

## Introduction

The North West region of Queensland (Figure 1) is one of the world's richest mineral-producing regions, with large resources of metalliferous minerals including copper, gold, lead, silver, vanadium and zinc. Resource operations in the region include metalliferous and phosphate mining and processing, as well as related infrastructure. Much of the output from mining and processing in the region is transported to the Port of Townsville for export.

The North West region'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/dive out (FIFO/DIDO) to work.

This report provides information on the characteristics and place of residence of the North West region's resource industry workforce. Data were derived from the Resource Employment Survey, conducted by Queensland Government Statistician's Office (QGSO), and other sources. The survey collected information for all existing resource operations and selected projects proposed for the region as at June 2024 (Figure 2).

## Key findings

Key findings of this report include:

- In June 2024, the North West region had a resource industry workforce of around 8,620 persons.
- Most of the region's resource industry workers in June 2024 were engaged in metalliferous mining operations and processing (7,690 persons or 89%), with the balance in other resource industries (930 persons or 11%).
- Around 7 in every 10 resource industry workers in the North West region in June 2024 were employees (5,915 persons or 69%). The remainder were contractors (2,705 persons or 31%).
- The LGA of Mount Isa (including Burke)<sup>1</sup> had the largest number of workers, accounting for more than half of the region's total resource industry workforce in June 2024 (4,370 persons or 51%). The remainder worked in Cloncurry LGA (3,005 persons or 35%) and McKinlay (1,245 persons or 14%).
- The North West region'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.
  - Place of residence was unknown for 12% of the workforce (1,065 persons). Almost all these workers were contractors (1,055 persons).
- Of the 7,555 workers whose place of residence was known in June 2024:
  - 2,845 persons (or 38%) lived and worked in the same LGA, with almost all (2,685 persons) based in Mount Isa (including Burke) LGA.
  - 4,710 persons (or 62%) lived in a different LGA from where they worked.
    - Due to the remoteness of the North West region, many non-resident resource industry workers fly-in/fly-out from coastal regions including Townsville (1,780 persons or 24%), South East Queensland (1,435 persons or 19%) and Cairns (660 persons or 9%).
    - Very few workers travelled to work from other LGAs within the North West region (160 persons or 2%). A further 505 persons (or 7%) came from other Queensland regions.

Figure 1 North West region



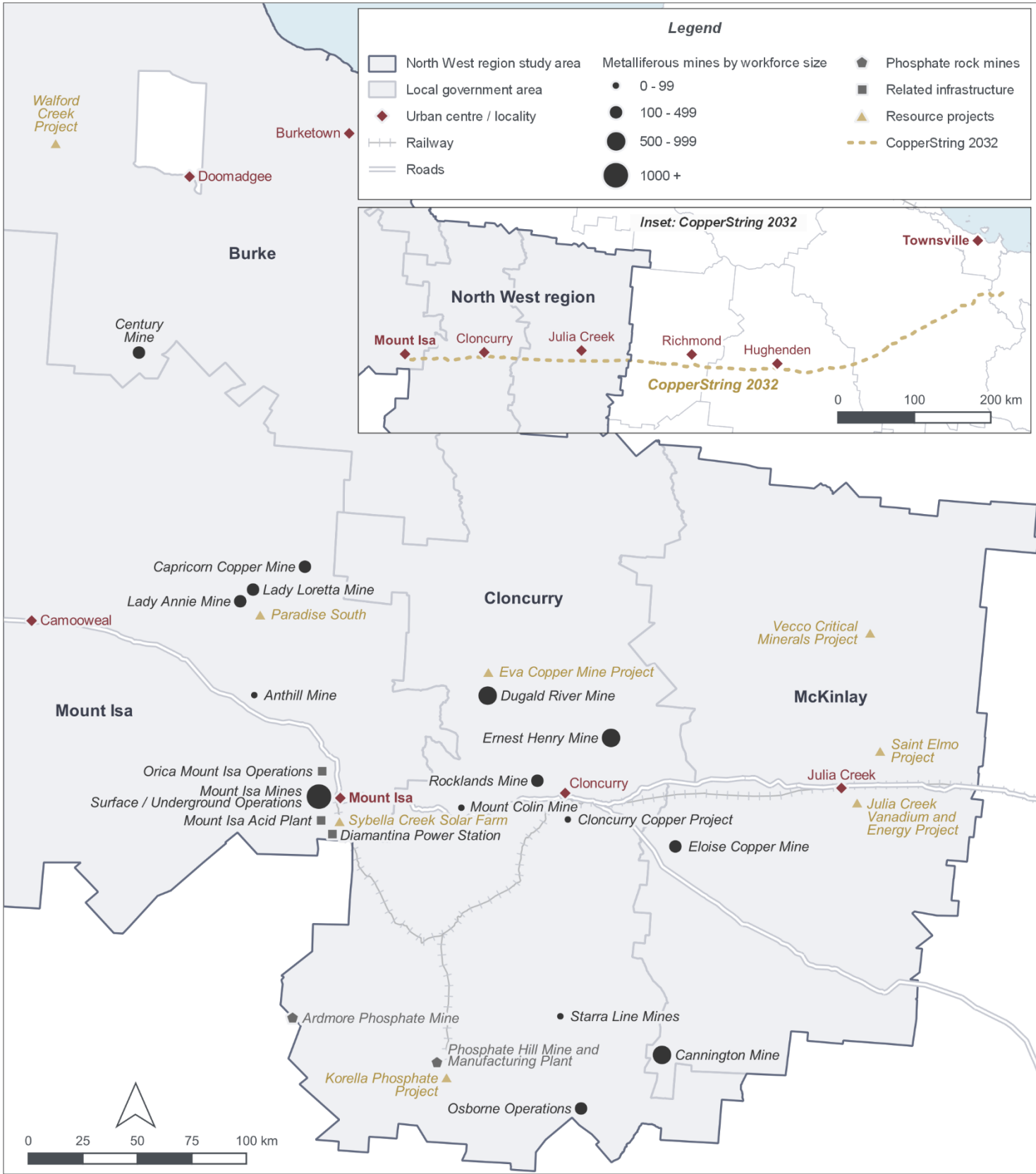
Source: QGSO

In this publication, the North West region comprises the LGAs of Burke, Cloncurry, McKinlay and Mount Isa (Figure 1).

<sup>1</sup> To preserve confidentiality, data for Burke LGA are aggregated with data for Mount Isa LGA.

North West region resource industry workforce, 2024

Figure 2 Existing resource operations and projects under construction<sup>(a)</sup>, North West region, June 2024



(a) Mining and mining processing operations by workforce size are based on numbers at June 2024 published by Resources Safety and Health Queensland (RSHQ), rather than confidential QGSO data. Operation and project locations shown in the map are indicative only. See Table 8 (page 11) for a full list of existing operations and projects by LGA.

Sources: RSHQ, 2024; QGSO, 2024

## Background

The North West region is one of Queensland's most remote resource regions, with the region's largest urban centre, Mount Isa, situated around 900km from Townsville and 1,800km from the capital city of Brisbane (Figure 5, page 6).

The North West region has a long mining history. Silver and lead deposits were found at Mount Isa in 1923, and the mining company Mount Isa Mines was established the following year. A township developed alongside the mine and a railway line was constructed in 1929 to connect Mount Isa with Townsville (Queensland Government, 2015). During the early years, production focused on zinc, lead and silver, and later expanded to include copper (Glencore, 2025a).

In June 2024, there were numerous metalliferous mining and processing operations in the region, as well as phosphate mining and related infrastructure operations (Figure 2, Table 8). Resource industry operations are distributed across four LGAs in North West Queensland, namely Burke, Cloncurry, McKinlay and Mount Isa. As Figure 2 shows, Mount Isa Mines Surface/Underground Operations engaged the largest number of resource industry workers in the region in June 2024. Developments proposed for the region include copper, vanadium and phosphate projects, as well as the CopperString 2032 project (see Figure 2 inset), an 840km electricity transmission line from just south of Townsville to Mount Isa that will connect the region to the National Electricity Market (Powerlink, 2025). Construction of worker accommodation for the project began at Hughenden and Richmond in the second half of 2024.

The LGA of Mount Isa has the largest resident population in the North West region (latest available data reported 18,945 persons as at June 2023) (ABS, 2024). The urban centre of Mount Isa is the region's largest population centre (18,125 persons) and functions as its administrative, commercial and industrial hub. Resource operations in Mount Isa LGA are located in and around the urban centre of Mount Isa, as well as in rural areas beyond daily commuting distance (Figure 2).

The other North West region LGAs of Burke (440 persons), Cloncurry (3,850 persons) and McKinlay (850 persons) have smaller resident populations. Within these LGAs, the resident populations of towns such as Cloncurry (2,680 persons) and Julia Creek (385 persons) are relatively small compared with the urban centre of Mount Isa. Many of the resource operations in Burke, Cloncurry and McKinlay LGAs are located some distance from population centres (Figure 2). The more remote location of these operations, combined with the small resident populations of all three LGAs, has resulted in greater use of non-resident workers, who live outside the LGA where they work.

## Workforce characteristics

In June 2024, the North West region had a resource industry workforce of around 8,620 persons (Table 1). The LGA of Mount Isa (including Burke) accounted for the largest number of workers, representing slightly more than half of the region's total resource industry workforce (4,370 persons or 51%). The remainder worked in the LGAs of Cloncurry (3,005 persons or 35%) and McKinlay (1,245 persons or 14%).

Almost all the region's resource industry workers reported in June 2024 were engaged in metalliferous mining (7,690 persons or 89%). The balance (930 persons or 11%) worked in other resource industries, including phosphate rock mining and related infrastructure operations.

At the LGA level, Cloncurry had the largest proportion of other resource industry workers (21%), working in phosphate mining operations and processing. In Mount Isa (including Burke), other resource industry workers (7%) were all engaged in related infrastructure operations. In McKinlay, all workers were engaged in metalliferous mining.

At the time of QGSO's survey in June 2024, almost all resource industry workers in the region were engaged at existing operations. The remainder were engaged in the initial development stages of mining projects.

Table 1 Resource industry workforce by sector of employment, North West region LGAs, June 2024

Place of work	Metalliferous mining	Other resource industry <sup>(a)</sup>	Total	Metalliferous mining	Other resource industry <sup>(a)</sup>	Total
	— persons —			— % —		
Cloncurry	2,365	640	3,005	79	21	100
McKinlay	1,245	0	1,245	100	0	100
Mount Isa (incl. Burke) <sup>(b)</sup>	4,080	290	4,370	93	7	100
<b>NORTH WEST REGION TOTAL</b>	<b>7,690</b>	<b>930</b>	<b>8,620</b>	<b>89</b>	<b>11</b>	<b>100</b>

(a) 'Other resource industry' includes phosphate rock mining and related infrastructure operations. Refer to Notes at end of report for additional information.

(b) To preserve confidentiality, data for Burke LGA are aggregated with data for Mount Isa LGA.

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

Source: QGSO estimates

North West region resource industry workforce, 2024

**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 <sup>(a)</sup> , North West region, June 2024		
	persons	%
Employees	5,915	69
Contractors	2,705	31
<b>TOTAL WORKFORCE</b>	<b>8,620</b>	<b>100</b>

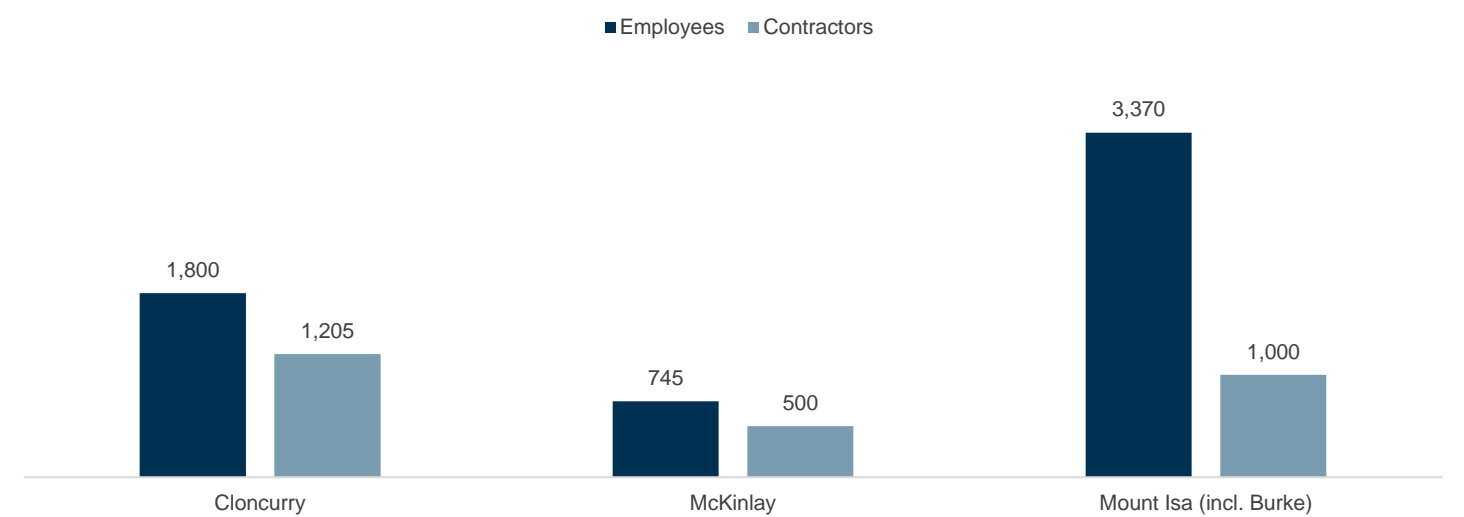
(a) Refer to Notes at end of report for explanation of 'employment status'.  
Source: QGSO estimates

According to their employment status, almost 7 in 10 resource industry workers in the North West region in June 2024 were employees (5,915 persons or 69%) (Table 2). The remainder were contractors (2,705 persons or 31%).

In June 2024, most workers in Mount Isa (including Burke) LGA were employees (3,370 persons or 77%) (Figure 3). Employees accounted for 6 in 10 resource industry workers in both Cloncurry LGA (1,800 persons or 60%) and McKinlay LGA (745 workers or 60%).

As noted above, Mount Isa (including Burke) LGA had the largest resource industry workforce in the region. As Figure 3 shows, employees in Mount Isa (including Burke) comprised the single largest group of resource industry workers in the region (3,370 workers or 39% of the regional total). Many employees in Mount Isa LGA live in the urban centre of Mount Isa, which is the largest population centre in the North West region and the location of large-scale mining, mineral processing and industrial operations.

Figure 3 Resource industry workforce by employment status<sup>(a)</sup>, North West region LGAs, June 2024



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

The North West region’s resource industry workforce includes local residents and non-resident workers. Non-resident or FIFO/DIDO workers stay in the local area while rostered on for work, then return to their place of residence elsewhere when rostered off. While in the region, non-resident workers typically stay in worker accommodation villages, commercial accommodation—such as hotels, motels and caravan parks—or in rented housing.

Mining companies operating in more remote parts of the region usually house their workers in on-site worker accommodation villages while they are rostered on. Some companies fly their personnel directly to remote mine sites from source regions such as Townsville, Cairns and South East Queensland.

North West region resource industry workforce, 2024

In June 2024, around 2,845 persons (or 33% of the region’s resource industry workforce) were local residents who lived and worked in the same North West region LGA (Table 3). A further 4,710 persons (or 55%) were non-residents who lived outside of the LGA where they worked.

For the remaining 1,065 persons (or 12%), place of residence was reported as unknown by survey respondents. While resource industry companies were able to report the place of residence for almost all their employees, they were less likely to know their contractors’ place of residence.

Figure 4 illustrates these differences in reporting the residential status of employees and contractors in the North West region in June 2024. For employees, around 2,600 persons (or 44%) were reported to be local residents, while 3,300 persons were non-residents. Only 15 employees were recorded as having an unknown place of residence.

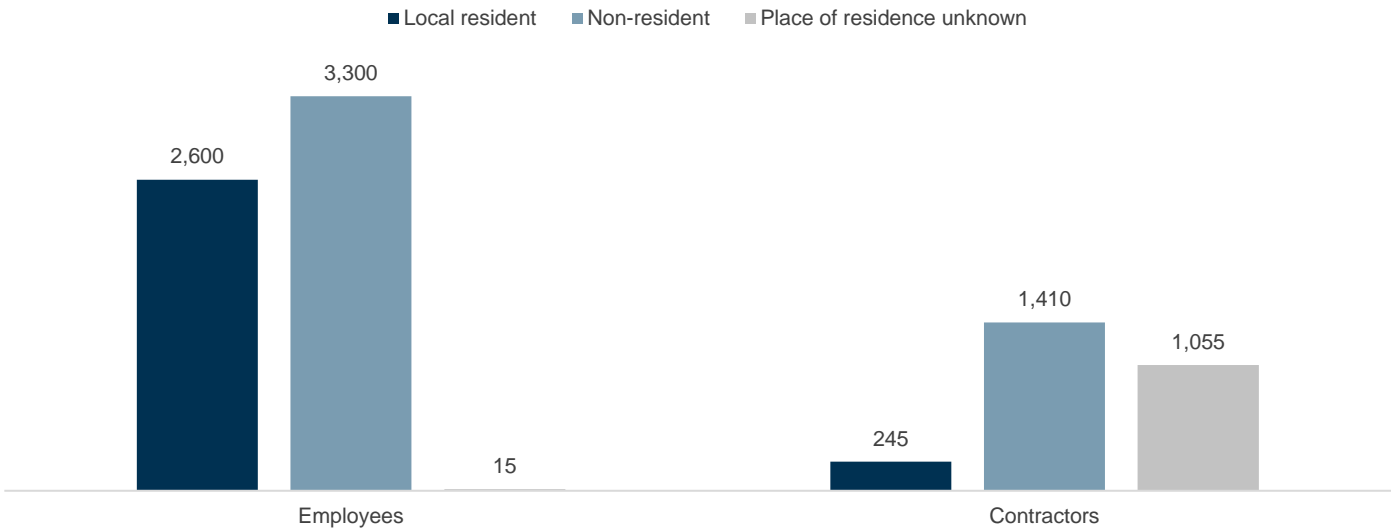
In contrast to place of residence reporting for employees, place of residence was unknown for 1,055 persons or 39% of contractors. Given the under-reporting of place of residence of contractors, the residential status of this group cannot be determined with the same degree of certainty as for employees.

**Table 3     Resource industry workforce by residential status<sup>(a)</sup>, North West region, June 2024**

	persons	%
Local resident	2,845	33
Non-resident	4,710	55
Place of residence unknown	1,065	12
<b>TOTAL WORKFORCE</b>	<b>8,620</b>	<b>100</b>

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

**Figure 4     Resource industry workforce by employment status<sup>(a)</sup> and residential status<sup>(b)</sup>, North West region, 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

Place of residence data in this section provides further information on where the North West region’s resource industry workers live when not at work.

As noted above, the resource industry workforce in the North West region includes a sizeable number of non-resident workers who live outside the LGA where they work (Table 4). Due to the remoteness of the region, many non-resident workers fly-in/fly-out from major population centres elsewhere in the state or from interstate or overseas.

In June 2024, place of residence was unknown for 1,065 persons (or 12%) of North West region resource industry workers, almost all of whom were contractors.

Of the 7,555 workers for whom place of residence was known, around 2,845 lived and worked in the same North West region LGA (Figure 6). This equates to 38% of those with a known place of residence.

Only 160 persons (or 2% of those with a known place of residence) came from another LGA in the North West region (Table 4). This reflects the remote location of many resource operations in the region, combined with the small resident populations of most towns.

Most non-resident workers in the North West region with a known place of residence outside the North West region came from coastal areas in North Queensland. This includes 1,780 persons (or 24%) from Townsville region and 660 persons (or 9%) from Cairns region (Figure 5).

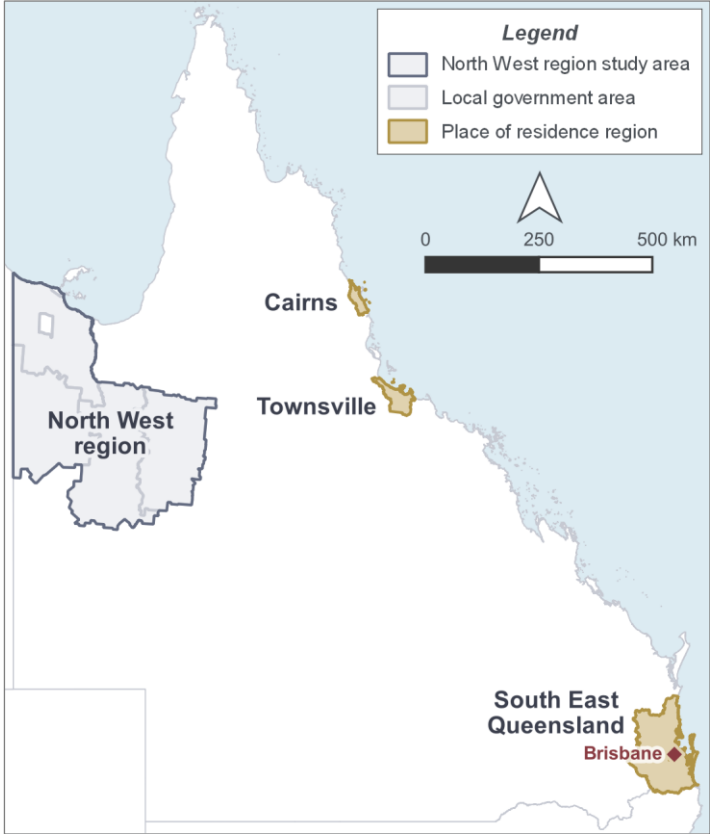
In June 2024, 2,110 North West region resource industry workers (or 28% of those with a known place of residence) came from elsewhere in Queensland (Figure 6), or interstate or overseas.

Of these, 1,435 persons (or 19% of those with a known place of residence) came from South East Queensland, which includes the major population centres of Brisbane, the Gold Coast and the Sunshine Coast.

A further 505 persons (or 7% of those with a known place of residence) came from other Queensland regions. Because of the long distances required to travel to and from work in the North West region, it is unlikely that workers from other Queensland regions lived in nearby areas that were not specifically identified in QGSO’s 2024 Resource Employment Survey.

The remainder of North West region resource industry workers came from interstate or overseas (170 persons or 2% of those with a known place of residence).

Figure 5 North West region and place of residence regions<sup>(a)</sup>



(a) Refer to footnotes on page 7 for explanation of ‘place of residence’.  
Source: QGSO

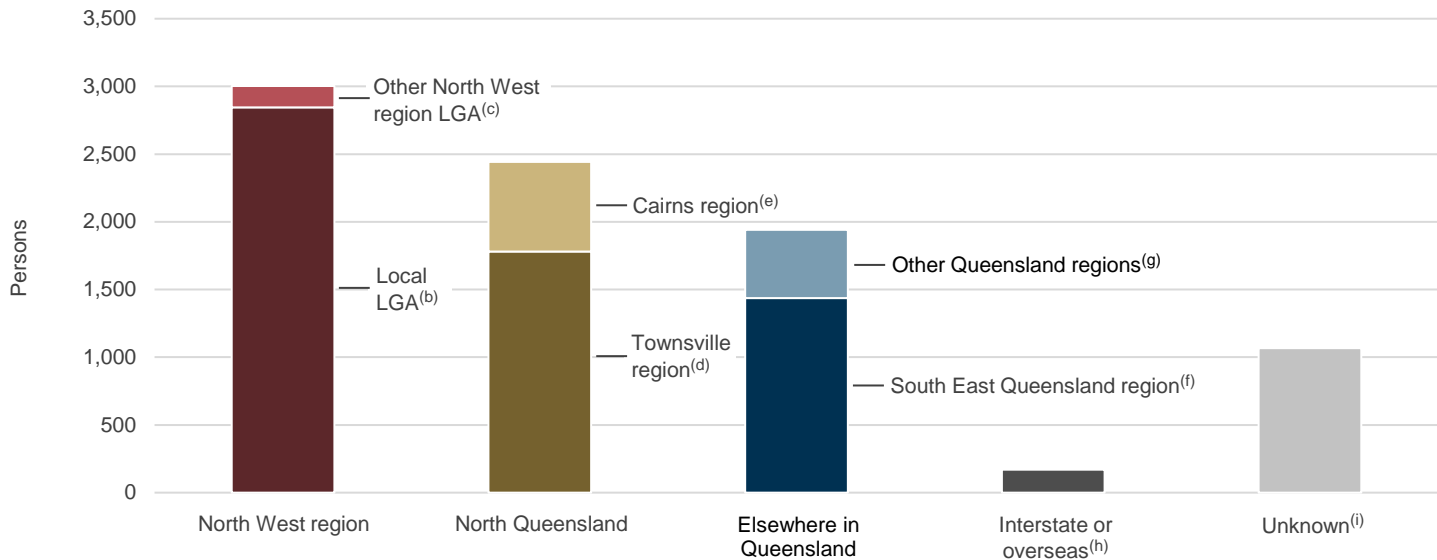
Table 4 Resource industry workforce by place of residence, Bowen Basin, June 2024

Place of residence <sup>(a)</sup>	Place of work – North West region
	persons
Local LGA	2,845
Other North West region LGA	160
<b>North West region</b>	<b>3,000</b>
Cairns region	660
Townsville region	1,780
<b>North Queensland</b>	<b>2,440</b>
South East Queensland region	1,435
Other Queensland regions	505
Interstate or overseas	170
<b>Total with place of residence known</b>	<b>7,555</b>
Unknown	1,065
<b>TOTAL WORKFORCE</b>	<b>8,620</b>

(a) Refer to footnotes on page 7 for explanation of ‘place of residence’.  
Source: QGSO estimates

North West region resource industry workforce, 2024

Figure 6 Resource industry workforce by place of residence<sup>(a)</sup>, North West region, June 2024



- (a) Refer to Notes at end of report for further information on place of residence.
- (b) 'Local LGA' refers to the North West region LGA in which the resource operation or project is located.
- (c) 'Other North West region LGA' refers to the three North West region LGAs other than the LGA in which the resource operation or project is located. The four LGAs in the North West region are Burke, Cloncurry, McKinlay and Mount Isa.
- (d) Townsville region includes the urban centre of Townsville and hinterland areas.
- (e) Cairns region includes the urban centre of Cairns and hinterland areas.
- (f) South East Queensland region includes the major population centres of Brisbane, Gold Coast and Sunshine Coast.
- (g) 'Other Queensland regions' refers to all other locations not specifically identified in Queensland.
- (h) 'Interstate or overseas' refers to all other locations outside of Queensland.
- (i) 'Unknown' refers to workers whose place of residence was reported as unknown in QGSO's 2024 Resource Employment Survey.

Source: QGSO estimates

Cloncurry LGA

In June 2024, there were six metalliferous mining and processing operations and two phosphate rock mining and processing operations in Cloncurry LGA (Figure 2, Table 8). Three resource projects are planned for the LGA.

Cloncurry LGA had a resource industry workforce of 3,005 persons in June 2024 (Table 5). Place of residence was known for 2,540 of the LGA’s resource industry workers, equivalent to 85% of the total.

Of those with a known place of residence, 155 persons or 6% lived locally in towns such as Cloncurry or in rural areas of the LGA. A further 140 persons (or 6%) came from other North West region LGAs.

The top source region for non-resident workers in Cloncurry LGA in June 2024 was the Townsville region (935 persons or 37% of those with a known place of residence (Figure 7). Townsville is situated almost 800km to the east and is the place of origin of commercial flights to the town of Cloncurry and charter flights to airstrips at remote mines in the LGA.

South East Queensland was the second–largest source region for non-resident workers in Cloncurry in June 2024 (650 persons or 26%). Workers from major population centres in South East Queensland travel to the region by air. Workers from other Queensland regions, the third–largest source region (300 persons or 12%) are also likely to use air travel to reach work.

Cloncurry LGA at a glance

- Cloncurry accounted for 35% of the North West region’s resource industry workforce in June 2024.
- Most (79%) workers in the resource industry were in metalliferous mining.
- 6 in 10 workers (60%) were employees; 4 in 10 workers (40%) were contractors.
- Place of residence was known for 85% of the workforce. Place of residence was unknown for 15% of the workforce.
- Of those with a known place of residence:
  - 12% lived in the North West region
  - 48% lived in North Queensland
  - 41% lived elsewhere in Queensland, or interstate or overseas.

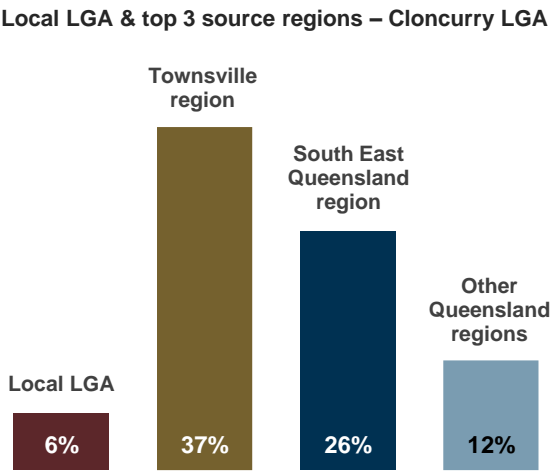
Table 5 Resource industry workforce by place of residence, Cloncurry LGA, June 2024

Place of residence <sup>(a)</sup>	Place of work – Cloncurry LGA persons
Local LGA	155
Other North West region LGA	140
<b>North West region</b>	<b>295</b>
Cairns region	275
Townsville region	935
<b>North Queensland</b>	<b>1,210</b>
South East Queensland region	650
Other Queensland regions	300
Interstate or overseas	90
<b>Total with place of residence known</b>	<b>2,540</b>
Unknown	465
<b>TOTAL WORKFORCE</b>	<b>3,005</b>

(a) Refer to footnotes on page 7 for explanation of ‘place of residence’.

Source: QGSO estimates

Figure 7 Resource industry workforce by place of residence<sup>(a)</sup>, Cloncurry LGA, June 2024



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

Source: QGSO estimates



McKinlay LGA

There were two metalliferous mining operations in McKinlay in June 2024 and four resource projects planned for the LGA (Figure 2, Table 8).

McKinlay LGA had a resource industry workforce of 1,245 persons in June 2024 (Table 6). Place of residence was known for 840 of McKinlay’s resource industry workers, or 68% of the total.

Only five of these workers lived in McKinlay LGA, while 10 workers (or 1% of those with a known place of residence) came from other North West region LGAs. The town of Julia Creek is the administrative centre of the LGA and is situated about 650km west of Townsville and 260km east of the regional hub of Mount Isa. Due to the long distances between these centres and mining operations in the LGA, almost all resource industry workers with a known place of residence fly-in/fly-out for work.

The top source region for non-resident workers in McKinlay in June 2024 was the Townsville region (410 persons or 49% of those with a known place of residence) (Figure 8). South East Queensland (215 persons or 26% and other Queensland regions (105 persons or 12%) were the second and third–largest source regions respectively for resource industry workers in the LGA.

McKinlay LGA at a glance

- McKinlay accounted for 14% of the North West region’s resource industry workforce in June 2024.
- All workers in the resource industry were in metalliferous mining.
- 6 in 10 workers (60%) were employees; 4 in 10 workers (40%) were contractors.
- Place of residence was known for 68% of the workforce. Place of residence was unknown for 32% of the workforce.
- Of those with a known place of residence:
  - 2% lived in the North West region
  - 58% lived in North Queensland
  - 40% lived elsewhere in Queensland, or interstate or overseas.

Table 6 Resource industry workforce by place of residence, McKinlay LGA, June 2024

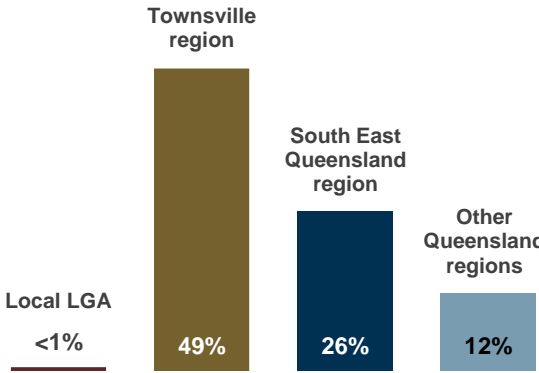
Place of residence <sup>(a)</sup>	Place of work – McKinlay LGA persons
Local LGA	5
Other North West region LGA	10
<b>North West region</b>	<b>15</b>
Cairns region	80
Townsville region	410
<b>North Queensland</b>	<b>485</b>
South East Queensland region	215
Other Queensland regions	105
Interstate or overseas	20
<b>Total with place of residence known</b>	<b>840</b>
Unknown	400
<b>TOTAL WORKFORCE</b>	<b>1,245</b>

(a) Refer to footnotes on page 7 for explanation of ‘place of residence’.

Source: QGSO estimates

Figure 8 Resource industry workforce by place of residence<sup>(a)</sup>, McKinlay LGA, June 2024

Local LGA & top 3 source regions – McKinlay LGA



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

Source: QGSO estimates

Mount Isa (including Burke) LGA

In June 2024, there were four metalliferous mining and processing operations and three related infrastructure operations in Mount Isa LGA (Figure 2, Table 8). Another mining operation, located in Burke LGA, is included with data for Mount Isa LGA for confidentiality reasons. There are three resource projects proposed for Mount Isa LGA and one in Burke LGA.

In Mount Isa (including Burke) LGA, 4,370 persons worked in the resource industry in June 2024 (Table 7). Place of residence was known for 4,170 workers, representing 95% of the total resource industry workforce in Mount Isa (including Burke) LGA.

Of those workers with a known place of residence, almost two-thirds lived locally (2,685 persons or 64%). Most were based in the urban centre of Mount Isa and worked at nearby resource operations. As Figure 2 shows, the largest of these is Mount Isa Mines Surface/Underground Operations, which includes copper and zinc mines and metal processing operations. Other local operations include Diamantina Power Station, Mount Isa Acid Plant and Orica Mount Isa Operations.

The top source region for non-resident workers in the LGA of Mount Isa (including Burke) in June 2024 was South East Queensland (570 persons or 14% of those with a known place of residence) (Figure 9). Workers from major population centres in South East Queensland travel to the region by air. Townsville and Cairns were the second and third-largest source regions of resource industry workers in Mount Isa (including Burke) LGA, accounting for 440 persons (or 11%) and 310 persons (or 7%), respectively.

Mount Isa (including Burke) LGA at a glance

- Mount Isa (including Burke) accounted for 51% of the North West region’s resource industry workforce in June 2024.
- Almost all (93%) workers in the resource industry were in metalliferous mining.
- 77% of workers were employees; 23% of workers were contractors.
- Place of residence was known for 95% of the workforce. Place of residence was unknown for 5% of the workforce.
- Of those with a known place of residence:
  - 65% lived in the North West region
  - 18% lived in North Queensland
  - 18% lived elsewhere in Queensland, or interstate or overseas.

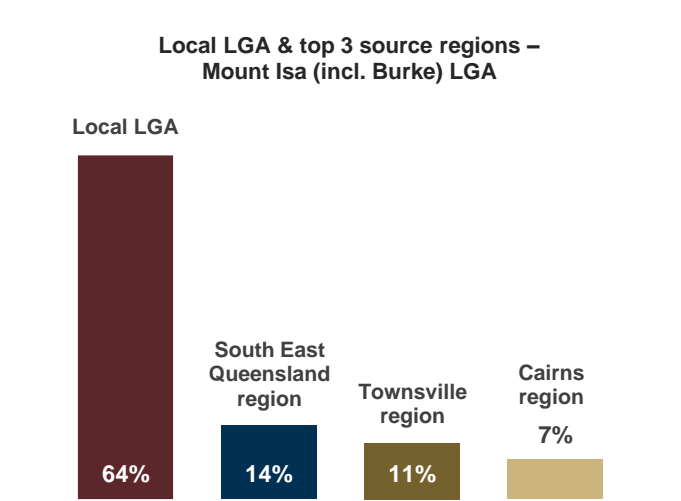
Table 7 Resource industry workforce by place of residence, Mount Isa (including Burke) LGA, June 2024

Place of residence <sup>(a)</sup>	Place of work – Mount Isa (including Burke) LGA persons
Local LGA	2,685
Other North West region LGA	5
<b>North West region</b>	<b>2,695</b>
Cairns region	310
Townsville region	440
<b>North Queensland</b>	<b>745</b>
South East Queensland region	570
Other Queensland regions	100
Interstate or overseas	60
<b>Total with place of residence known</b>	<b>4,170</b>
Unknown	200
<b>TOTAL WORKFORCE</b>	<b>4,370</b>

(a) Refer to footnotes on page 7 for explanation of ‘place of residence’.

Source: QGSO estimates

Figure 9 Resource industry workforce by place of residence<sup>(a)</sup>, Mount Isa (including Burke), June 2024



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

Source: QGSO estimates

## North West region resource industry workforce, 2024

**Table 8 Existing resource operations and selected projects<sup>(a)</sup>, North West region, June 2024**

Category	Operation / project name	Company name	LGA
<b>Operations</b>			
PR	Ardmore Phosphate Mine	Centrex / Agriflex	Cloncurry
MM	Cannington Mine	South32	McKinlay
MM	Capricorn Copper Mine	29Metals	Mount Isa
MM	Century Mine	Sibayne-Stillwater	Burke
MM	Cloncurry Copper Project	True North Copper	Cloncurry
RI	Diamantina Power Station	APA	Mount Isa
MM	Dugald River Mine	MMG	Cloncurry
MM	Eloise Copper Mine	AIC Mines	McKinlay
MM	Ernest Henry Mine	Evolution Mining	Cloncurry
MM	Lady Annie–Anthill Operations	Austral Resources	Mount Isa
MM	Lady Loretta Mine	Glencore Queensland Metals	Mount Isa
MM	Mount Colin Mine	Aeris Resources	Cloncurry
RI	Mount Isa Acid Plant	Incitec Pivot	Mount Isa
MM	Mount Isa Mines Surface/Underground Operations <sup>(b)</sup>	Glencore Queensland Metals	Mount Isa
RI	Orica Mount Isa Operations	Orica	Mount Isa
PR	Phosphate Hill Mine and Manufacturing Plant	Incitec Pivot	Cloncurry
MM	Rocklands Mine	Copper Resources Australia	Cloncurry
MM	Starra Line–Osborne Operations	Chinova Resources	Cloncurry
<b>Projects</b>			
RI	CopperString 2032	Powerlink	Cloncurry, McKinlay, Mount Isa
MM	Eva Copper Mine Project	Harmony Eva Copper	Cloncurry
MM	Julia Creek Vanadium and Energy Project	QEM	McKinlay
PR	Korella Phosphate Project	Chatham Rock Phosphate	Cloncurry
PR	Paradise South	North West Phosphate	Mount Isa
MM	Saint Elmo Project	Multicom Resources	McKinlay
RE	Sybella Creek Solar Farm	APA	Mount Isa
MM	Vecco Critical Minerals Project	Vecco Group	McKinlay
MM	Walford Creek Project	Aeon Metals	Burke

MM = metalliferous mine PR = phosphate rock RI = related infrastructure

(a) Existing operations include metalliferous mines, phosphate rock mines and resource industry-related infrastructure as at June 2024. Selected projects are those included in QGSO's 2024 Resource Employment Survey. Operations that were in care and maintenance, including Barbara Mine in Mount Isa and Mt Cuthbert Mine in Cloncurry, are not included in this list.

(b) Mount Isa Mines Surface/Underground Operations comprises copper and zinc operations, mineral processing and smelting operations, power generation, and support and administrative services (Glencore, 2025b).

Source: QGSO, 2024

# Notes

## Geographies

In this publication, the North West region comprises the LGAs of Burke, Cloncurry, McKinlay and Mount Isa. Resource industry operations in the region are distributed across these four LGAs. 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 selected projects in the North West region as at June 2024. Operations that had suspended 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 8 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 or engaged in outsourced maintenance or project construction. Data also include numbers and characteristics of workers engaged in on-site activities during the initial stages of resource projects.

## Workforce estimates

Workforce estimates are based on the total number of workers reported at the time of the survey. Worker numbers may vary in response to a range of factors, including changing production demands, seasonal influences, adverse weather events and industrial action.

In contrast, the non-resident population measure presented in QGSO's Bowen and Surat Basin population reports 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.

## 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 less than 1% of employees and 39% 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.

Data for Burke LGA are aggregated with data for Mount Isa LGA to preserve the confidentiality of the single resource operation in Burke LGA.

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 that could be derived from the rounded figures.

## References

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