

Government of New Brunswick Workforce Profile

2016

Treasury Board
Roger Melanson
President



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About this report

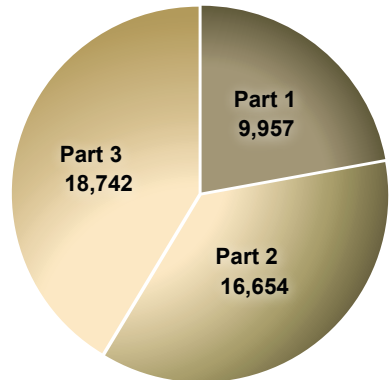
The *Government of New Brunswick Workforce Profile* provides statistical information about key characteristics of the provincial government’s workforce. The information is derived from the human resource/payroll systems for Parts 1, 2 and 3 of the Public Service.

Part 1 includes line departments, also called the Civil Service. Part 2 comprises the public school system, including teachers, bus drivers and school district employees. Part 3 encompasses health-care employees.

Employees of Ambulance New Brunswick and Part 4 Crown corporations are not included in this report.

Number of employees in the Public Service as of Dec. 31, 2016

There were 45,353 paid employees in Parts 1, 2 and 3 as of Dec. 31, 2016. Part 1 had 9,957 employees, representing 22 per cent of the workforce. Part 2 had 16,654 employees (37 per cent). Part 3 had 18,742 employees (41 per cent).



The following chart shows the number of Public Service employees from Dec. 31, 2012 to Dec. 31, 2016 for Parts 1, 2 and 3.

Dec. 31, 2012 – Dec. 31, 2016					
	2012	2013	2014	2015	2016
Part 1	9,527	9,202	9,204	10,066*	9,957
Part 2	16,561	16,833	16,797	16,593	16,654
Part 3	20,063	19,532	19,464	18,809*	18,742
Total	46,151	45,567	45,465	45,468	45,353

* In October 2015, the new centralized common services organization known as Service New Brunswick (SNB) became operational. It absorbed the functions of the former FacilicorpNB, which operated in Part 3. As a result, 910 former FacilicorpNB employees were moved from Part 3 to Part 1. This transfer explains the increased workforce in Part 1 in 2015 (the net increase was 862 because there were 48 fewer employees across the rest of Part 1). Although 910 employees were moved from Part 3 to Part 1, the net workforce decrease in Part 3 was 655 due to an increase of 255 employees across remaining operations.

Permanent and temporary employees in the Public Service as of Dec. 31, 2016

Permanent employees are those individuals without a predetermined end date for their employment. There were 38,021 permanent employees in the Public Service as of Dec. 31, 2016.

Part 1 had 8,172 permanent employees, representing 18 per cent of the total workforce. Part 2 had 13,600 permanent employees (30 per cent). Part 3 had 16,249 employees (36 per cent).

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 or seasonal duration and to shift resources as priorities or the needs of the public change.

There were 7,332 temporary employees in the Public Service as of Dec. 31, 2016.

Permanent employees made up 84 per cent of the Public Service, while 16 per cent were temporary employees as of Dec. 31, 2016.

Dec. 31, 2012 – Dec. 31, 2016						
Employment type		2012	2013	2014	2015	2016
Permanent	Part 1	8,007	7,766	7,714	8,389	8,172
	Part 2	13,436	13,576	13,602	13,333	13,600
	Part 3	17,665	17,169	17,012	16,514	16,249
	Total permanent	39,108	38,511	38,328	38,236	38,021
Temporary	Part 1	1,520	1,436	1,490	1,677	1,785
	Part 2	3,125	3,257	3,195	3,260	3,054
	Part 3	2,398	2,363	2,452	2,295	2,493
	Total temporary	7,043	7,056	7,137	7,232	7,332
Total		46,151	45,567	45,465	45,468	45,353

Full-time and part-time employees in the Public Service as of Dec. 31, 2016

Full-time employees in Part 1 and 2 are typically expected to work 36 ¼ hours weekly. Full-time employees in Part 3 are typically expected to work 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 can be performed in less time or because an employee has indicated a preference approved by management.

There were 31,296 full-time employees and 14,057 part-time employees in the Public Service as of Dec. 31, 2016.

Overall, 69 per cent of the Public Service worked full-time, and 31 per cent worked part-time as of Dec. 31, 2016.

Dec. 31, 2012 – Dec. 31, 2016						
Employment type		2012	2013	2014	2015	2016
Full-time	Part 1	8,395	8,148	8,079	8,756	8,650
	Part 2	10,546	10,687	10,689	10,370	10,418
	Part 3	13,329	12,896	12,844	12,305	12,228
	Total full-time	32,270	31,731	31,612	31,431	31,296
Part-time	Part 1	1,132	1,054	1,125	1,310	1,307
	Part 2	6,015	6,146	6,108	6,223	6,236
	Part 3	6,734	6,636	6,620	6,504	6,514
	Total part-time	13,881	13,836	13,853	14,037	14,057
Total		46,151	45,567	45,465	45,468	45,353

Non-bargaining and bargaining employees in the Public Service as of Dec. 31, 2016

There were 40,041 bargaining employees (employees covered by a collective agreement) and 5,312 non-bargaining employees as of Dec. 31, 2016.

Bargaining employees represented 88 per cent of the Public Service, while non-bargaining employees made up 12 per cent as of Dec. 31, 2016.

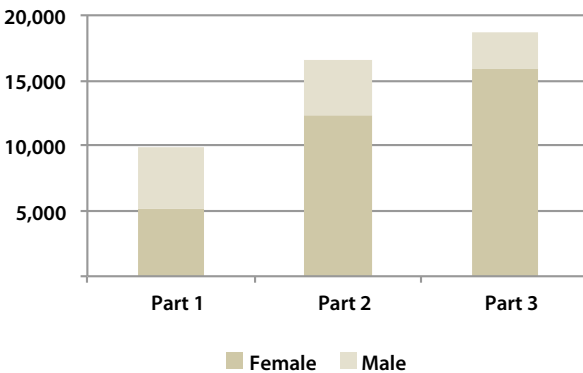
Dec. 31, 2012 – Dec. 31, 2016						
Employment type		2012	2013	2014	2015	2016
Bargaining	Part 1	6,373	6,087	5,942	6,326	6,130
	Part 2	16,202	16,431	16,624	16,432	16,484
	Part 3	18,356	17,885	17,833	17,519	17,427
	Total barg.	40,931	40,403	40,399	40,277	40,041
Non-Bargaining	Part 1	3,154	3,115	3,262	3,740	3,827
	Part 2	359	402	173	161	170
	Part 3	1,707	1,647	1,631	1,290	1,315
	Total non-barg.	5,220	5,164	5,066	5,191	5,312
Total		46,151	45,567	45,465	45,468	45,353

Gender distribution in the Public Service as of Dec. 31, 2016

New Brunswick's total population is 51 per cent female and 49 per cent male¹. Overall the gender distribution for all parts of the Public Service is 74 per cent female and 26 per cent male.

The following chart shows the number of Public Service employees by gender as of Dec. 31, 2016, for Parts 1, 2 and 3. The gender distribution for Part 1 is 51 per cent female and 49 per cent male. Part 2 and Part 3 are similar to the overall gender distribution within the Public Service (Part 2: 74 per cent female and 26 per cent male; Part 3: 85 per cent female and 15 per cent males).

Dec. 31, 2016				
Gender	Part 1	Part 2	Part 3	Total
Female	5,121	12,406	15,904	33,431
Male	4,836	4,248	2,838	11,922
Total	9,957	16,654	18,742	45,353

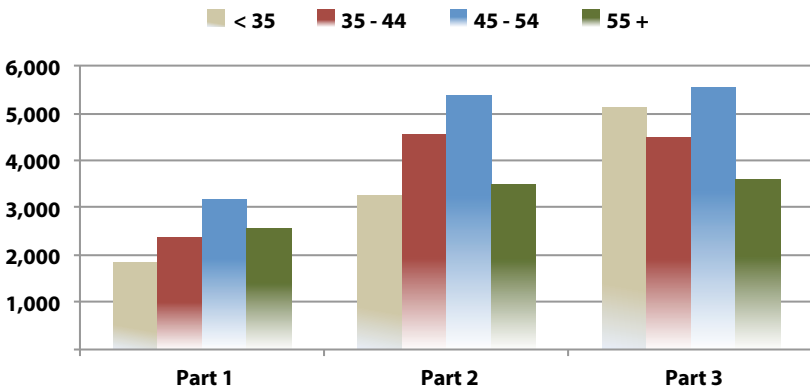


¹ Statistics Canada: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/demo31f-eng.htm>

Age distribution of public servants as of Dec. 31, 2016

The age distribution of employees in the Public Service has remained stable during the last five years. As of Dec. 31, 2016, 23 per cent of employees were 34 years old and younger; 25 per cent were 35 to 44; 31 per cent were 45 to 54; and 21 per cent were 55 and older.

Dec. 31, 2016				
Age	Part 1	Part 2	Part 3	Total
< 35	1,839	3,254	5,121	10,214
35 - 44	2,367	4,542	4,492	11,401
45 - 54	3,183	5,369	5,537	14,089
55 +	2,568	3,489	3,592	9,649
Total	9,957	16,654	18,742	45,353



Regional breakdown of Public Service employees as of Dec. 31, 2016

The accompanying map shows the geographic distribution of the Public Service. While most government department head offices are in the Fredericton area, only 26 per cent of permanent and temporary employees work in the capital region, while 74 per cent work elsewhere in the province.

