

Bowen Basin resource industry workforce, 2024

Introduction

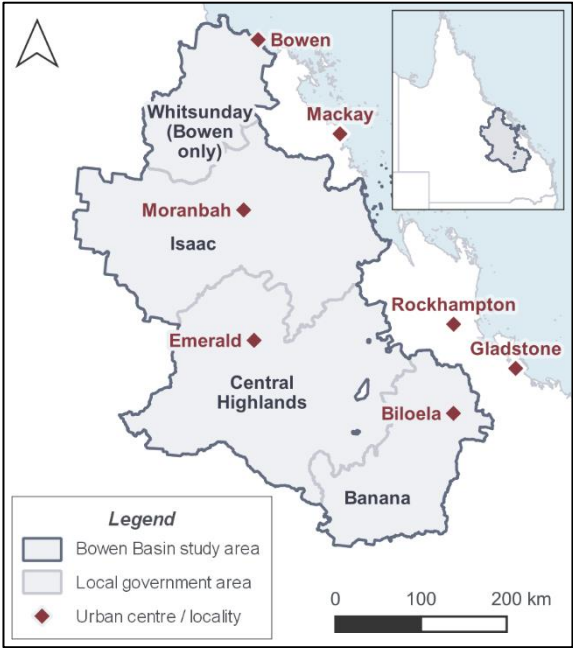
The Bowen Basin in Central Queensland (Figure 1) contains most of Australia's high quality metallurgical coal reserves, as well as significant deposits of thermal coal. Much of the coal produced in the region is transported by rail to coal terminals on the coast for export to overseas markets. In addition to coal mining, the region is home to other resource industries, including coal seam gas (CSG) and conventional gas operations, metalliferous mines, renewable energy projects and resource industry infrastructure.

The Bowen Basin's resource industry workforce includes local residents who live in the same local government area (LGA) as their place of work, and others who live elsewhere and fly in/fly out or drive in/drive out (FIFO/DIDO) to work.

This report provides information on workforce characteristics and place of residence of the Bowen Basin's resource industry workforce. It accompanies the *Bowen Basin population report, 2024*, which presents non-resident population and worker accommodation data for the region.

Data in this report were derived from the Resource Employment Survey, conducted by Queensland Government Statistician's Office (QGSO), and other sources. The survey scope covered all resource industry companies with existing operations and projects under construction in the Bowen Basin in June 2024.

Figure 1 Bowen Basin region



Source: QGSO

In this publication, the Bowen Basin comprises the LGAs of Banana, Central Highlands, Isaac and Whitsunday (Bowen only) (Figure 1).

Key findings

Key findings of this report include:

- In June 2024, the Bowen Basin had a resource industry workforce of around 47,155 persons.
- In June 2024, there were 48 operating coal mines in the region, as well as other resource operations. Isaac had 11 of the region's 15 largest coal mines, each of which employed more than 1,000 workers.
- Most of the region's resource industry workers in June 2024 were engaged in coal mining (44,325 persons or 94%), with the balance (2,830 persons or 6%) in other resource industries.
- By employment status, almost 6 in 10 of the Bowen Basin's resource industry workers in June 2024 were contractors (27,815 persons or 59%). Around 4 in 10 were employees (19,340 persons or 41%).
- The LGA of Isaac had the largest number of workers, accounting for around two-thirds of the region's total resource industry workforce in June 2024 (30,660 persons or 65%). The remainder worked in Central Highlands (11,240 persons or 24%), Banana (3,785 persons or 8%) and Whitsunday (Bowen only) (1,470 persons or 3%).
- The Bowen Basin's resource industry workforce comprises local residents, who live in the same LGA as their place of work, and non-resident workers, who live outside the LGA where they work.
 - Place of residence was unknown for 29% (13,575 persons) of the region's workforce. Almost all these workers were contractors (13,465 persons).
- Of the 33,575 resource industry workers in the Bowen Basin in June 2024 whose place of residence was known:
 - 8,760 persons (or 26%) lived and worked in the same LGA
 - 24,820 persons (or 74%) worked in a different LGA from where they lived
 - 12,375 persons (or 37% of those with a known place of residence) came from other Bowen Basin LGAs or elsewhere in Central Queensland
 - 12,440 persons (or 37% of those with a known place of residence) lived elsewhere in Queensland, or interstate or overseas.

Figure 2 Existing resource operations and projects under construction^(a), Bowen Basin, June 2024



(a) Coal mines by workforce size are based on numbers in June 2024 published by Resources Safety and Health Queensland (RSHQ), rather than confidential QGSO data. Operation and project locations shown are indicative only. See Table 9 (pages 11–12) for a full list of existing operations and projects by LGA.

Sources: RSHQ, 2024; QGSO, 2024

Workforce characteristics

In June 2024, the Bowen Basin had a resource industry workforce of around 47,155 persons (Table 1). Isaac had the largest number of workers, accounting for around two-thirds of the region's total resource industry workforce (30,660 persons or 65%). The remainder worked in Central Highlands (11,240 persons or 24%), Banana (3,785 persons or 8%) and Whitsunday (Bowen only) (1,470 persons or 3%). The greatest concentration of resource operations and projects in the Bowen Basin is in Isaac, as shown in Figure 2 and Table 9. These include 11 of the largest coal mines in the region, each of which employed more than 1,000 workers in June 2024.

In June 2024, there were 48 operating coal mines, five gas operations, one operating metalliferous mine, one renewable energy project under construction and six related infrastructure operations in the Bowen Basin (Figure 2, Table 9).

At the time of QGSO's survey in June 2024, most of the region's resource industry workers were engaged in coal mining (44,325 persons or 94%) (Table 1). Most of those workers were engaged in mining production, while maintenance and project construction activities at some mines also contributed to the total (QGSO, 2024). The balance (2,830 persons or 6%) worked in other resource industries.

At the LGA level, resource industry workers in Isaac and Central Highlands in June 2024 were engaged predominantly in coal mining (both 97% of the total). The LGAs of Banana and Whitsunday (Bowen only) had smaller proportions of coal mining workers (72% and 70% respectively), with the balance employed in other resource industries.

Table 1 Resource industry workforce by sector of employment, Bowen Basin LGAs, June 2024

Place of work	Coal mining	Other resource industry ^(a)	Total	Coal mining	Other resource industry ^(a)	Total
	— persons —			— % —		
Banana	2,740	1,045	3,785	72	28	100
Central Highlands	10,885	350	11,240	97	3	100
Isaac	29,675	985	30,660	97	3	100
Whitsunday (Bowen only)	1,025	445	1,470	70	30	100
BOWEN BASIN TOTAL	44,325	2,830	47,155	94	6	100

(a) 'Other resource industry' includes gas operations, metalliferous mining, renewable energy projects and related infrastructure operations.

Figures in tables in this report have been rounded to the nearest five; see Notes at end of report for details.

Source: QGSO estimates

Employees are workers engaged directly by resource companies at resource operations or projects to carry out production, maintenance, and operational activities.

Contractors are workers engaged by companies providing services at resource operations or projects under contractual arrangements. Contracted services range from specific project construction and maintenance events to full provision of mining operations services, and contract workforces may be temporary or ongoing.

Table 2 Resource industry workforce employment status^(a), Bowen Basin LGAs, June 2024

	persons	%
Employees	19,340	41
Contractors	27,815	59
TOTAL WORKFORCE	47,155	100

(a) Refer to Notes at end of report for explanation of 'employment status'.

Source: QGSO estimates

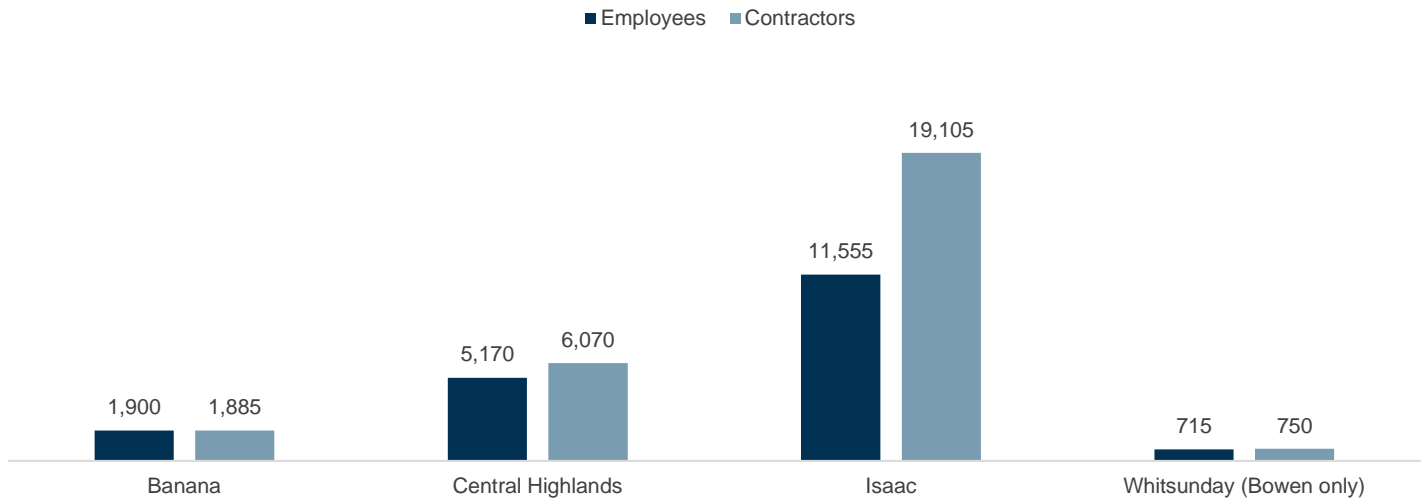
According to their employment status, almost 6 in 10 of the Bowen Basin's resource industry workers in June 2024 were contractors (27,815 persons or 59%) (Table 2). Around 4 in 10 were employees (19,340 persons or 41%).

At the LGA level, Isaac had the largest contractor workforce (19,105 persons or 62%), followed by Central Highlands (6,070 persons or 54%), then Banana (1,885 persons or 50%), and finally Whitsunday (Bowen only) (750 persons or 51%) (Figure 3).

As noted earlier, Isaac has the greatest concentration of coal operations and projects and the largest resource industry workforce in the region. Contractors in Isaac comprised the single largest group of resource industry workers in the Bowen Basin, accounting for more than 4 in 10 of the region's workforce in June 2024 (19,105 persons or 41% of the region's workforce). Employees in Isaac were the second-largest group, contributing one-quarter of the total regional workforce (11,555 persons or 25%).

Bowen Basin resource industry workforce, 2024

Figure 3 Resource industry workforce by employment status^(a), Bowen Basin LGAs, June 2024



(a) Refer to Notes at end of report for explanation of 'employment status'.
Source: QGSO estimates

The Bowen Basin’s resource industry workforce includes local residents, who live in the same LGA as their place of work, and non-resident workers, who live outside the LGA where they work. These non-resident or FIFO/DIDO workers stay close to their place of work while rostered on and return to their place of residence elsewhere when rostered off. Non-resident workers typically stay in worker accommodation villages or other commercial accommodation, such as hotels, motels and caravan parks, while rostered on.

The use of FIFO/DIDO labour is a common practice for resource operations and projects in the region. Temporary construction workforces for resource projects tend to be predominantly non-resident, while ongoing operational workforces are more likely to include local residents.

According to their residential status in June 2024, around 8,760 persons (or 19% of the region’s resource industry workforce) were local residents who lived and worked in the same Bowen Basin LGA (Table 3). A further 24,820 persons (or 53%) were non-residents who lived outside of the LGA where they worked.

For another 13,575 persons (or 29%), place of residence was reported as unknown by survey respondents. While most resource industry companies were able to report the place of residence of their employees, they were less likely to know their contractors’ place of residence.

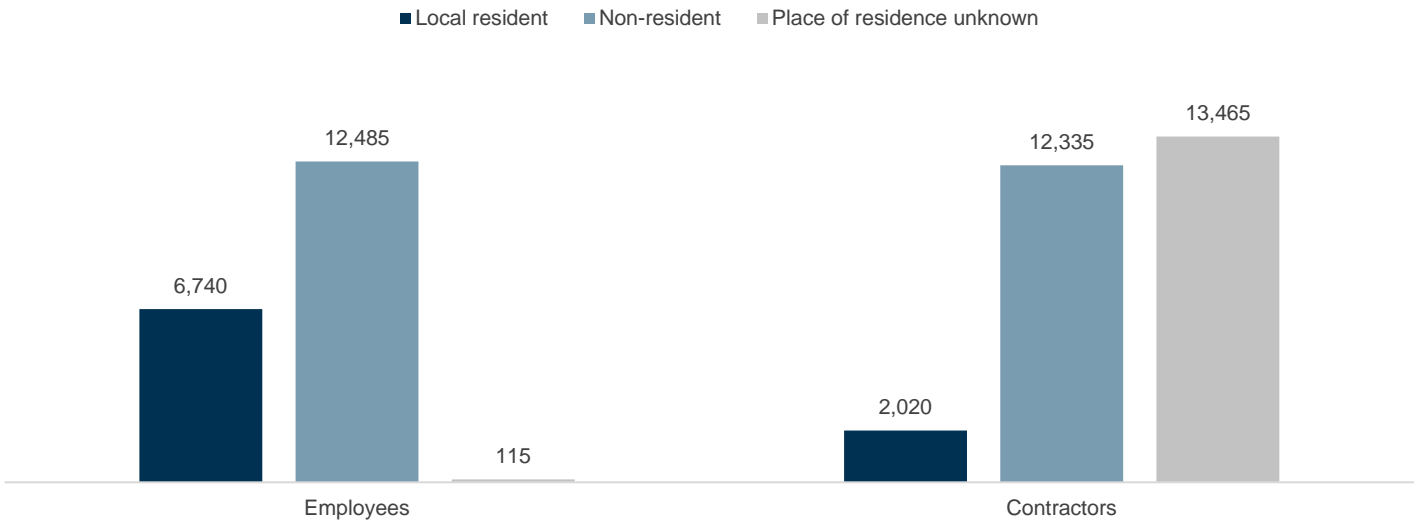
Figure 4 illustrates these differences in reporting of residential status for employees and contractors in the Bowen Basin in June 2024. For employees, around 6,740 persons (or 35%) were reported to be local residents, while 12,485 persons (or 65%) were non-residents. Just 1% of employees, or 115 persons, were recorded by respondents as having an unknown place of residence. In contrast, place of residence was unknown for 48% of contractors or 13,465 persons. Given the under-reporting of place of residence of contractors, the residential status of this group cannot be determined with the same degree of certainty as for employees.

Table 3 Resource industry workforce by residential status^(a), Bowen Basin, June 2024

	persons	%
Local resident	8,760	19
Non-resident	24,820	53
Place of residence unknown	13,575	29
TOTAL WORKFORCE	47,155	100

(a) Refer to Notes at end of report for explanation of 'residential status'.
Source: QGSO estimates

Figure 4 Resource industry workforce by employment status^(a) and residential status^(b), Bowen Basin, June 2024



(a) Refer to Notes at end of report for explanation of 'employment status'.
(b) Refer to Notes at end of report for explanation of 'residential status'.
Source: QGSO estimates

Place of residence

Detailed place of residence data in this section provide further information on where the Bowen Basin's resource industry workers live when not at work.

As noted above, the Bowen Basin's resource industry workforce includes a sizeable number of non-resident workers (Table 3) who live outside the LGA where they work.

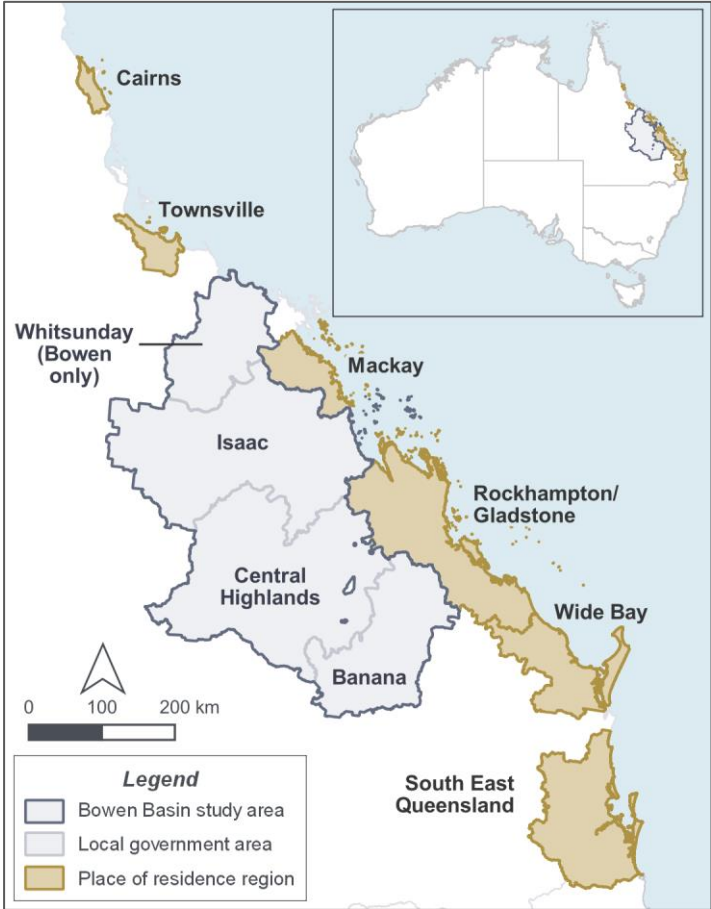
Many workers drive-in/drive-out to the region from the adjoining Central Queensland coastal areas of Mackay and Rockhampton/Gladstone (Figure 5). Others travel from other parts of regional Queensland such as Cairns, Townsville and Wide Bay or fly-in/fly-out from South East Queensland and further afield.

As mentioned earlier, place of residence was unknown for 13,575 persons or 29% of resource industry workers in the Bowen Basin in June 2024, most of whom were contractors.

Of the 33,575 persons where place of residence was known, around 8,760 lived and worked in the same Bowen Basin LGA in June 2024 (Table 4, Figure 6). This equates to 26% of those with a known place of residence.

A further 12,375 persons (or 37% of those with a known place of residence) came from other Bowen Basin LGAs or elsewhere in Central Queensland. This comprised 1,640 persons (or 5%) from other Bowen Basin LGAs, 6,790 persons (or 20%) from the Mackay region and 3,950 persons (or 12%) from the Rockhampton/Gladstone region.

Figure 5 Bowen Basin and place of residence regions^(a)



(a) Refer to footnotes on page 6 for explanation of 'place of residence'.
Source: QGSO

Bowen Basin resource industry workforce, 2024

In June 2024, 12,440 workers (or 37% of those with a known place of residence) came from elsewhere in Queensland (Figure 6), or interstate or overseas.

South East Queensland, the state's major population region, was a key source of resource industry workers in the Bowen Basin in June 2024, contributing 7,145 persons, or 21% of those with a known place of residence.

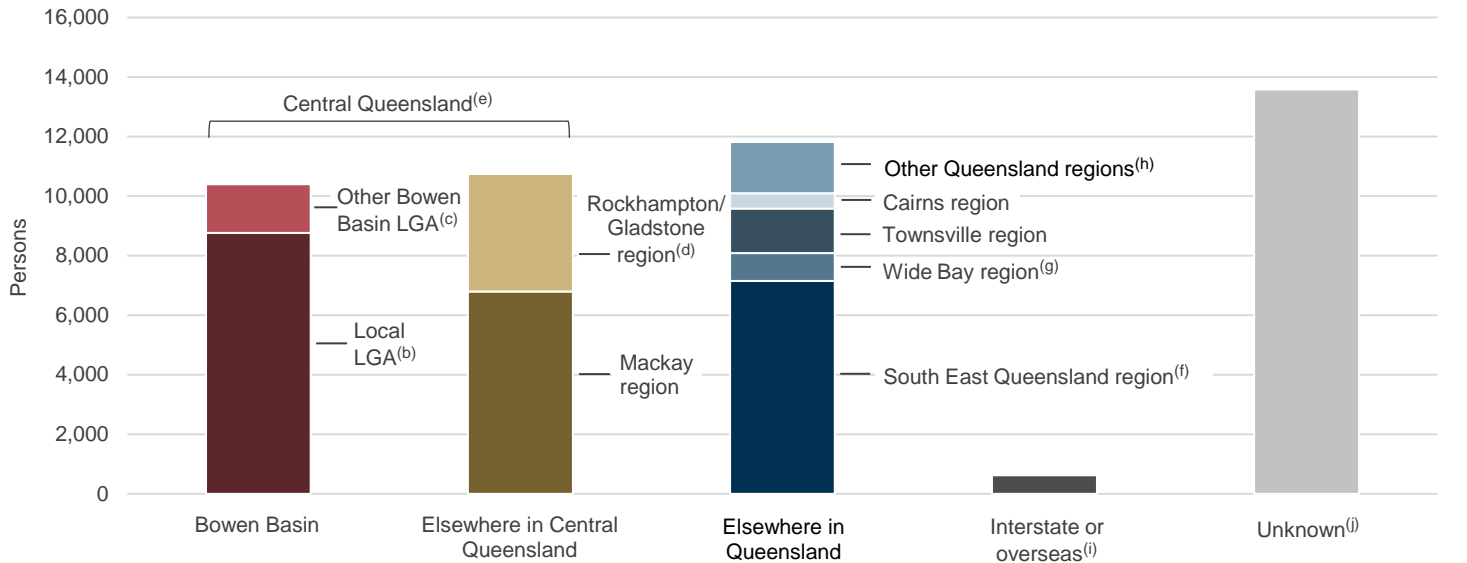
Around 1,485 persons, or 4% of Bowen Basin resource industry workers with a known place of residence, came from the Townsville region in June 2024. A further 945 persons or 3% came from the Wide Bay region, and 515 persons or 2% came from the Cairns region.

In June 2024, 1,730 persons or 5% of Bowen Basin resource industry workers with a known place of residence lived in other Queensland regions not specifically identified in place of residence categories used in this report. Finally, 625 persons or 2% lived interstate or overseas.

Table 4 Resource industry workforce by place of residence, Bowen Basin, June 2024	
Place of residence ^(a)	Place of work – Bowen Basin
	persons
Local LGA	8,760
Other Bowen Basin LGA	1,640
Mackay region	6,790
Rockhampton/Gladstone region	3,950
Central Queensland	21,135
Cairns region	515
Townsville region	1,485
Wide Bay region	945
South East Queensland region	7,145
Other Queensland regions	1,730
Interstate or overseas	625
Total with place of residence known	33,575
Unknown	13,575
TOTAL WORKFORCE	47,155

(a) Refer to footnotes below Figure 6 for explanation of 'place of residence'.
Source: QGSO estimates

Figure 6 Resource industry workforce by place of residence^(a), Bowen Basin, June 2024



(a) Refer to Notes at end of report for further information on place of residence.
(b) 'Local LGA' refers to the Bowen Basin LGA in which the resource operation or project is located.
(c) 'Other Bowen Basin LGA' refers to the three Bowen Basin LGAs other than the LGA in which the resource operation or project is located. The four LGAs in the Bowen Basin are Banana, Central Highlands, Isaac and Whitsunday (Bowen only).
(d) Rockhampton/Gladstone region includes the urban centres of Rockhampton, Yeppoon and Gladstone.
(e) Central Queensland comprises the Bowen Basin region, Rockhampton/Gladstone region and Mackay region.
(f) South East Queensland region includes the major population centres of Brisbane, Gold Coast and Sunshine Coast.
(g) Wide Bay region includes the urban centres of Bundaberg, Hervey Bay and Maryborough.
(h) 'Other Queensland regions' refers to all other locations not specifically identified in Queensland.
(i) 'Interstate or overseas' refers to all other locations outside of Queensland.
(j) 'Unknown' refers to workers whose place of residence was reported as unknown in QGSO's 2024 Resource Employment Survey.
Source: QGSO estimates

Banana

Banana was home to three coal mines, two gas operations, a metalliferous mine and a coal–fired power station in June 2024 (Figure 2, Table 9). Dawson mine, the largest coal mine in the LGA, engaged more than 1,000 workers (RSHQ, 2024).

In June 2024, the LGA of Banana had a resource industry workforce of 3,785 persons, representing 8% of the regional total (Table 5). Around 7 in 10 resource industry workers in the LGA were in coal mining (72%), with the rest in other resource industries.

Place of residence was known for 3,320 resource industry workers in Banana in June 2024, or 88% of the LGA’s total workforce. Of these, more than one-third lived locally in towns such as Moura and Biloela (1,190 persons or 36%).

For non-resident workers in Banana in June 2024, the top source region was Rockhampton/Gladstone (725 persons or 22% of those with a known place of residence) (Figure 7). This region is connected to Banana via major roads and highways.

South East Queensland (560 persons or 17%) and other Bowen Basin LGAs (290 persons or 9%) were the second and third–largest source regions respectively for non–resident resource industry workers in Banana in June 2024.

Banana at a glance

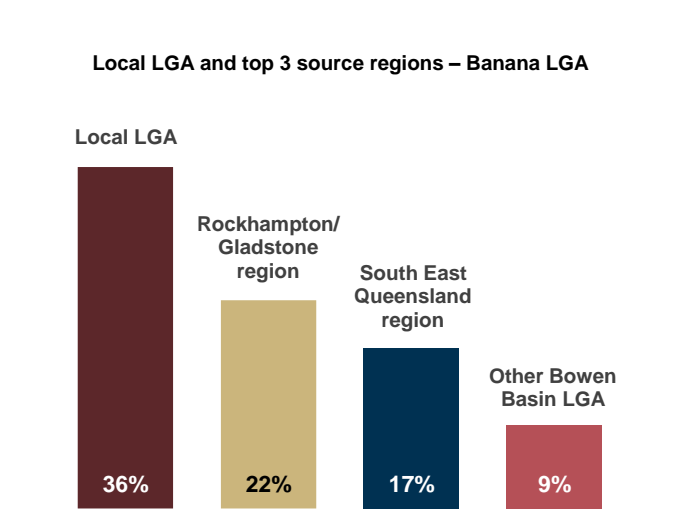
- Banana accounted for 8% of the Bowen Basin’s resource industry workforce in June 2024.
- Around 7 in 10 workers (72%) in the resource industry were in coal mining.
- Half (50%) of the workforce were employees and half (50%) were contractors.
- Place of residence was known for 88% of the workforce. Place of residence was unknown for 12% of the workforce.
- Of those with a known place of residence:
 - 36% lived in the local LGA
 - 33% lived in other Bowen Basin LGAs or elsewhere in Central Queensland
 - 31% lived elsewhere in Queensland, or interstate or overseas.

Table 5 Resource industry workforce by place of residence, Banana, June 2024

Place of residence ^(a)	Place of work – Banana persons
Local LGA	1,190
Other Bowen Basin LGA	290
Mackay region	75
Rockhampton/Gladstone region	725
Central Queensland	2,285
Cairns region	5
Townsville region	20
Wide Bay region	235
South East Queensland region	560
Other Queensland regions	210
Interstate or overseas	5
Total with place of residence known	3,320
Unknown	465
TOTAL WORKFORCE	3,785

(a) Refer to footnotes on page 6 for explanation of ‘place of residence’.
Source: QGSO estimates

Figure 7 Resource industry workforce by place of residence^(a), Banana, June 2024



(a) Percentages in graph are based on those with a known place of residence.
Source: QGSO estimates

Central Highlands

There were 12 coal mines and three gas operations in Central Highlands in June 2024 (Figure 2, Table 9). The three largest coal mines in the LGA—Curragh, Blackwater and Rolleston—each accounted for more than 1,000 workers (RSHQ, 2024).

Central Highlands LGA had a resource industry workforce of 11,240 persons in June 2024, representing 24% of the regional total (Table 6). Almost all (97%) of these workers were in coal mining.

In June 2024, place of residence was known for 7,740 of Central Highland’s resource industry workers, or 69% of the LGA’s total workforce. Of these, more than one-third (2,855 persons or 37%) lived locally in towns such as Emerald and Blackwater.

For non-resident workers in Central Highlands in June 2024, the top source region was Rockhampton/Gladstone (1,690 persons or 22% of those with a known place of residence), closely followed by South East Queensland (1,645 persons or 21%) (Figure 8). Central Highlands has strong links with the nearby Rockhampton/Gladstone region, with much of the coal produced in the LGA exported via the Blackwater rail system through coal terminals near Gladstone. Many non-resident workers in Central Highlands live in coastal towns such as Gladstone and Yeppoon, and drive-in/drive-out for work.

The Mackay region (460 persons or 6%) was the third–largest source region for non–resident resource industry workers in Central Highlands in June 2024.

Central Highlands at a glance

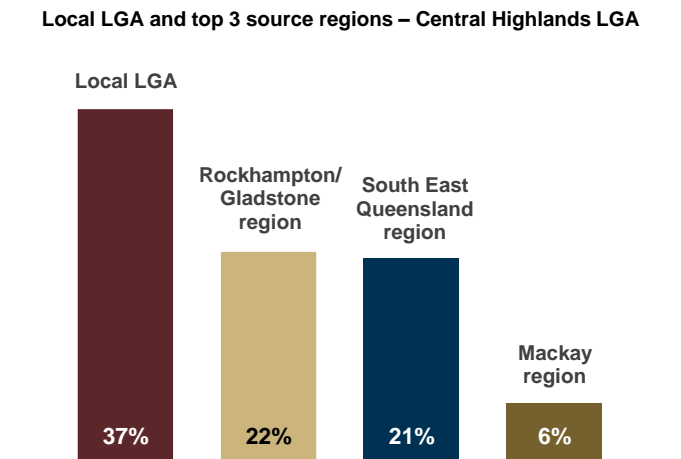
- Central Highland accounted for 24% of the Bowen Basin’s resource industry workforce in June 2024.
- Almost all (97%) workers in the resource industry were in coal mining.
- Almost half (46%) were employees; just over half (54%) were contractors.
- Place of residence was known for 69% of the workforce. Place of residence was unknown for 31% of the workforce.
- Of those with a known place of residence:
 - 37% lived in the local LGA
 - 29% lived in other Bowen Basin LGAs or elsewhere in Central Queensland
 - 34% lived elsewhere in Queensland, or interstate or overseas.

Table 6 Resource industry workforce by place of residence, Central Highlands, June 2024

Place of residence ^(a)	Place of work – Central Highlands persons
Local LGA	2,855
Other Bowen Basin LGA	95
Mackay region	460
Rockhampton/Gladstone region	1,690
Central Queensland	5,105
Cairns region	25
Townsville region	50
Wide Bay region	295
South East Queensland region	1,645
Other Queensland regions	430
Interstate or overseas	195
Total with place of residence known	7,740
Unknown	3,500
TOTAL WORKFORCE	11,240

(a) Refer to footnotes on page 6 for explanation of ‘place of residence’.
Source: QGSO estimates

Figure 8 Resource industry workforce by place of residence^(a), Central Highlands, June 2024



(a) Percentages in graph are based on those with a known place of residence.
Source: QGSO estimates

Isaac

In June 2024, there were 31 operating coal mines, three related infrastructure operations and one gas operation in Isaac (Figure 2, Table 9). Each of the 11 largest coal mines in the LGA engaged more than 1,000 workers (RSHQ, 2024).

One renewable energy project—Clarke Creek Wind Farm—was under construction in June 2024, and rehabilitation work was underway at Newlands mine (QGSO, 2024).

There were 30,660 resource industry workers in the LGA of Isaac in June 2024, representing around two-thirds or 65% of the regional total (Table 7). Almost all (97%) of these workers were in coal mining.

In June 2024, place of residence was known for around 21,080 persons or 69% of Isaac’s resource industry workforce. Of these, 3,790 (or 18%) lived locally in towns such as Moranbah, Dysart and Middledmount.

Isaac was the only LGA in the Bowen Basin where the top two source regions each contributed more workers than the local LGA. The adjoining coastal region of Mackay was the top source region for non-resident workers in Isaac in June 2024 (6,160 persons or 29% of those with a known place of residence) (Figure 9). The urban centre of Mackay is an important mining services hub for the region and a popular place of residence for resource industry workers, who drive-in/drive-out for work via the Peak Downs Highway.

South East Queensland, Isaac’s second–largest source region, also contributed a sizable number of non–resident resource industry workers (4,905 persons or 23%) in June 2024. Isaac is serviced by regular commercial and charter flights from South East Queensland. The Rockhampton/Gladstone region was the third–largest source region for non-resident workers (1,505 persons or 7%).

Isaac at a glance

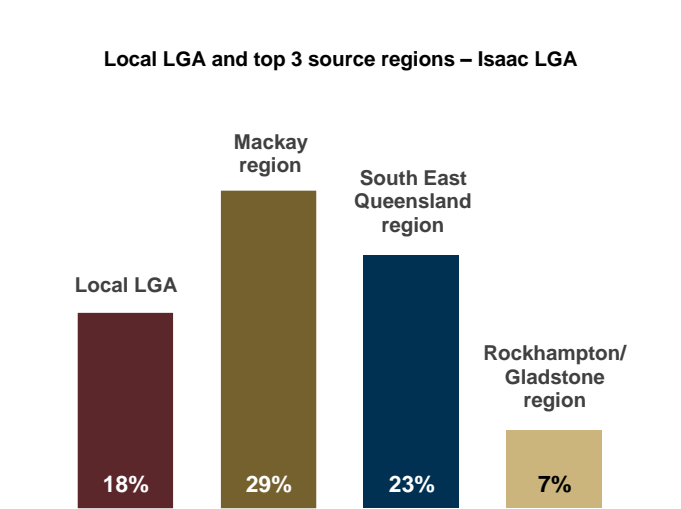
- Isaac accounted for 65% of the Bowen Basin’s resource industry workforce in June 2024.
- Almost all (97%) workers in the resource industry were in coal mining.
- More than one-third were employees (38%); almost two-thirds were contractors (62%).
- Place of residence was known for 69% of the workforce. Place of residence was unknown for 31% of the workforce.
- Of those with a known place of residence:
 - 18% lived in the local LGA
 - 42% lived in other Bowen Basin LGAs or elsewhere in Central Queensland
 - 40% lived elsewhere in Queensland, or interstate or overseas.

Table 7 Resource industry workforce by place of residence, Isaac, June 2024

Place of residence ^(a)	Place of work – Isaac
	persons
Local LGA	3,790
Other Bowen Basin LGA	1,220
Mackay region	6,160
Rockhampton/Gladstone region	1,505
Central Queensland	12,675
Cairns region	470
Townsville region	1,120
Wide Bay region	415
South East Queensland region	4,905
Other Queensland regions	1,080
Interstate or overseas	420
Total with place of residence known	21,080
Unknown	9,580
TOTAL WORKFORCE	30,660

(a) Refer to footnotes on page 6 for explanation of ‘place of residence’.
Source: QGSO estimates

Figure 9 Resource industry workforce by place of residence^(a), Isaac, June 2024



(a) Percentages in graph are based on those with a known place of residence.
Source: QGSO estimates

Whitsunday (Bowen only)

In June 2024, there were two coal mines in Whitsunday (Bowen only), both of which employed between 500 and 999 persons (RSHQ, 2024). Related infrastructure in the LGA included Carmichael Rail Network and the port of Abbot Point, which exports coal from mines in the northern Bowen Basin (Figure 2, Table 9).

There were 1,470 resource industry workers in the LGA of Whitsunday (Bowen only) in June 2024, representing 3% of the regional total (Table 8). Seven in ten resource industry workers were in coal mining, with the balance of the workforce engaged in other resource industries.

Place of residence was known for around 1,435 persons (98%) in the resource industry workforce in Whitsunday (Bowen only) in June 2024. Of these, an estimated 925 persons (or 64%) lived locally in towns such as Bowen and Collinsville. Of all Bowen Basin LGAs, Whitsunday (Bowen only) had the highest proportion of local residents who lived and worked in the same LGA.

For non-resident workers in Whitsunday (Bowen only) in June 2024, the top source region was the Townsville region (295 persons or 21%) (Figure 10). Resource operations in Whitsunday (Bowen only) are linked by road to the major regional city of Townsville to the north of the LGA.

In June 2024, the Mackay region accounted for 90 persons or 6% of those with a known place of residence in Whitsunday (Bowen only). South East Queensland was the third-largest source region for non-resident workers, contributing 35 persons or 2%.

Whitsunday (Bowen only) at a glance

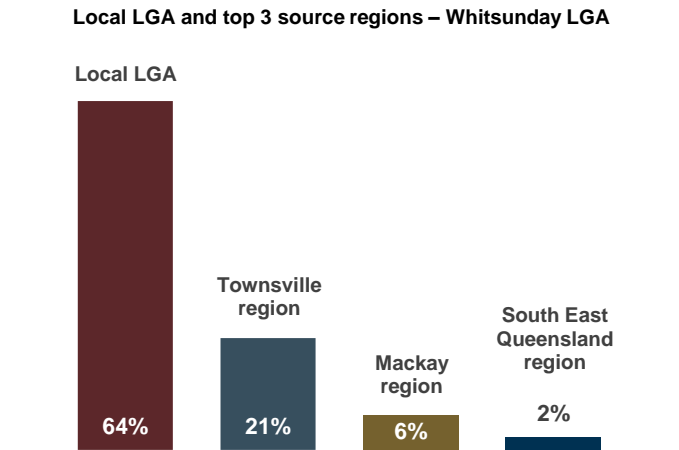
- Whitsunday (Bowen only) accounted for 3% of the Bowen Basin’s resource industry workforce in June 2024.
- 7 in 10 workers in the resource industry were in coal mining.
- Almost half (49%) were employees; just over half (51%) were contractors.
- Place of residence was known for 98% of the workforce. Place of residence was unknown for 2% of the workforce.
- Of those with a known place of residence:
 - 64% lived in the local LGA
 - 10% lived in other Bowen Basin LGAs or elsewhere in Central Queensland
 - 25% lived elsewhere in Queensland, or interstate or overseas.

Table 8 Resource industry workforce by place of residence, Whitsunday (Bowen only), June 2024

Place of residence ^(a)	Place of work – Whitsunday (Bowen only) persons
Local LGA	925
Other Bowen Basin LGA	30
Mackay region	90
Rockhampton/Gladstone region	25
Central Queensland	1,070
Cairns region	20
Townsville region	295
Wide Bay region	0
South East Queensland region	35
Other Queensland regions	10
Interstate or overseas	5
Total with place of residence known	1,435
Unknown	30
TOTAL WORKFORCE	1,470

(a) Refer to footnotes on page 6 for explanation of ‘place of residence’.
Source: QGSO estimates

Figure 10 Resource industry workforce by place of residence^(a), Whitsunday (Bowen only), June 2024



(a) Percentages in graph are based on those with a known place of residence.
Source: QGSO estimates

Bowen Basin resource industry workforce, 2024

Table 9 Existing resource operations and projects under construction^(a), Bowen Basin LGAs, June 2024

Category	Operation / project name	Company name
Banana		
CM	Baralaba North	Baralaba Coal Company
CM	Callide	Batchfire Resources
RI	Callide Power Station	CS Energy
MM	Cracow Gold Mine	Aeris Resources
CM	Dawson	Anglo American
CSG	GLNG Operations and Development	GLNG ^(b)
CSG	Greater Meridian	WestSide Corporation
Central Highlands		
CM	Blackwater	Whitehaven Coal
CM	Cook Colliery	Constellation Mining
CM	Curragh	Coronado Coal
CSG	Denison North (Rolleston)	Denison Gas
CM	Ensham	Ensham Resources
CSG	GLNG Operations and Development	GLNG ^(b)
CM	Gregory–Crinum	Sojitz Blue
CM	Jellinbah East	Jellinbah Group
CM	Kestrel	Kestrel Coal Resources
CM	Meteor Downs South	Sojitz Blue
CM	Oaky Creek	Glencore Coal
CSG	Reid's Dome/Rolleston West	State Gas
CM	Rolleston	Glencore Coal
CM	Wilton–Fairhill	Futura Resources
CM	Yarrabee	Yancoal Australia
Isaac		
CM	Aquila	Anglo American
CM	Blair Athol	TerraCom
CM	Broadlea	Fitzroy Mining Operations
CM	Broadmeadow	BHP
CM	Burton Complex	Bowen Coking Coal
CM	Byerwen	QCoal Group
CM	Capcoal Surface Operations	Anglo American
CM	Carborough Downs	Fitzroy Mining Operations
CM	Carmichael	Bravus Mining and Resources
CM	Caval Ridge	BHP
CM	Centurion	Peabody Energy
RE	Clarke Creek Wind Farm	Squadron Energy
CM	Clermont	Glencore Coal
CM	Coppabella	Peabody Energy
RI	Coppabella Train Loadout Facility	Pacific National
CM	Daunia	Whitehaven Coal
CM	Foxleigh	Middlemount South
CM	Goonyella Riverside	BHP
CM	Grosvenor ^(c)	Anglo American
CM	Hail Creek	Glencore Coal
CM	Ironbark No. 1	Fitzroy Mining Operations

Bowen Basin resource industry workforce, 2024

Category	Operation / project name	Company name
CM	Isaac Plains Complex	Stanmore Resources
CM	Lake Vermont	Jellinbah Group
CM	Middlemount	Middlemount Coal
CM	Millennium ^(d)	Stanmore Resources
CM	Moorvale	Peabody Energy
RI	Moranbah Ammonium Nitrate Plant	Incitec Pivot
CSG	Moranbah Gas Project	Queensland Pacific Metals
CM	Moranbah North	Anglo American
RI	Nebo Train Support Facility	Pacific National
CM	Olive Downs Complex	Pembroke Resources
CM	Peak Downs	BHP
CM	Poitrel	Stanmore Resources
CM	Saraji	BHP
CM	South Walker Creek	Stanmore Resources
CM	Vulcan Mine Complex	Vitrinite
Whitsunday (Bowen only)		
RI	Abbot Point Operations	Abbot Point Bulkcoal
RI	Carmichael Rail Network	Bowen Rail Company
CM	Collinsville	Glencore Coal
CM	QCoal Northern Hub	QCoal Group

CM = coal mine CSG = coal seam / conventional gas MM = metalliferous mine RE = renewable energy RI = related infrastructure

(a) Includes coal mining operations, metalliferous mines, gas operations, resource industry-related infrastructure, and projects under construction as at June 2024. Operations that have ceased production or were in care and maintenance, including Bluff in Central Highlands, Newlands in Isaac and Mt Carlton in Whitsunday (Bowen only) are not included in this list. Refer to 'survey scope' in Notes for further information.

(b) Santos Gladstone LNG (GLNG) is a joint venture between Santos, PETRONAS, Total and KOGAS.

(c) Anglo American suspended production at Grosvenor mine following an underground coal gas ignition incident on 29 June 2024 (Anglo American, 2024).

(d) Operations at Millennium complex ceased on 28 June 2024, with the focus on demobilising all contractors and equipment by the end of the September quarter 2024 (Stanmore Resources, 2024).

Source: QGSO, 2024

Notes

Geographies

In this publication, the Bowen Basin region comprises the LGAs of Banana, Central Highlands, Isaac and Whitsunday (Bowen only). Whitsunday (Bowen only) comprises the statistical areas level 2 (SA2s) of Bowen and Collinsville, which cover the area of the former Bowen Shire.

Place of residence regions cited in this report reflect places of residence as reported by survey respondents, which may not be based on defined statistical geographies.

Survey scope

Data in this report are derived from annual surveys conducted by QGSO in 2024 and other sources. The scope of the Resource Employment Survey covered all resource industry companies with existing operations and projects under construction in the Bowen Basin as at June 2024. Operations that had ceased production or were in care and maintenance in June 2024 are included in workforce estimates if worker numbers were supplied to QGSO in the Resource Employment Survey.

A full list of operations and projects is available in Table 9 of this report.

Data coverage

In the 2024 Resource Employment Survey, reported data included numbers and place-of-residence characteristics of employees and contractors at resource operations, as well as those of workers engaged in project construction or outsourced maintenance activities such as major plant shutdowns.

Workforce estimates

Workforce estimates in this report represent the total resource industry workforce of the Bowen Basin. In contrast, the non-resident population measure presented in the *Bowen Basin population report, 2024* reflects the number of workers staying in the LGA of their workplace at a given point in time. Workers who are absent from work due to their shift arrangements are not included in the non-resident population even though they are part of the region's resource industry workforce.

Workforce estimates are based on the best available data and advice at the time of preparation. Worker numbers may vary over time in response to a range of factors, including changing production demands, seasonal influences, adverse weather events and industrial action.

Employment status

The workforce of the resource industry in Queensland comprises employees, contractors and associated sub-contractors who work together at resource operations and projects and are engaged by different employers, either the owner/manager of the resource operation or a specialist contracting company. Employees are workers engaged directly by resource companies to carry out on-site production, maintenance and operations. Contractors are workers engaged by companies providing services at resource operations or projects under contractual arrangements. Contracted services range from specific project construction and scheduled maintenance events to full provision of mining operations services, and contract workforces may be temporary or ongoing.

Residential status

In this report, 'local residents' are defined as workers who live in the same LGA as their place of work. 'Non-residents' are workers who live outside the LGA where they work. 'Place of residence known' refers to workers whose place of residence was reported by survey respondents. 'Place of residence unknown' refers to workers whose place of residence was reported as unknown by survey respondents.

In QGSO's Resource Employment Survey, most respondents were able to report the place of residence of their employees. Fewer could report this information for their contractors, as resource industry companies who engage contractors may not have oversight of their place of residence. In the 2024 survey, place of residence was reported as unknown for 1% of employees and 48% of contractors. Users should consider the limitations of the data in interpreting these results.

Data confidentiality and rounding

Survey information reported by resource industry companies is confidential and not available for distribution. Data in this report have been aggregated to ensure that confidentiality of individual responses is preserved.

Figures in tables have been rounded to the nearest five. As a result of rounding, discrepancies may occur between sums of the component items and totals. Percentages and other calculations are made prior to rounding of figures and discrepancies might therefore exist between these calculations and those derived from the rounded figures.

References

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