

Government of New Brunswick Workforce Profile 2011

Office of Human Resources
Blaine Higgs
Minister



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As of December 31, 2011

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About this report

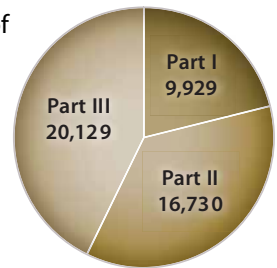
The Government of New Brunswick Workforce Profile provides statistical information about key characteristics of the provincial government's workforce. The information in this profile is derived from the respective human resource/ payroll systems of Parts I, II, and III of the public service.

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.

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

Number of Employees in the Public Service as of December 31, 2011

There were 46,788 paid employees in Parts I, II and III of the New Brunswick Public Service as of December 31, 2011. Part I had 9,929 representing 21 per cent of the workforce, Part II had 16,730 which was 36 per cent and Part III had 20,129 that accounted for 43 per cent.



The chart shows the number of public service employees as of December 31, 2011 for Parts I, II and III.

December 31, 2007 - 2011					
Part	2007	2008	2009	2010	2011
Part I	11,505	11,615	11,692	10,045	9,929
Part II	16,734	17,264	17,097	17,148	16,730
Part III	18,796	19,413	19,954	20,219	20,129
Total	47,035	48,292	48,743	47,412	46,788

Permanent and Temporary Employees as of December 31, 2011, in Parts I, II and III

Permanent employees are those individuals with no predetermined end date for their employment. There were 39,172 permanent employees in the New Brunswick public service as of December 31, 2011.

Part I had 8,062 permanent employees, representing 17% of the total workforce. Part II had 13,462 permanent employees, representing 29% of the total workforce, while Part III had 17,648, which accounted for 38% of the total workforce.

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 7,616 temporary employees in the New Brunswick public service as of December 31, 2011.

Permanent employees made up 84 % of the public service workforce while 16% were temporary employees as of December 31, 2011.

December 31, 2007 - 2011						
Employment Type	Part	2007	2008	2009	2010	2011
Permanent	Part I	9,069	9,094	9,133	8,182	8,062
	Part II	13,450	13,759	13,625	13,714	13,462
	Part III	16,287	16,841	17,044	17,541	17,648
	Total	38,806	39,694	39,802	39,437	39,172
Temporary	Part I	2,436	2,521	2,559	1,863	1,867
	Part II	3,284	3,505	3,472	3,434	3,268
	Part III	2,509	2,572	2,910	2,678	2,481
	Total	8,229	8,598	8,941	7,975	7,616
Total	Total	47,035	48,292	48,743	47,412	46,788

Full-time and Part-time Employees in the Public Service as of December 31, 2011

Full-time and Part-time Employees in the Public Service as of December 31, 2011

Full-time employees in Part I and II are typically expected to work a minimum of 36 ¼ hours weekly. Full-time employees in Part III are typically expected to work a minimum of 37 ½ 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 32,585 full-time employees and 14,203 part-time employees in the New Brunswick public service as of December 31, 2011.

Overall, 70 % of the public service worked full-time and 30% worked part-time as of December 31, 2011.

December 31, 2007 - 2011						
Employment Type	Part	2007	2008	2009	2010	2011
Full-time	Part I	9,718	9,826	9,806	8,765	8,560
	Part II	10,794	11,027	10,903	10,899	10,647
	Part III	12,221	12,641	12,909	13,304	13,378
	Total	32,733	33,494	33,618	32,968	32,585
Part-time	Part I	1,787	1,789	1,886	1,280	1,369
	Part II	5,940	6,237	6,194	6,249	6,083
	Part III	6,575	6,772	7,045	6,915	6,751
	Total	14,302	14,798	15,125	14,444	14,203
Total	Total	47,035	48,292	48,743	47,412	46,788

Non-Bargaining and Bargaining Employees in the Public Service as of December 31, 2011

There were 41,756 bargaining employees (employees covered by a collective agreement), and 5,032 non-bargaining employees as of December 31, 2011.

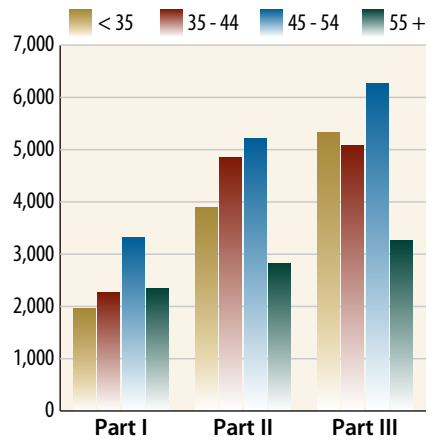
Bargaining employees represented 89% of the public service workforce, while non-bargaining employees made up 11% as of December 31, 2011.

December 31, 2007 - 2011						
Employment	Part	2007	2008	2009	20010	2011
Bargaining	Part I	7,983	8,003	8,056	6,668	6,593
	Part II	16,379	16,876	16,691	16,722	16,331
	Part III	17,679	18,279	18,721	18,940	18,832
	Total	42,041	43,158	43,468	42,330	41,756
Non-Bargaining	Part I	3,522	3,612	3,636	3,377	3,336
	Part II	355	388	406	426	399
	Part III	1,117	1,134	1,233	1,279	1,297
	Total	4,994	5,134	5,275	5,082	5,032
	Total	47,035	48,292	48,743	47,412	46,788

Age Distribution of Public Servants as of December 31, 2011

The age distribution of employees in the public service has remained stable over the last five years. As of December 31, 2011, 24% of employees were aged 34 and under, 26% were between the ages of 35 and 44, 32% were aged 45 to 54, and 18% 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 almost 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 citizens as retirements occur.

December 31, 2011				
Age	Part I	Part II	Part III	Total
< 35	1,925	3,888	5,398	11,211
35 - 44	2,314	4,815	5,080	12,209
45 - 54	3,275	5,234	6,357	14,866
55 +	2,415	2,793	3,294	8,502
Total	9,929	16,730	20,129	46,788

Regional Breakdown of Permanent and Temporary Public Service Employees as of December 31, 2011

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 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.

