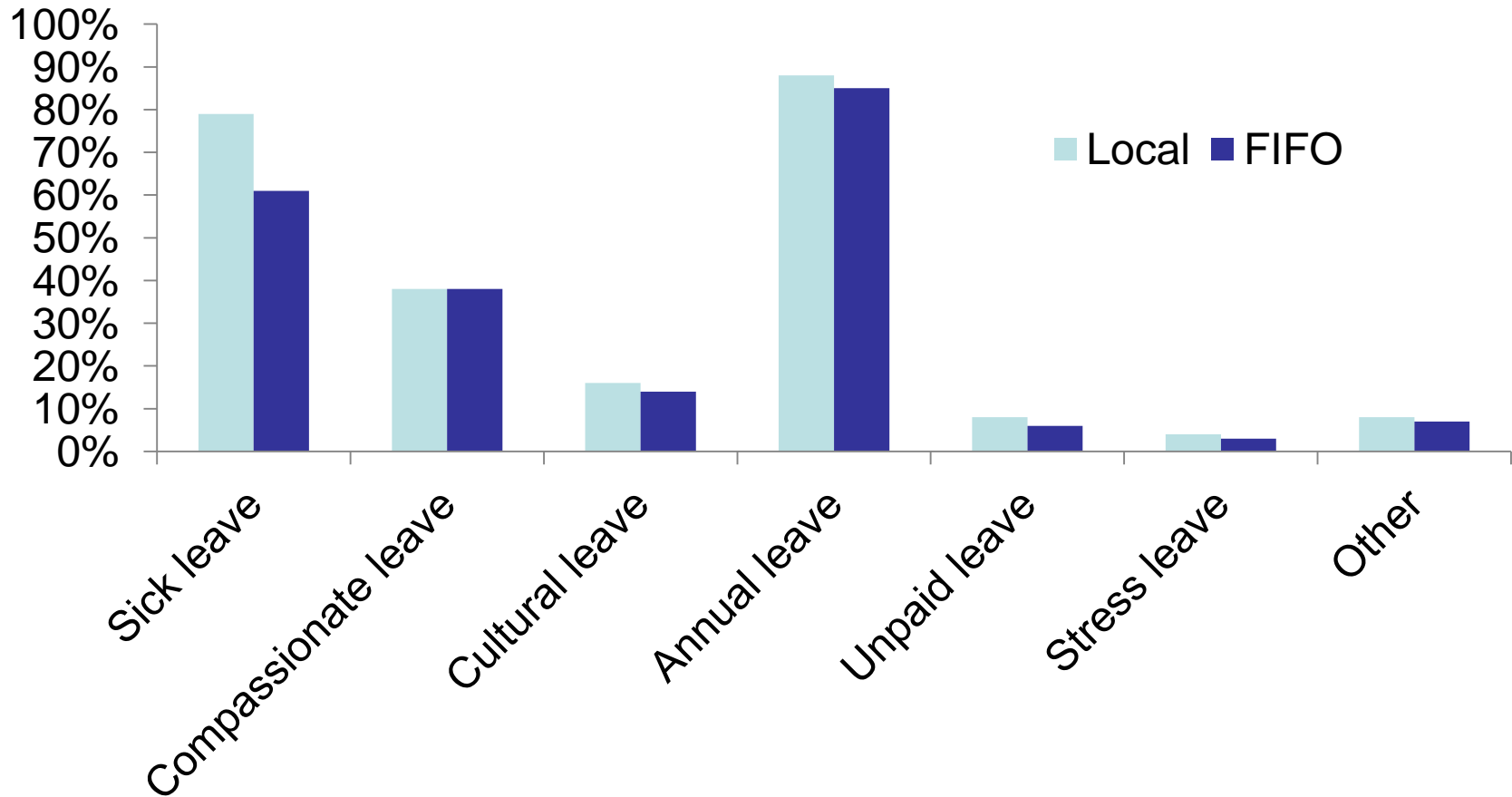


Types of leave used during last year

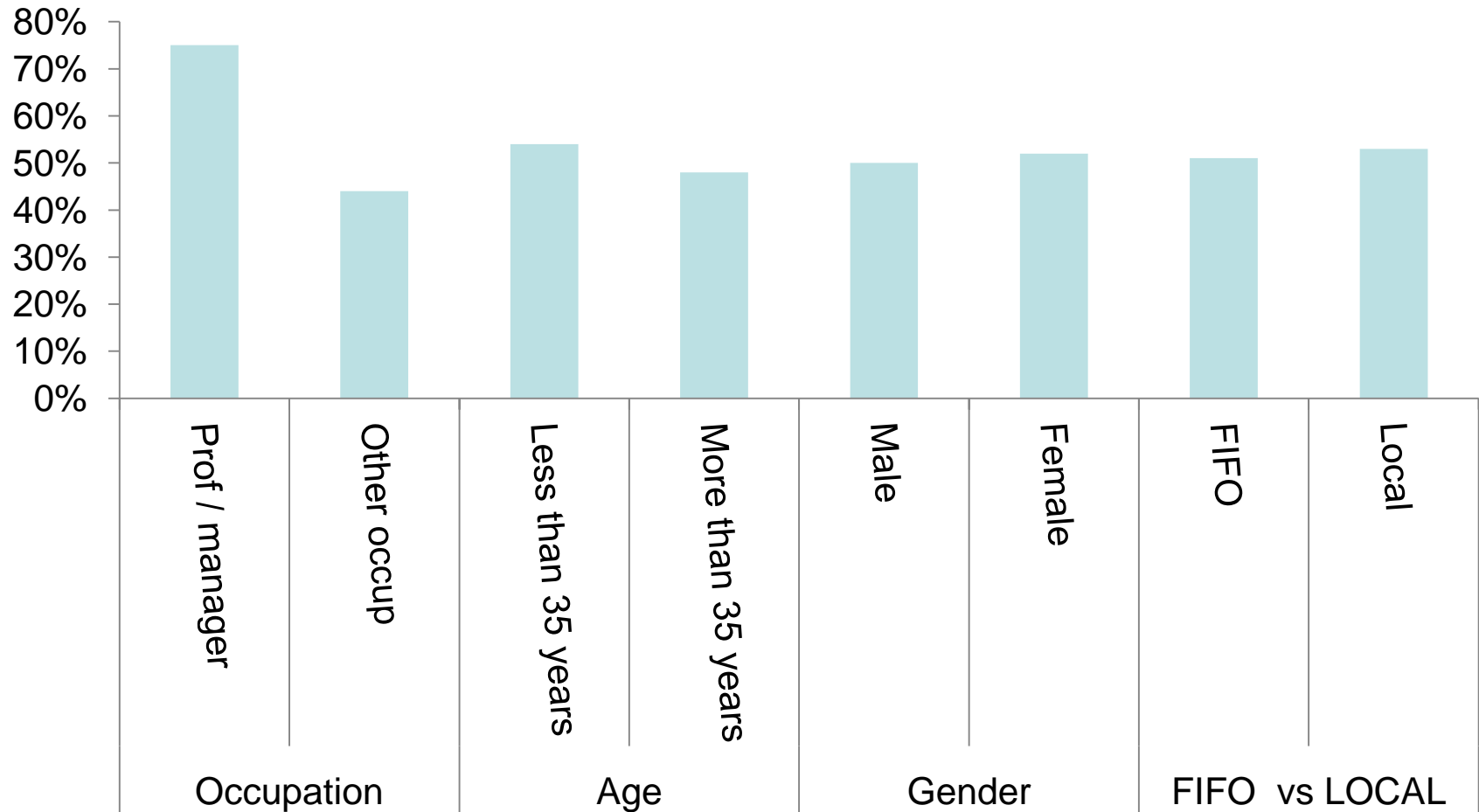




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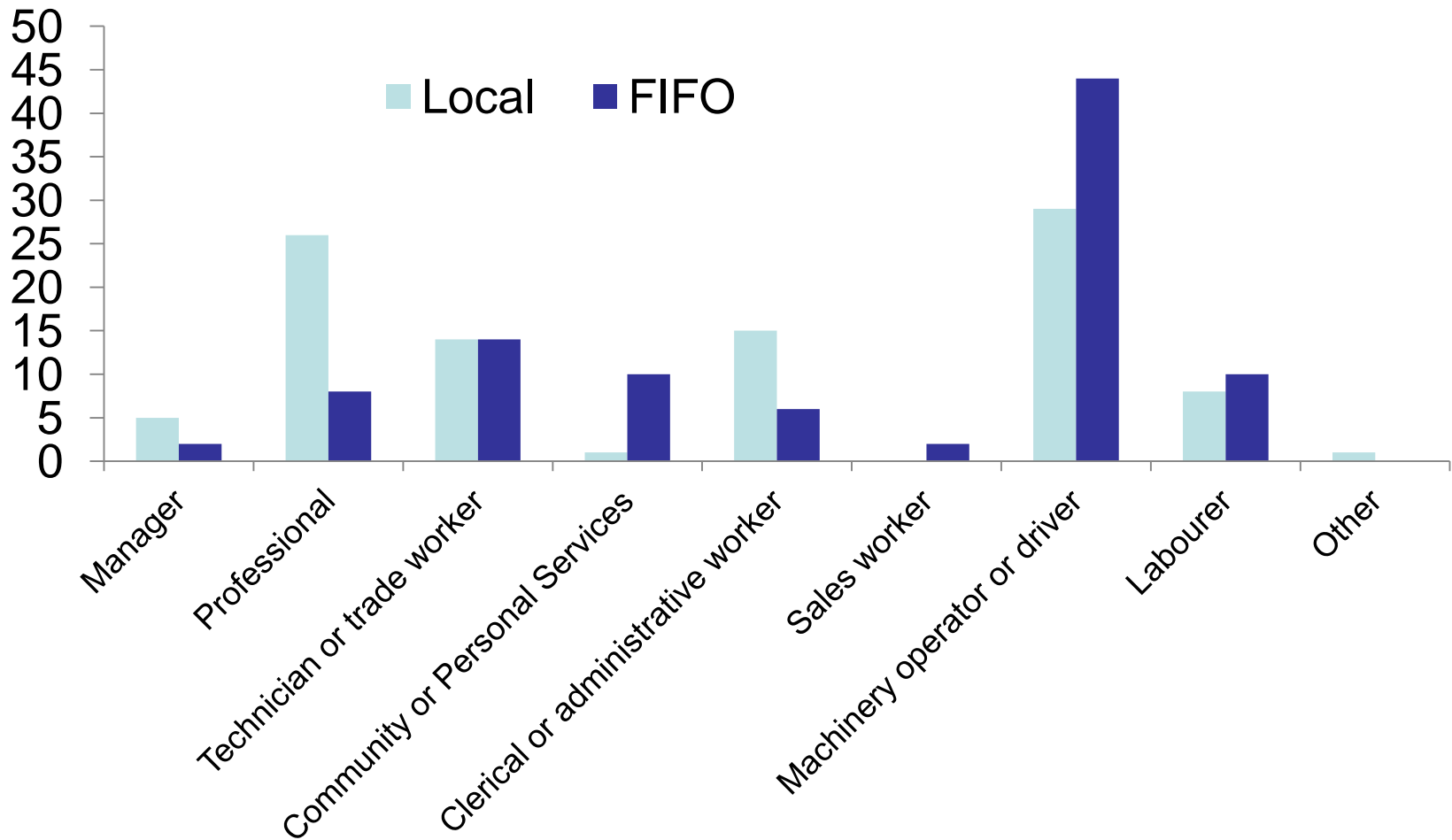


Opportunities for staff development





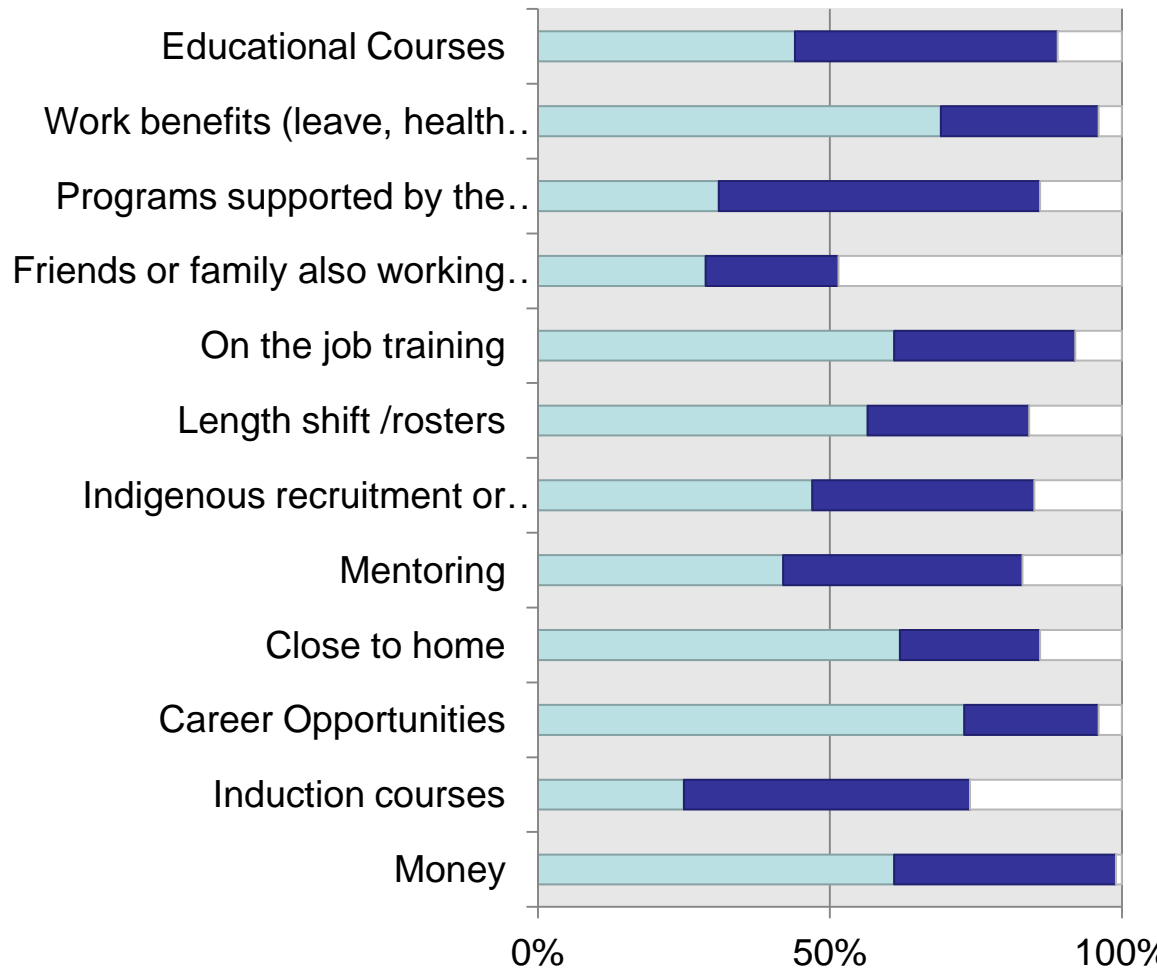
Occupation by FIFO / Local



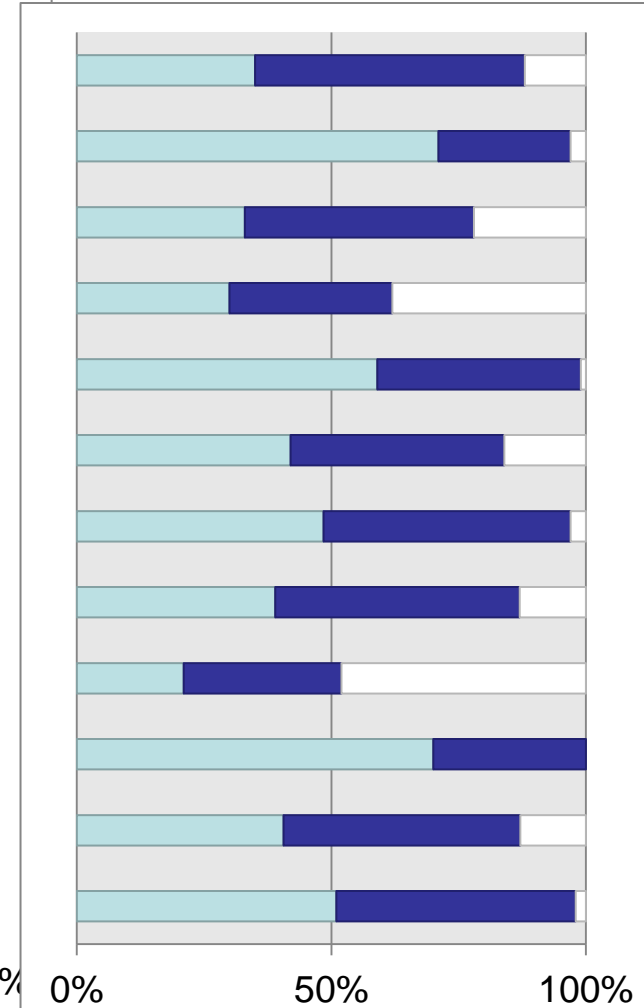
Importance of aspects of work

Very important Important Not important

Local

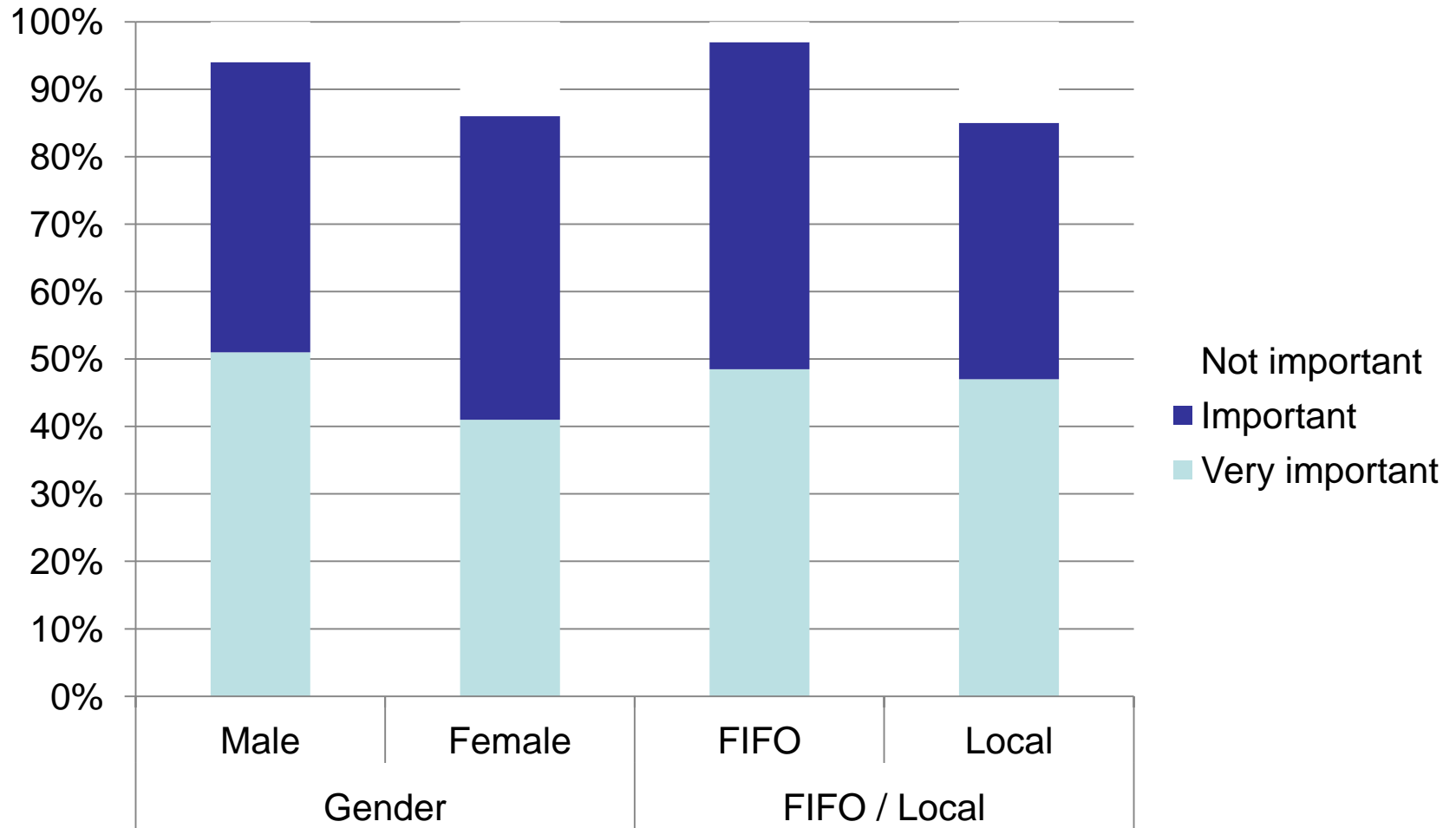


FIFO



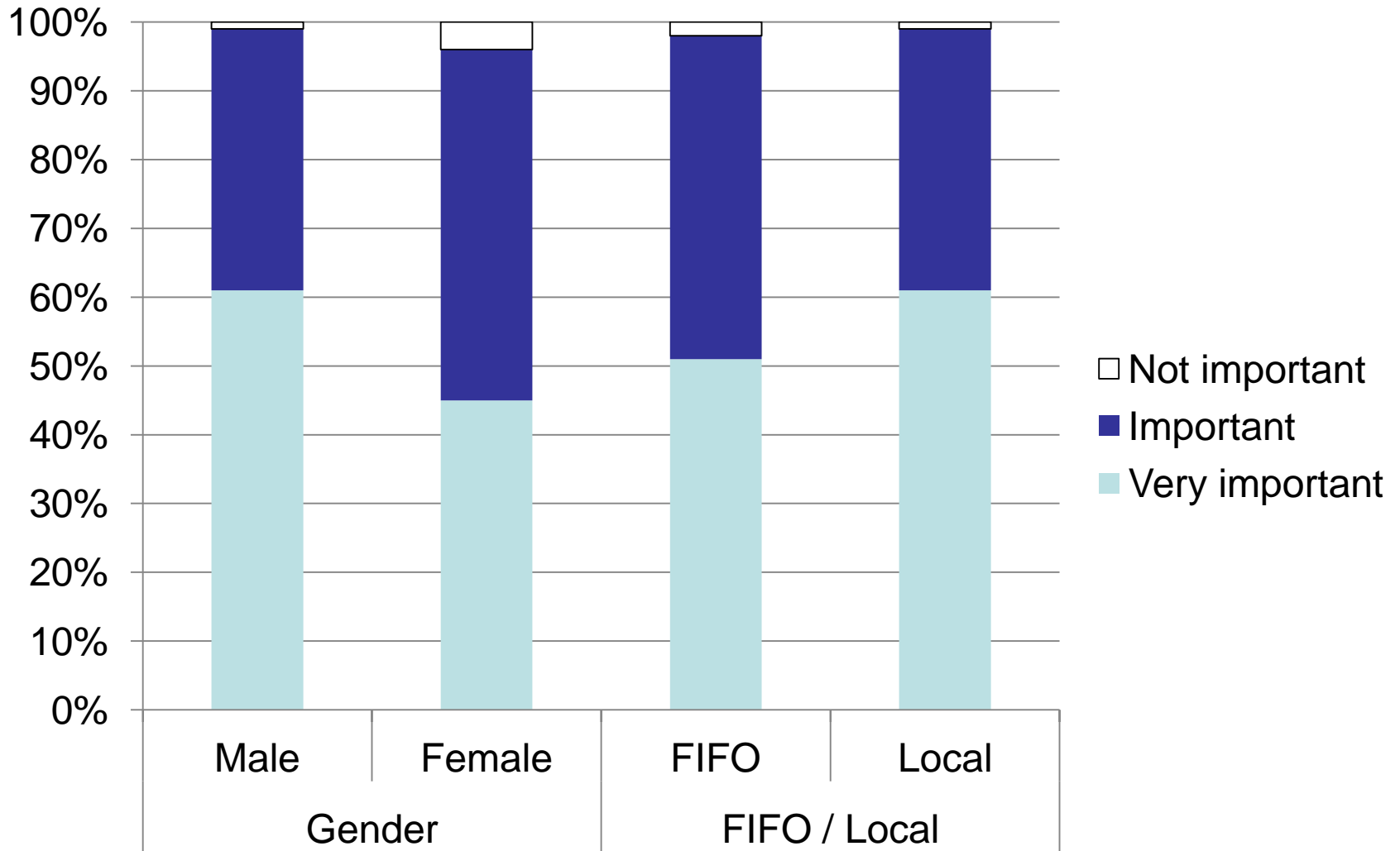


Importance of Indigenous recruitment or retention programs

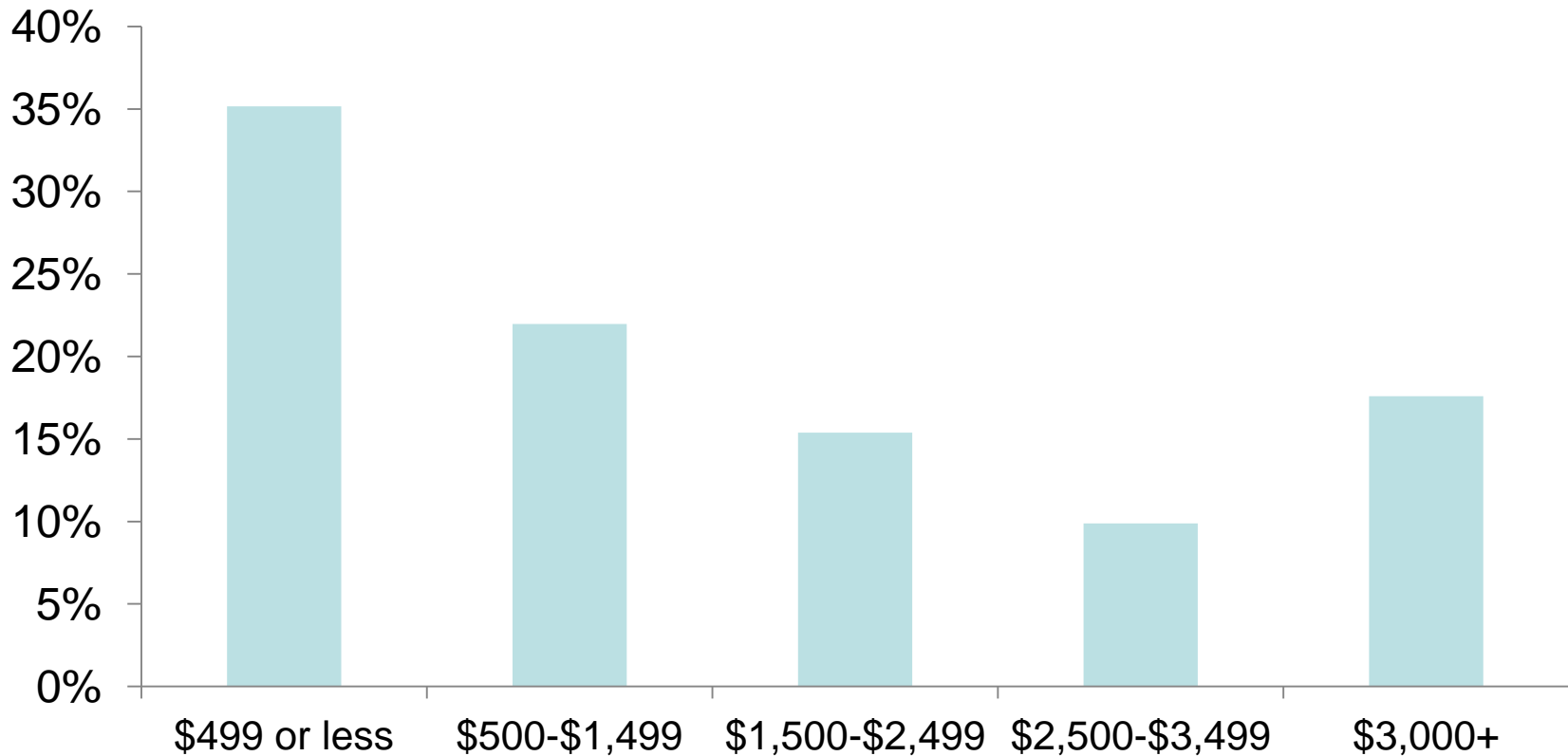




Importance of money



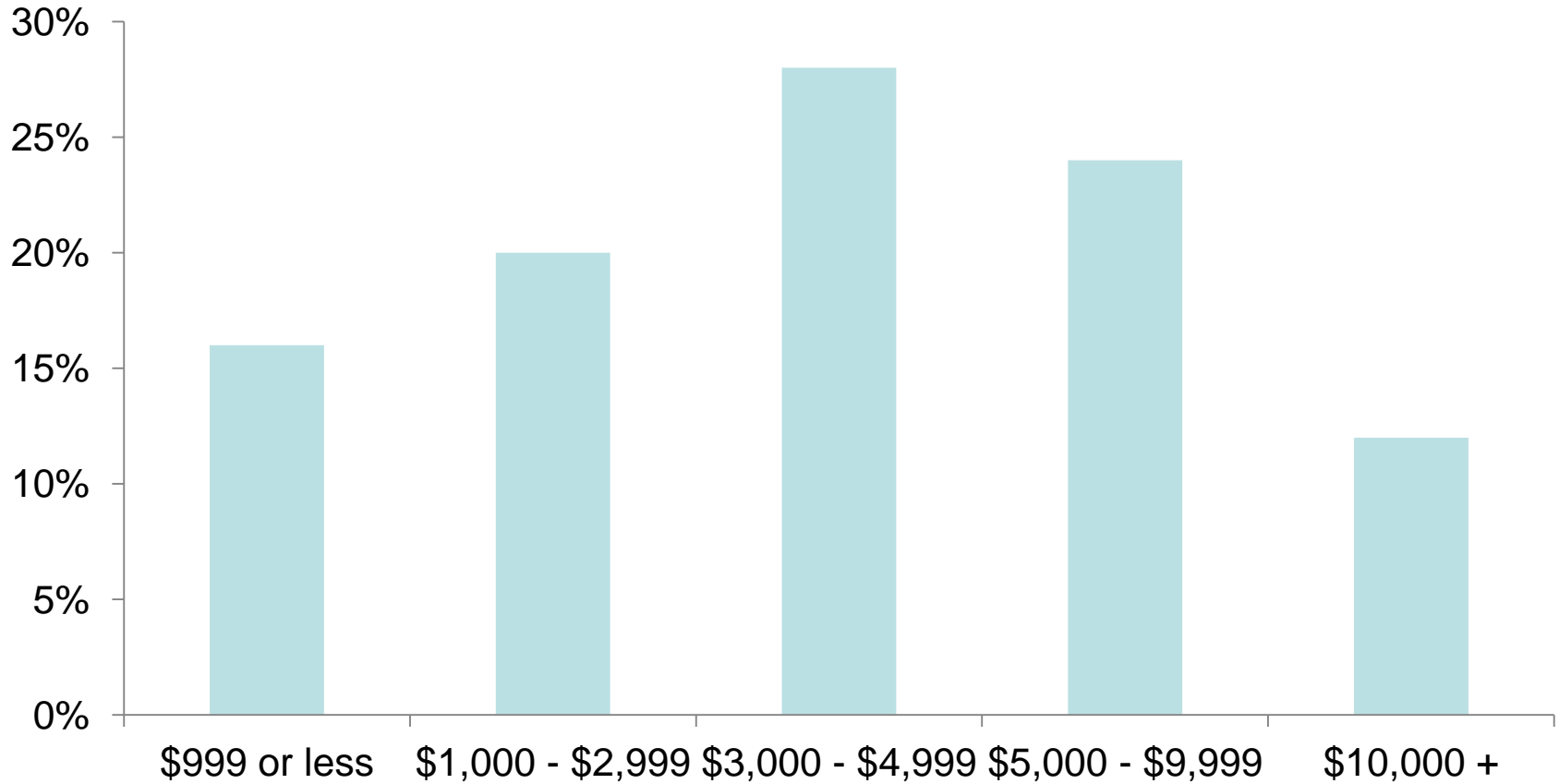
Spending on funerals in last year



Sample restricted to respondents who provided support. Substantial amount of missing data and estimates should be treated with caution.



Spending on recreation in last year





Financial outcomes

Personal Income (gross annual income)	\$109,369
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Raise \$2,000 cash within a week	82%
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Assets

Home ownership (purchasing or own outright) (%) ^a	44%
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Own car / motorbike	87%
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Insurance

Home and contents	53%
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Car or vehicle	75%
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Income	16%
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Private health	68%
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Other	7%
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Economic and health outcomes, RTIO Indigenous, general Indigenous and Australia

	RTIO		Indigenous employed		Australia	
	Professional / Manager	Other occup	Professional / Manager	Other occup	Professional / Manager	Other occup
Personal Income (gross p.a.)	\$132,776	\$103,786	\$52,249	\$31,458	\$67,420	\$38,081
Could raise \$2000 cash within a week	80%	83%	74%	50%	95%	87%
Home ownership (purchasing or own outright)	43%	45%	45%	29%	76%	69%
Self-assessed excellent, very good or good	87%	93%	84%	76%	93%	90%



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