

ELMO Employee Sentiment Index – June Quarter

Australian Mining Sector | April – June 2021

Summary

The relationship between employer and employee is comprised of many variables that can influence an individual's productivity, wellbeing and overall outlook. Aspects such as burnout, leave entitlements and recognition are instrumental in understanding how an employee feels in the workplace.

The ELMO Employee Sentiment Index offers an insight into the actions, attitudes and behaviours of Australian workers. The report provides a quarterly analysis of the prevailing sentiment within the workforce to track changes in perceived job security and the employment landscape.

This snapshot report of the 2021 June Quarter ELMO Employee Sentiment Index contrasts the mining sector against the national response on key areas of job security, worker wellbeing and attitudes towards vaccination. Key findings for the mining sector include:

- Workers in the mining sector are less likely to support employers mandating vaccinations than the rest of the Australian workforce.
- Workers in the mining industry feel their industry is less secure than the national average. Mining industry workers feel that their organisation is less secure than the rest of the nation.
- Workers in the mining sector are more likely than the rest of the nation to feel burnt out.

By way of reference the nationwide Employee Sentiment Index report can be downloaded here.

Methodology

The ELMO Employee Sentiment Report was initiated to gain data and insights into the attitudes, actions and concerns of employees. Respondents were asked to reflect on their actions in the three month period of April 2021 to June 2021.

The research was commissioned by ELMO Software and conducted by Lonergan Research in accordance with the ISO 20252 standard.

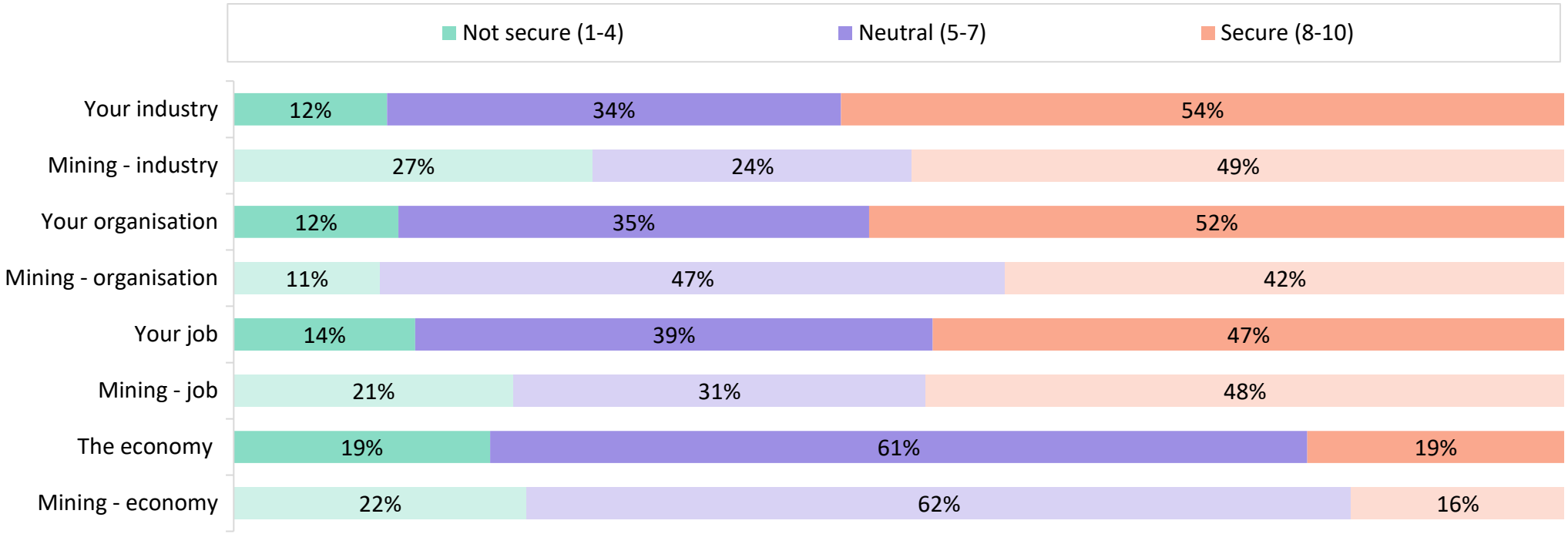
Lonergan Research surveyed 1,039 Australian workers aged 18 years and over between 17 June and 27 June, 2021. The research was conducted through a 17-question online survey. Respondents were members of a permission-based panel, geographically disbursed throughout Australia including both capital city and non-capital city areas. There were 34 respondents who reported as working in the mining sector.

After surveying, data was weighted to the latest population estimates sourced from the Australian Bureau of Statistics.



Employee Sentiment Index – Mining sector snapshot

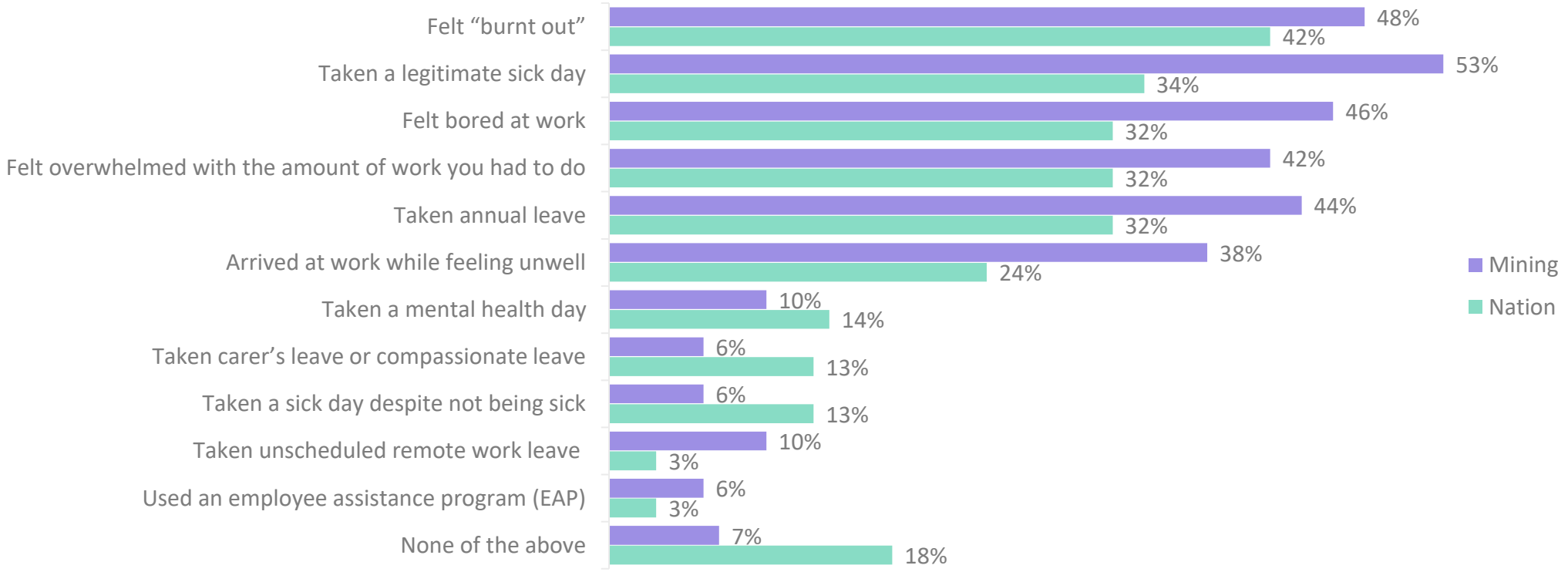
Perceived security



- Workers in the mining industry feel their industry is less secure than the national average. Mining industry workers feel that their organisation is less secure than the rest of the nation.
- Almost half of mining workers report their job is secure (48%). This is aligned to the national average.

Q4. On a scale of 1 - 10, where 1 is not at all secure and 10 is extremely secure, how would you rate your feelings of security with each of the following? Australian Workers (n = 1039)

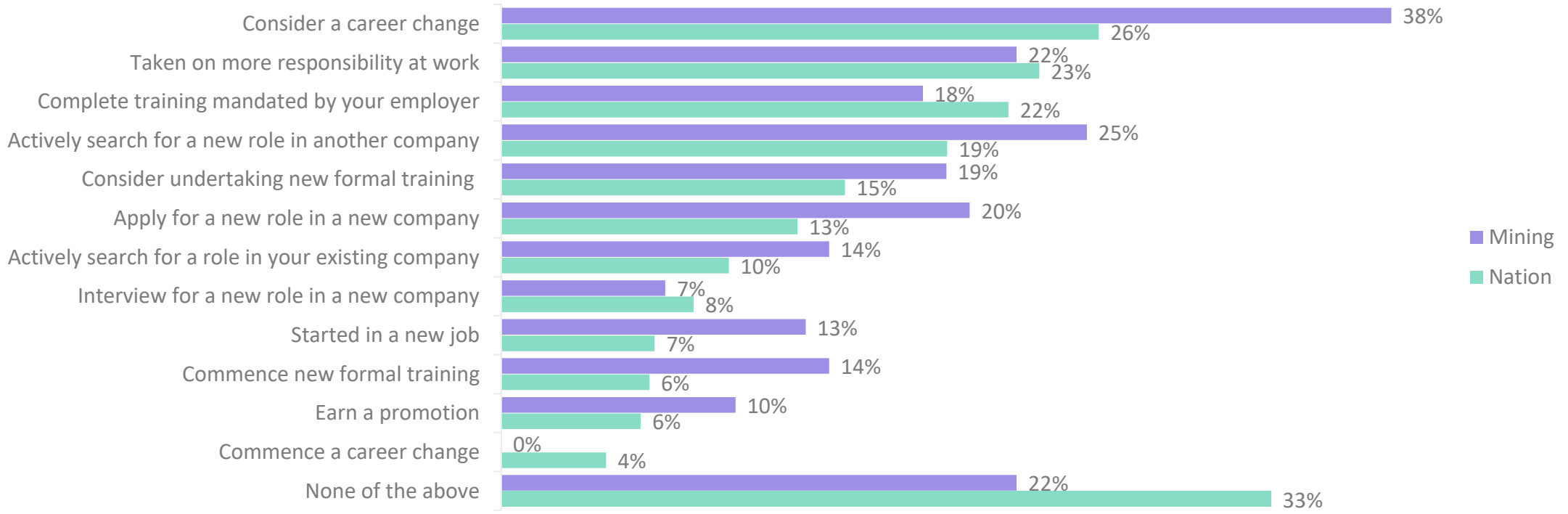
Worker wellbeing



- Workers in the mining sector are more likely than the rest of the nation to feel burnt out (48% v. 42%). They are also more likely to feel overwhelmed with the amount of work they have to do (42% v. 32%).
- Alarmingly in the COVID-19 context, mining workers were more likely to arrive at work while feeling unwell (38% v. 24%).

Q3. Over the past three months (April to June 2021) have you...? Australian Workers (n = 1039)

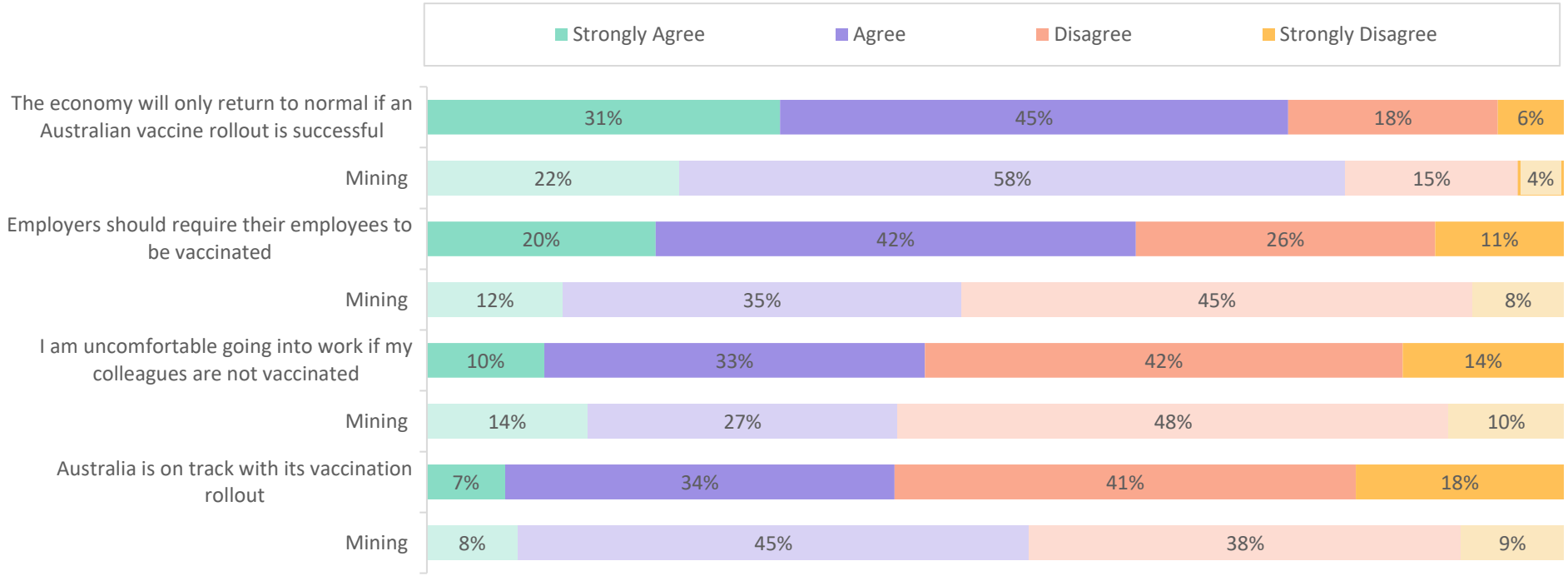
Workplace behaviours



- Workers in the mining sector are more likely than the national average to be considering a career change (38% v. 26%). They are also more likely to be actively searching for a new role in another company (25% v. 19%).

Q6. In the past three months (April to June 2021), did you...? Australian Workers (n = 1039)

Worker vaccine sentiment



- Three quarters (76%) of Australian workers believe the economy will only return to normal if an Australian COVID-19 vaccine rollout is successful. Workers in the mining sector feel even more strongly about this with four fifths (80%) believing it is crucial.
- Workers in the mining sector are less supportive of employers mandating employees be vaccinated than the national average. Just 47% agree with employer mandated vaccination compared to 62% nationally.

Q13. Thinking about the vaccines for COVID-19, to what extent do you agree or disagree with each of the following statements? Australian Workers (n = 1039)