

Employee fact sheet:

Thriving While Working FIFO or DIDO



FIFO (Fly-In Fly-Out) and DIDO (Drive-In Drive-Out) work can offer career opportunities, financial benefits and focused work periods. It can also bring unique challenges, including time away from family and friends, disrupted routines, fatigue and the ongoing transition between work and home life.

Over time, these demands can affect wellbeing, relationships, sleep, parenting and overall quality of life.

Understanding the pressures and developing practical strategies can help make FIFO and DIDO work more sustainable.

What FIFO or DIDO Work Can Feel Like

FIFO and DIDO work can affect people in different ways.

FIFO or DIDO work may affect

What this can feel like

Relationships

Missing important moments, feeling disconnected from loved ones or finding it difficult to reconnect when you return home.

Sleep and Energy

Fatigue, disrupted sleep, low energy or difficulty recovering between swings.

Mood and Wellbeing

Feeling isolated, stressed, anxious, irritable or emotionally drained.

Parenting and Caring Responsibilities

Feeling guilty about time away or finding family transitions challenging.

Work-Home Transitions

Feeling like you are constantly preparing to leave, catching up or adjusting to a different routine..

Social Connection

Missing out on social activities, community events or everyday connection with others.

Tips for Managing FIFO and DIDO Life

On the next page are some strategies you can try yourself or with support from others to help manage the demands of FIFO or DIDO work. You can also access [EAP sessions through PeopleSense by Altius](#) at any stage. Support from a qualified psychologist can help you navigate the challenges of working away from home, strengthen coping strategies and support your wellbeing, relationships and overall quality of life.

Tips for Managing FIFO and DIDO Life

1. Stay connected

Regular contact with family, friends and important support networks can help reduce feelings of isolation while you are away

2. Focus on quality, not quantity

Connection does not have to be constant to be meaningful. Small, regular check-ins can help maintain relationships and reduce pressure.

3. Protect your sleep

Good sleep is essential for wellbeing, safety and recovery. Prioritise rest and establish routines that support healthy sleep where possible.

4. Allow time for transitions

Moving between work and home life can take time. Try to keep expectations realistic and allow yourself and your family time to adjust.

5. Make recovery a priority

Rest, movement, healthy routines and downtime are important parts of maintaining wellbeing and managing fatigue

6. Talk openly about expectations

Discuss responsibilities, routines and support needs with family members and loved ones to reduce misunderstandings and pressure.

7. Watch for signs that stress is building

Changes in mood, sleep, energy, relationships or coping habits may be signs that additional support is needed.

8. Seek support early

You do not need to wait until things feel overwhelming before asking for support. [Your EAP with PeopleSense](#) provides confidential access to qualified psychologists who can help you navigate the challenges of FIFO or DIDO work, including stress, fatigue, relationship pressures, parenting transitions and overall wellbeing.

Seek professional support

Speak with your GP, psychologist or access support through your EAP if FIFO or DIDO work is affecting your wellbeing, relationships, sleep, parenting responsibilities or ability to cope.

Through your EAP with PeopleSense, you can speak confidentially with a qualified psychologist about the challenges of working away from home. Support may help you manage stress, fatigue, relationship pressures, parenting transitions, low mood or anxiety, and develop practical strategies that support your wellbeing.



Reaching out early makes a real difference. Contact [PeopleSense](#) to book a confidential appointment with a qualified psychologist.

If you are having thoughts of self-harm or suicide, seek urgent support immediately. Call 000, Lifeline on 13 11 14.

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