



Workforce Challenges in the Mining, Oil and Gas Sectors

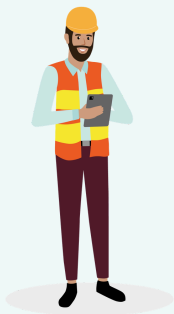
Industry Guide



The mining industry at a glance

“ *Australia’s resources and energy sector is forecast to add more than 22,000 new jobs by 2030, reflecting ongoing workforce expansion across mining and energy projects nationwide* ”

– AREEA Workforce Outlook



Managing a workforce in the mining, oil, and gas industries isn’t just about processing pay. With teams across remote sites, operating under varying EBAs, and facing strict regulatory oversight, businesses must manage hours across multiple locations. They must apply the correct entitlements, keep licenses and certifications current, and ensure safety and compliance at every step.

The mining, oil, and gas sector’s project-based nature amplifies workforce management pressures. Workforce needs shift from site to site, often involving different employment types, conditions, and contractual obligations. Processes and requirements change as teams move from one project to the next.

For growing businesses, complexity only increases. More workers, more moving parts, and increased compliance risks place additional strain on internal processes, particularly when systems are manual, fragmented, or outdated.

Without a workforce solution built for the mining, oil, and gas industry, it becomes difficult to control costs, avoid delays, and maintain compliance.

In an industry where margins are tight and risks are high, effective workforce management is essential for keeping projects on track and within budget.

Limitations of a traditional solution

Many businesses rely on disconnected tools such as spreadsheets and manual timesheets, which create visibility gaps, increase compliance risks, and hinder day-to-day operations.



Outdated processes can't keep pace with industry complexity, leading to inefficiencies, compliance breaches, and bottom-line risks.

Non-compliance in the mining, oil, and gas industries can lead to significant financial penalties and legal ramifications. It can also result in operational shutdowns, damage a company's reputation, and delay projects.

Furthermore, safety breaches due to non-compliance can endanger workers' lives and lead to costly accidents and investigations.

Without connected systems, tracking hours, applying pay rules, and maintaining audit-ready records becomes difficult, increasing admin overhead and creating payroll errors.

Managing today's workforce challenges: what can you do?

Managing a workforce and ever-changing demands is no easy task, especially with outdated tools. Mining, oil and Gas businesses need a more innovative way to manage their people, streamline processes and stay competitive.

Workforce challenges in the mining, oil and gas sectors extend beyond processing pay:

- ✔ Businesses must manage teams across remote sites, comply with varying EBAs, and meet strict regulatory requirements
- ✔ Track hours across multiple locations, apply correct entitlements, maintain current licenses and certifications
- ✔ Ensure safety and compliance at every stage


The project-based nature of these industries adds complexity, as workforce needs and conditions shift between sites and projects. For growing businesses, increased workforce size, moving parts, and compliance risks strain manual or fragmented systems.

Without tailored workforce solutions, controlling costs, avoiding delays, and maintaining compliance become difficult, threatening project timelines and budgets in an industry with tight margins and high risks.

Australia's resources sector is a critical economic driver, generating 68% of the nation's export revenue and employing over one million people in mining, minerals, oil, and gas. The sector is also forecast to add 22,000 new jobs by 2030, underscoring the need for scalable, efficient workforce management.



"Australia's resources sector generates 68% of the nation's total export revenue and directly employs more than one million people in mining, minerals, oil, and gas."
— Department of Industry.



Modern workforce management platforms, such as **Access Definitiv Evo**, address these challenges with automation, end-to-end visibility, and compliance assurance. They consolidate rostering, fatigue management, award interpretation, and real-time insights into one system.

Features like **automated pay rules, proactive compliance tracking, real-time labour cost monitoring, and fatigue management** enhance safety, reduce errors, and support better decision-making.



The Definitiv Way



Explore the key benefits of Access Definitiv Evo

✔ Automated pay rules and EBAs

The problem

Automated pay rules and EBAs simplify complex pay scenarios, ensure compliance with Fair Work legislation, and reduce administrative burden and compliance risk. Manually interpreting intricate award provisions can lead to payroll errors, underpayments, and disputes.

The solution

Access Definitiv Evo automatically applies correct pay rules and entitlements across the organisation, ensuring accuracy and efficiency while maintaining compliance with Modern Awards and Fair Work requirements.

See how Definitiv Evo handles complex payroll automatically. [Watch your free demo](#)



✔ Track crews and labour costs in real time

The problem

When teams are distributed across remote sites and projects in the mining, oil, and gas sectors, maintaining visibility of who is working where, what tasks are being completed, and how labour costs align with budgets become challenging. Without real-time workforce insights, cost overruns and productivity issues can escalate undetected, impacting profitability.

The solution

Access Definitiv Evo integrates timesheets, rosters, and cost allocation into a single system, providing managers and finance teams with real-time visibility across the entire workforce. This enables proactive decision-making, tighter budget control, improved resource allocation, and accurate labour cost forecasting across all operations.

[See how Definitiv Evo tracks labour costs across every site in real time](#)



✓ Proactive compliance certification management

The problem

Workforce compliance in the mining, oil, and gas industries remains a challenge due to the need to manage professional licenses, mandatory training, safety certifications, and regulatory qualifications. Missing critical compliance deadlines can result in penalties or operational disruptions.

The solution

Access Definitiv Evo centralises workforce compliance data and provides automated alerts for renewals of certifications, licenses, or training.

Compliance status can be tracked alongside roster planning to ensure only appropriately certified workers are scheduled for specific roles or locations, reducing regulatory risk and maintaining operational continuity.

[Discover how Definitiv Evo manages compliance certifications](#)

✓ Monitor fatigue and safety effectively

The problem

Fatigue is one of the most significant safety risks in mining, oil, and gas operations, but managing it effectively through manual tracking is often challenging. A comprehensive digital fatigue management system monitors working hours, rest breaks, and shift patterns, automatically flagging when workers approach their maximum allowable hours and alerting supervisors before safety thresholds are breached.

The solution

Access Definitiv Evo supports proactive safety planning by tracking cumulative work hours across multiple sites and creating a comprehensive audit trail for compliance reporting. This helps mining and energy businesses meet their Work Health and Safety obligations, protect worker wellbeing, and reduce fatigue-related incidents risk.

[Learn more on how Definitiv Evo manages fatigue across your sites](#)

✓ Empower mobile teams with digital tools

The problem

A mobile workforce spends more time in the field than at a desk. That's why mobile access is essential for modern workforce management.

The solution

The mobile app in Access Definitiv Evo allows employees to access the listed from their smartphone:

- Check rosters
- Submit timesheets
- Complete onboarding processes,
- View company forms or policies

Digital workflows eliminate paperwork, streamline administrative processes, and keep your entire workforce connected remotely, in the field, or at the office. This mobility ensures real-time data capture and improves communication across distributed teams.

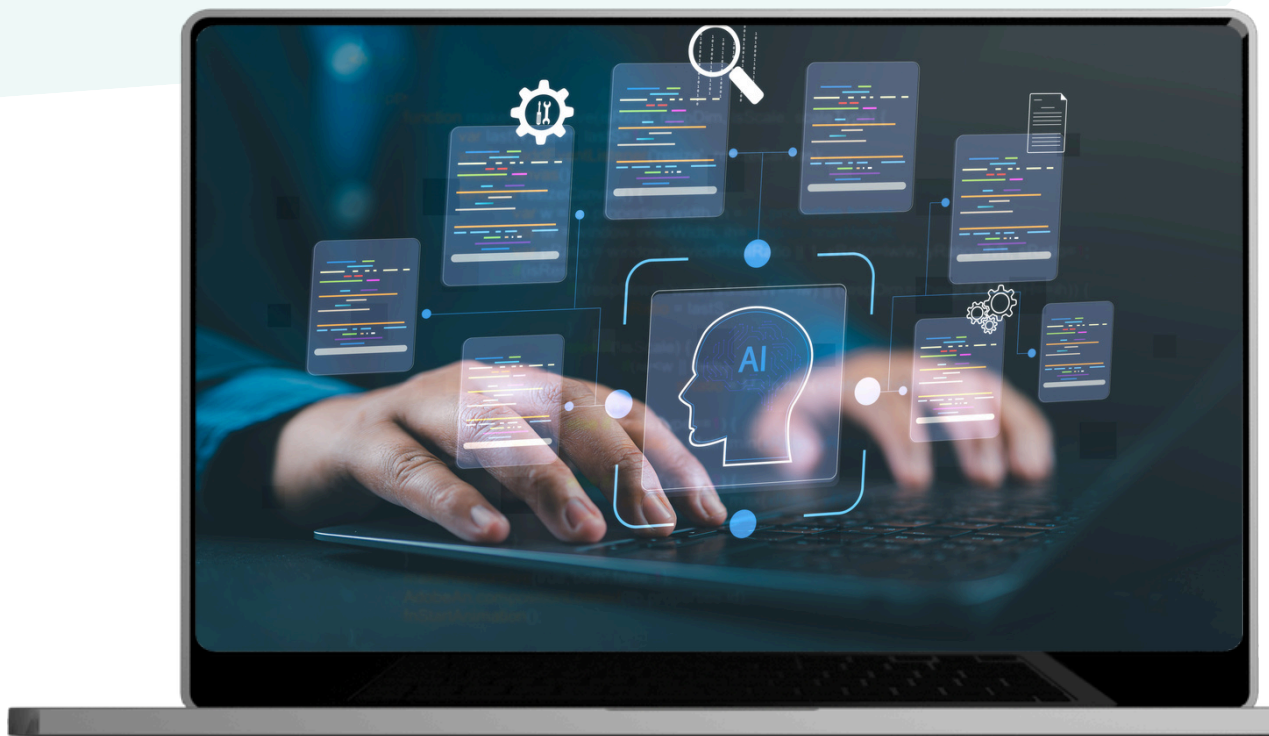
[Discover how Definitiv Evo supports your mobile workforce with digital tools](#)



Transform workforce management with AI

Supercharge your workforce management with **Access Definitiv Evo**, the next generation of workforce management. Leveraging artificial intelligence and advanced analytics, Evo transforms mining, oil and gas business operations.

Built on Access Definitiv's robust foundation, Evo introduces intelligent automation, predictive insights, and Access Definitiv Evo capabilities to help manage challenges before they impact your projects.





✓ **AI-powered workforce intelligence**

Access Definitiv Evo artificial intelligence continuously delivers workforce patterns, project demands, and compliance requirements to provide intelligent decision-making at your fingertips.

The system learns from historical data across your projects, identifying trends and potential bottlenecks. This proactive intelligence helps mining, oil and gas business managers make data-driven decisions about crew deployment, shift scheduling, and project resourcing with unprecedented accuracy.

✓ **Intelligent automation and workflows**

Beyond traditional automation, Definitiv Evo introduces intelligent workflows that adapt to your business processes. AI-powered validation checks automatically identify potential issues in timesheets, rosters, and compliance records, flagging discrepancies for review before they become costly errors.

✓ **Advanced predictive analytics**

Evo's predictive capabilities transform raw workforce data into actionable insights. Advanced analytics engines forecast labour costs with remarkable precision, identify emerging trends in crew productivity, and predict compliance risks before they materialise.

These insights enable mining, oil and gas leaders to optimise resource planning, prevent budget overruns, and maintain competitive project margins through intelligent forecasting.



✓ Continuous learning and improvement

Evo capabilities evolve with your business, continuously refining recommendations and predictions based on your specific operational patterns.

The AI engine becomes more accurate over time, delivering increasingly precise insights tailored to your mining, oil and gas business's unique requirements and challenges.

✓ Real-time decision support

With live dashboards and intelligent alerts, Definitiv Evo provides mining, oil and gas managers with the information they need precisely when needed.

The system continuously monitors workforce metrics across all active projects, automatically highlighting opportunities for improvement and potential risks. This real-time visibility enables rapid response to changing project conditions and ensures optimal workforce utilisation across your entire operation.



Outcomes of an innovative approach

Mining, Oil and Gas businesses face unprecedented operational challenges with escalating project costs, persistent labour shortages, and intensifying compliance requirements. Success in this environment demands more than traditional workforce tools — it requires comprehensive data and visibility, proactive control, and intelligent decision-making across every aspect of workforce management.

A fully integrated workforce solution like Access Definitiv Evo unifies all critical processes — from compliance management and employee onboarding to real-time cost tracking and complex payroll processing.

With AI-powered capabilities in Access Definitiv Evo, business leaders can respond faster to changing conditions, eliminate costly errors, and maintain complete visibility across all crews and job sites. This integrated approach transforms workforce management from a reactive administrative burden into a strategic advantage. This enables Mining, Oil and Gas businesses to deliver projects on time, on budget, and in full compliance with safety and regulatory requirements.

✓ Stay compliant and audit-ready

Mining, Oil and Gas projects operate under intense regulatory and safety scrutiny. A comprehensive workforce management system with integrated compliance tracking ensures only properly qualified and certified workers are assigned to specific sites and tasks.

It also alerts managers to upcoming license renewals and certification expiries. Centrally stored digital audit trails support rapid compliance reporting and significantly reduce the risk of costly regulatory breaches or safety violations that can halt project progress.

✓ Reduce administrative burden

Mobile Mining, Oil and Gas workforces spend more time in the field than at a desk. That's why mobile access is essential to modern workforce management.

With Access Definitiv Evo's smartphone app, employees can check rosters, submit timesheets, complete onboarding processes, and access company forms or policies from their smartphones.

✓ Avoid costly errors and project delays

Inaccurate rosters or misapplied award conditions can escalate into significant payroll errors, industrial disputes, and costly project delays.

With a sophisticated date-driven award engine and AI-powered validation checks built into Access Definitiv Evo, Mining, Oil and Gas businesses can identify and resolve issues before they impact project budgets or timelines.

Real-time shift tracking and automated compliance monitoring ensure workers are compensated correctly and projects remain on track.

✓ Control labour costs

When labour costs spiral beyond budget, the Mining, Oil and Gas project margins erode quickly. Access to Definitiv Evo provides project managers with live visibility of labour expenditures across all active sites and projects.

Advanced predictive analytics in Access Definitiv Evo help identify emerging cost trends, flag budget overruns early, and improve labour cost forecasting accuracy.

With comprehensive workforce insights, business leaders can make data-driven decisions to maintain profitability and deliver projects within budget constraints.

In Summary

Mining, Oil and Gas businesses face operational challenges like rising costs, labour shortages, and compliance demands, which require a fully integrated workforce solution like Access Definitiv Evo to provide data-driven visibility, proactive control, and AI-powered decision-making.

This system streamlines compliance, reduces administrative burdens with mobile access, prevents costly errors through advanced tools, and controls labour costs with real-time tracking and analytics, enabling projects to stay on time, budget, and compliant while maintaining profitability.



**Unlock workforce clarity and control,
from the ground up. Smarter tools,
better outcomes.**



Download the Access Definitiv brochure



About The Access Group

The Access Group is one of the leading providers of business management software to mid-sized UK and Asia Pacific organisations. It helps more than 60,000 customers across commercial and not for profit sectors become more productive and efficient. Its innovative Access Workspace cloud solutions transform the way business software is used, giving every employee the freedom to do more. Founded in 1991, The Access Group employs approximately 5,000 people.

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