



Outdoor Industry Pay and Conditions Survey Summary Data - March 2022

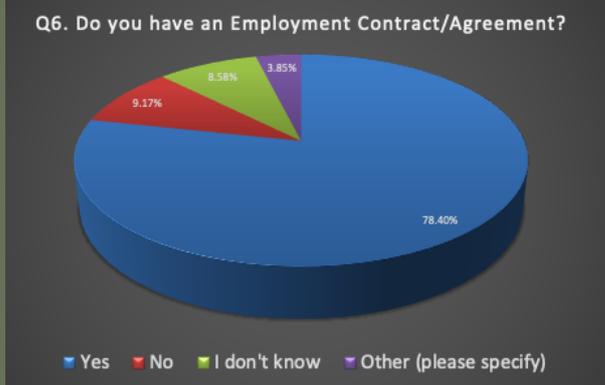
In late 2021, Hugh Sutherland, an Outdoor from the Blue Mountains NSW was concerned about some of the things he was hearing from colleagues in the industry and set about to find out more. He started a survey and invited the industry to contribute, very soon realising that because of the response that it was indeed an area that needed to be discussed more openly and possible solutions found. This information summarises the data that came from this survey alone. 339 responses were received.

Responses came from all states and territories although NSW & VIC dominated the responses. However, there was an incredible mix of experience from 0-2 years through to 16+ years.

Close to 63% of respondents worked in the field, not centre-based and close to 50% of all respondents conducted overnight guiding.

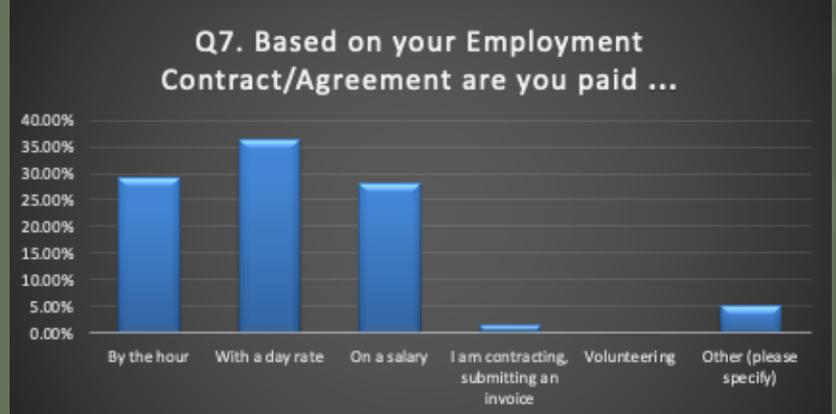
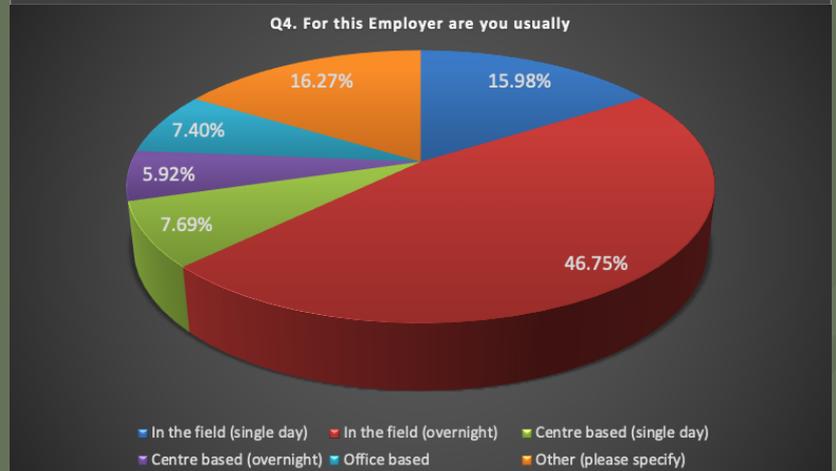
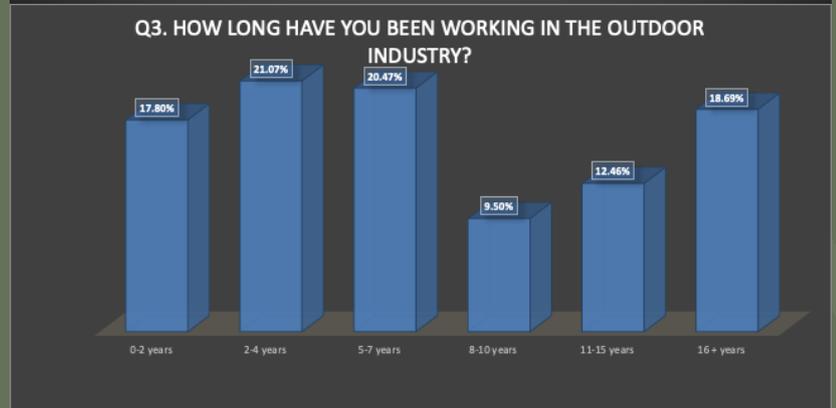
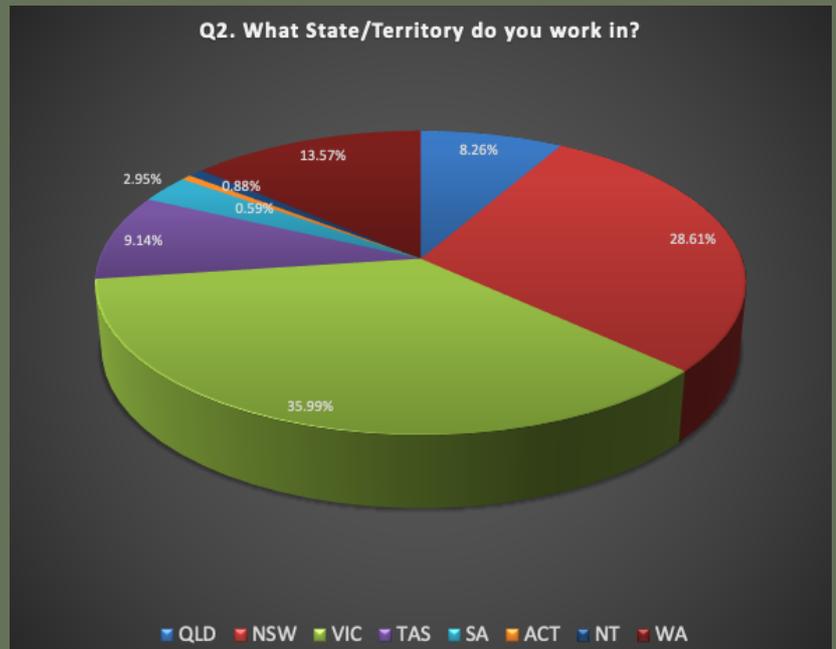
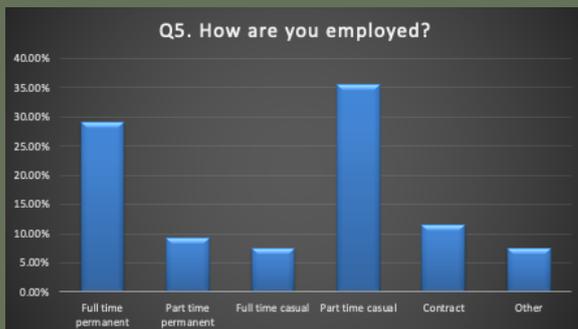
Once we understood who the participants were Hugh then wanted to understand how they understood their working and pay conditions at their workplace.

Over 78% of respondents have an employment contract or agreement. Considering this is a legislative requirement, regardless of casual, contract or permanent full-time, it would be hoped it would be higher.

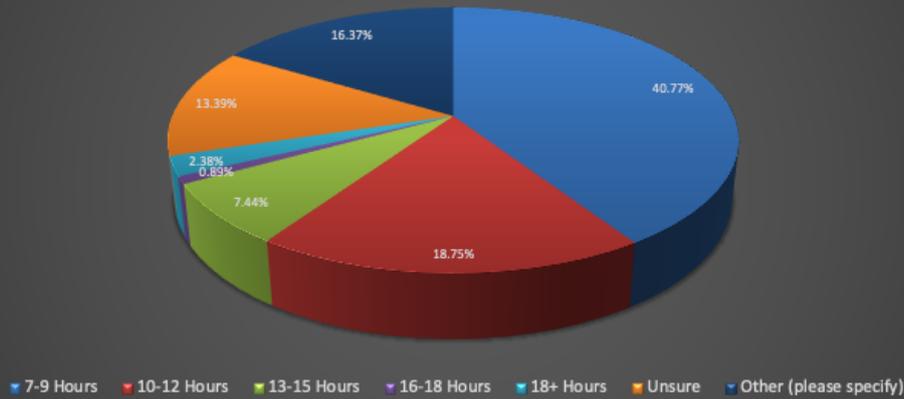


The majority of respondents were employed "Part-time Casual", then "Full-time Permanent". All full-time employees making up 37% while all part-time employees making up 42% of participants.

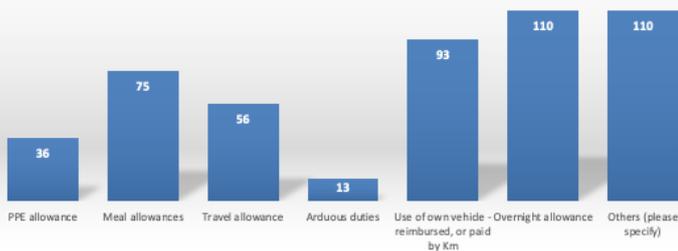
Day Rate was the highest response in how they were paid, closely followed by an hourly rate and salary, with small margins in between.



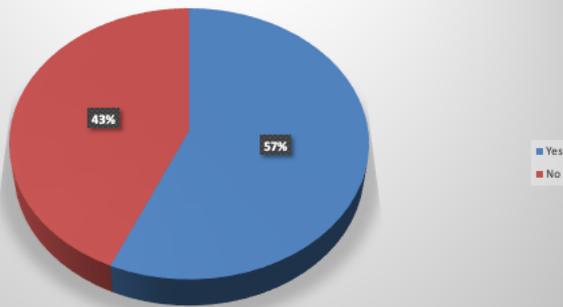
Q8. Based on your Employment Contract/Agreement what is the length of your work day?



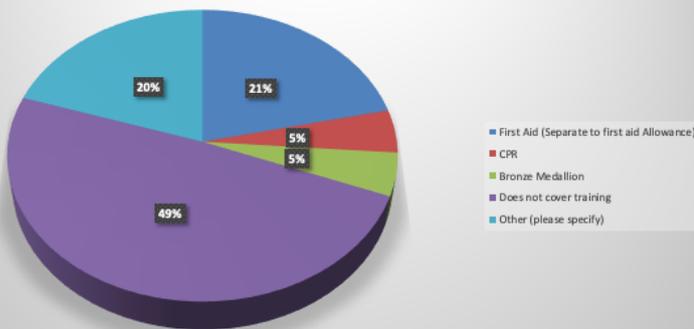
Q10. Which of the following Allowances are outlined in your Employment Contract/Agreement?



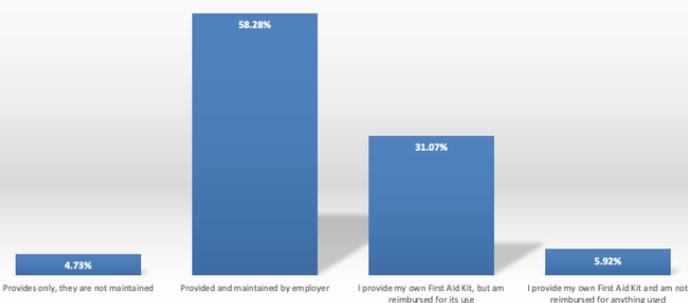
Q11. In practice, are these allowances actually being reflected in your pay?



Q16. Does the Employer cover the cost of the following training and Development ?



Q13. Does your Employer provide and maintain first aid kits?



When asked the question about the length of an agreed workday vs what a work day consisted of, this showed an interesting disparity. 41% of respondents said they are contracted to work between 7-9 hours a day, while over 50% work between 10-15 hours a day.

The average number of hours workers agreed to do per day was 9.9 hours a day, while in actual fact they were doing 12.2 hours a day on average.

The respondents were responsible for an average of 21.8 clients at once in a typical program.

When asked about allowances, there was an even mix of acceptance of allowances in employment contracts, but 43% said these were not reflected in their take-home pay.

Close to 90% of respondents declared that their employer provides first aid kits and maintains or reimburses the employer for the use of their own.

However staggeringly 49% of employers do not cover the cost of training (of any type necessary for their duties) for the respondent.

In follow up to these results there is now an invite for comment and feedback in relation to this data before further action. Some of the qualitative comments are listed below in relation to their employers.

"Food is provided and is generally of a high quality."

"My workplace specialises in having a strong relationship with the kids and teachers."

"Overtime rates such as Saturdays, Sundays and public holidays. Good allowances which take into consideration going from one program to another. Heavily involved in staff development."

"Poor fatigue management"

"Lack of allotted work time to effectively prepare programs"

"Lack of recycling and generating too much waste"