



Government of New Brunswick Workforce Profile 2009



Office of Human Resources
Rick Brewer
Minister



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As of December 31, 2009

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About this report

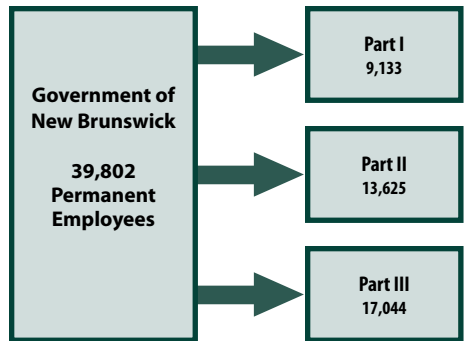
The Government of New Brunswick Workforce Profile provides statistical information about key characteristics of the provincial government's workforce. The information in this profile is derived from the respective human resource/payroll systems of Parts I, II and III of the public service.

Provincial government employees work in three parts of the public service. Part I includes the departments, which are often referred to as the civil service. Part II is comprised of the school system including teachers, bus drivers and school district employees. Part III encompasses all health sector employees, with the exception of Ambulance New Brunswick.

Employees of crown corporations and Ambulance New Brunswick are not included in this report.

Number of Permanent Employees in the Public Service as of December 31, 2009

Permanent employees are those individuals with no predetermined end date for their employment. There were 39,802 permanent employees in the New Brunswick public service as of December 31, 2009.

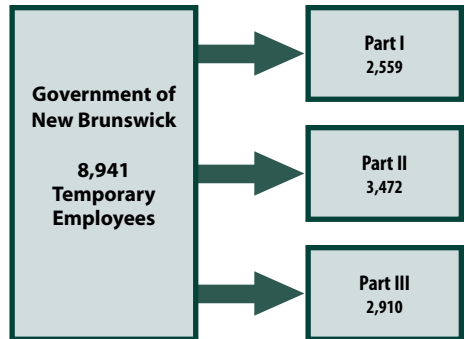


Part I had 9,133 permanent employees, representing 19% of the total workforce. Part II had 13,625 permanent employees, representing 28% of the total workforce, while Part III had 17,044, which accounted for 35% of the total workforce.

Permanent Employees 2005 to 2009					
	December 31, 2005	December 31, 2006	December 31, 2007	December 31, 2008	December 31, 2009
Part I	9,312	8,981	9,069	9,094	9,133
Part II	12,722	13,340	13,450	13,759	13,625
Part III	14,634	15,675	16,287	16,841	17,044
Total	36,668	37,996	38,806	39,694	39,802

Number of Temporary Employees in the Public Service as of December 31, 2009

Temporary employees include those working as casuals or term employees, and those working on personal service contracts. The use of temporary employees enables the provincial government to achieve results on projects and initiatives that have a limited duration, and to shift resources as priorities or the needs of the public change.



There were 8,941 temporary employees in the New Brunswick public service as of December 31, 2009.

Permanent employees made up 82% of the public service workforce while 18% were temporary employees as of December 31, 2009.

Temporary Employees 2005 to 2009					
	December 31, 2005	December 31, 2006	December 31, 2007	December 31, 2008	December 31, 2009
Part I	2,645	2,595	2,436	2,521	2,559
Part II	3,337	3,502	3,284	3,505	3,472
Part III	2,489	2,652	2,509	2,572	2,910
Total	8,471	8,749	8,229	8,598	8,941

Full-time and Part-time Employees in the Public Service as of December 31, 2009

Full-time employees in Part I and II are typically expected to work a minimum of 36.25 hours weekly. Full-time employees in Part III are typically expected to work a minimum of 37.50 hours weekly.

Part-time employees are those regularly scheduled to work less than full-time but more than one-third of the normal period for persons doing similar work. Part-time work occurs either because the work itself can be performed in less time or it is an employee preference that has been approved by management.

There were 33,618 full-time employees and 15,125 part-time employees in the New Brunswick public service as of December 31, 2009.

Overall, 69% of the public service worked full-time and 31% worked part-time as of December 31, 2009.

December 31, 2005 – 2009						
Employment Type	Part	2005	2006	2007	2008	2009
Full-time	Part I	9,946	9,637	9,718	9,826	9,806
	Part II	10,310	10,796	10,794	11,027	10,903
	Part III	10,930	11,787	12,221	12,641	12,909
	Total Full-time	31,186	32,220	32,733	33,494	33,618
Part-time	Part I	2,011	1,939	1,787	1,789	1,886
	Part II	5,749	6,046	5,940	6,237	6,194
	Part III	6,193	6,540	6,575	6,772	7,045
	Total Part-time	13,953	14,525	14,302	14,798	15,125

Non-Bargaining and Bargaining Employees in the Public Service as of December 31, 2009

There were 43,468 bargaining employees (employees covered by a collective agreement), and 5,275 non-bargaining employees as of December 31, 2009.

Bargaining employees represented 89% of the public service workforce, while non-bargaining employees made up 11% as of December 31, 2009.

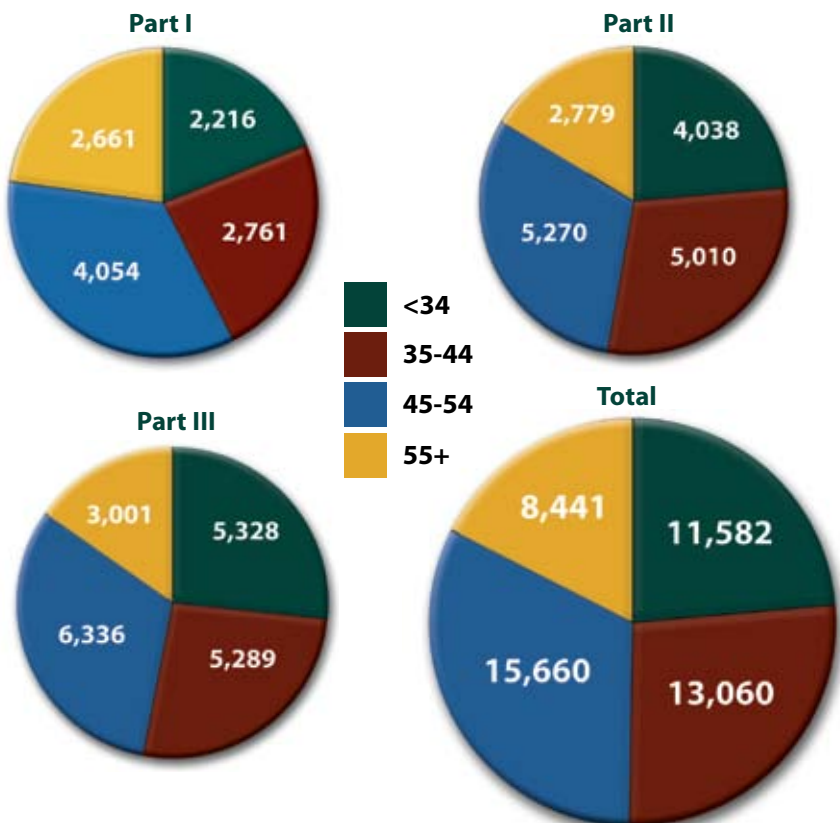
December 31, 2005 – 2009						
Employment	Part	2005	2006	2007	2008	2009
Bargaining	Part I	8,569	8,151	7,983	8,003	8,056
	Part II	15,730	16,486	16,379	16,876	16,691
	Part III	16,172	17,299	17,679	18,279	18,721
	Total Bargaining	40,471	41,936	42,041	43,158	43,468
Non-bargaining	Part I	3,388	3,425	3,522	3,612	3,636
	Part II	329	356	355	388	406
	Part III	951	1,028	1,117	1,134	1,233
	Total Non-bargaining	4,695	4,808	5,027	5,152	5,275

Age Distribution of Permanent and Temporary Employees in the Public Service as of December 31, 2009

The age distribution of employees in the public service has remained stable over the last five years. As of December 31, 2009, 24% of employees were aged 34 and under, 27% were between the ages of 35 and 44, 32% were aged 45 to 54, and 17% were over the age of 55.

The gradual aging of the public service workforce, while less pronounced than in some other public sector organizations, is an important issue for the provincial government. The potential loss of leadership experience and specialized skills is being addressed through succession planning and other initiatives to develop our future workforce.

The public service is fortunate to have nearly one-quarter of its current workforce below the age of 35. Measures are being taken to retain and engage these employees to ensure there will be continuity in the delivery of programs and services to residents as retirements occur.



Regional Breakdown of Permanent and Temporary Public Service Employees as of December 31, 2009

This map reflects the number of permanent and temporary employees in all parts of the public service, and the geographic region in which they work. While the majority of government department head offices are located in the Fredericton area, this map reflects the fact that only 26% of permanent and temporary employees work in the capital region, while 74% are located throughout the province.

