

# Government of New Brunswick Workforce Profile 2010

Office of Human Resources  
Blaine Higgs  
Minister





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As of December 31, 2010

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## About this report

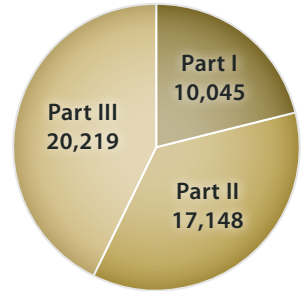
The Government of New Brunswick Workforce Profile provides statistical information about key characteristics of the provincial government's workforce. The information in this profile is derived from the respective human resource/ payroll systems of Parts I, II, and III of the public service.

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, 2010

There were 47,412 paid employees in Parts I, II and III of the New Brunswick Public Service as of December 31, 2010. Part I had 10,045 representing 21 per cent of the workforce, Part II had 17,148 which was 36 per cent and Part III had 20,219 that accounted for 43 per cent.



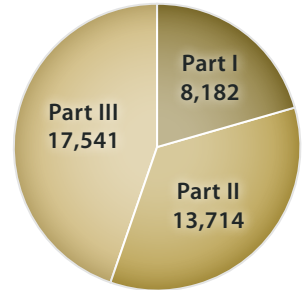
The chart shows the number of public service employees as of December 31, 2010 for Parts I, II and III.

December 31, 2006 - 2010					
	2006	2007	2008	2009	2010
<b>Part I</b>	11,576	11,505	11,615	11,692	10,045
<b>Part II</b>	16,842	16,734	17,264	17,097	17,148
<b>Part III</b>	18,327	18,796	19,413	19,954	20,219
<b>Total</b>	<b>46,745</b>	<b>47,035</b>	<b>48,292</b>	<b>48,743</b>	<b>47,412</b>

# Permanent and Temporary Employees as of December 31, 2010, in Parts I, II and III

Permanent employees are those individuals with no predetermined end date for their employment. There were 39,437 permanent employees in the New Brunswick public service as of December 31, 2010.

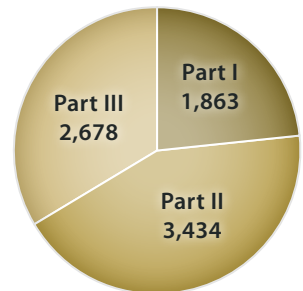
Part I had 8,182 permanent employees, representing 17% of the total workforce. Part II had 13,714 permanent employees, representing 29% of the total workforce, while Part III had 17,541, which accounted for 37% of the total workforce.



**Permanent**

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 7,975 temporary employees in the New Brunswick public service as of December 31, 2010.



**Temporary**

Permanent employees made up 83 % of the public service workforce while 17% were temporary employees as of December 31, 2010.

December 31, 2006 - 2010						
		2006	2007	2008	2009	2010
Permanent	Part I	8,981	9,069	9,094	9,133	8,182
	Part II	13,340	13,450	13,759	13,625	13,714
	Part III	15,675	16,287	16,841	17,044	17,541
	<b>Total</b>	<b>37,996</b>	<b>38,806</b>	<b>39,694</b>	<b>39,802</b>	<b>39,437</b>
Temporary	Part I	2,595	2,436	2,521	2,559	1,863
	Part II	3,502	3,284	3,505	3,472	3,434
	Part III	2,652	2,509	2,572	2,910	2,678
	<b>Total</b>	<b>8,749</b>	<b>8,229</b>	<b>8,598</b>	<b>8,941</b>	<b>7,975</b>
<b>Total</b>		<b>46,745</b>	<b>47,035</b>	<b>48,292</b>	<b>48,743</b>	<b>47,412</b>

## Full-time and Part-time Employees in the Public Service as of December 31, 2010

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 are 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 32,968 full-time employees and 14,444 part-time employees in the New Brunswick public service as of December 31, 2010.

Overall, 70 % of the public service worked full-time and 30% worked part-time as of December 31, 2010.

December 31, 2006 - 2010						
		2006	2007	2008	2009	2010
Full-time	Part I	9,637	9,718	9,826	9,806	8,765
	Part II	10,796	10,794	11,027	10,903	10,899
	Part III	11,787	12,221	12,641	12,909	13,304
	<b>Total</b>	<b>32,220</b>	<b>32,733</b>	<b>33,494</b>	<b>33,618</b>	<b>32,968</b>
Part-time	Part I	1,939	1,787	1,789	1,886	1,280
	Part II	6,046	5,940	6,237	6,194	6,249
	Part III	6,540	6,575	6,772	7,045	6,915
	<b>Total</b>	<b>14,525</b>	<b>14,302</b>	<b>14,798</b>	<b>15,125</b>	<b>14,444</b>
<b>Total</b>		<b>46,745</b>	<b>47,035</b>	<b>48,292</b>	<b>48,743</b>	<b>47,412</b>

# Non-Bargaining and Bargaining Employees in the Public Service as of December 31, 2010

There were 42,330 bargaining employees (employees covered by a collective agreement), and 5,082 non-bargaining employees as of December 31, 2010.

Bargaining employees represented 89% of the public service workforce, while non-bargaining employees made up 11% as of December 31, 2010.

December 31, 2006 - 2010						
		2006	2007	2008	2009	2010
<b>Bargaining</b>	<b>Part I</b>	8,151	7,983	8,003	8,056	6,668
	<b>Part II</b>	16,486	16,379	16,876	16,691	16,722
	<b>Part III</b>	17,299	17,679	18,279	18,721	18,940
	<b>Total</b>	<b>41,936</b>	<b>42,041</b>	<b>43,158</b>	<b>43,468</b>	<b>42,330</b>
<b>Non-Bargaining</b>	<b>Part I</b>	3,425	3,522	3,612	3,636	3,377
	<b>Part II</b>	356	355	388	406	426
	<b>Part III</b>	1,028	1,117	1,134	1,233	1,279
	<b>Total</b>	<b>4,809</b>	<b>4,994</b>	<b>5,134</b>	<b>5,275</b>	<b>5,082</b>
<b>Total</b>		<b>46,745</b>	<b>47,035</b>	<b>48,292</b>	<b>48,743</b>	<b>47,412</b>

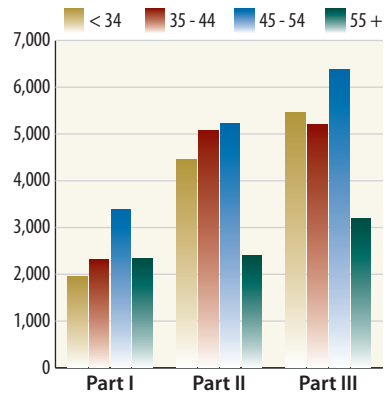


## Age Distribution of Public Servants as of December 31, 2010

The age distribution of employees in the public service has remained stable over the last five years. As of December 31, 2010, 25% of employees were aged 34 and under, 26% 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 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, 2010				
Age	Part I	Part II	Part III	Total
< 34	1956	4462	5462	11,880
35 - 44	2319	5079	5200	12,598
45 - 54	3394	5215	6374	14,983
55 +	2376	2392	3183	7,951
<b>Total</b>	<b>10,045</b>	<b>17,148</b>	<b>20,219</b>	<b>47,412</b>

# Regional Breakdown of Permanent and Temporary Public Service Employees as of December 31, 2010

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 27% of permanent and temporary employees work in the capital region, while 73% are located throughout the province.

