

# Government of New Brunswick Workforce Profile 2012

Department of Human Resources  
Troy Lifford  
Minister



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As of December 31, 2012

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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.

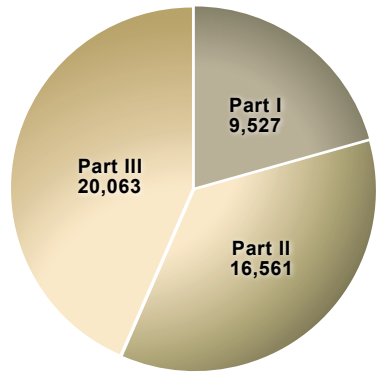
Provincial government employees work in three parts of the public service. Part I includes the departments, which are often referred to as the civil service. Part II is comprised of the school system including teachers, bus drivers, and school district employees. Part III encompasses all health sector 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, 2012

There were 46,151 paid employees in Parts I, II and III of the New Brunswick Public Service as of December 31, 2012. Part I had 9,527 representing 21% of the workforce, Part II had 16,561 which was 36% and Part III had 20,063 that accounted for 43%.

The chart below shows the number of public service employees as of December 31, 2012 for Parts I, II and III.



December 31, 2008 - 2012					
	2008	2009	2010	2011	2012
<b>Part I</b>	11,615	11,692	10,045	9,929	9,527
<b>Part II</b>	17,264	17,097	17,148	16,730	16,561
<b>Part III</b>	19,413	19,954	20,219	20,129	20,063
<b>Total</b>	<b>48,292</b>	<b>48,743</b>	<b>47,412</b>	<b>46,788</b>	<b>46,151</b>

# Permanent and Temporary Employees in the Public Service as of December 31, 2012

Permanent employees are those individuals with no predetermined end date for their employment. There were 39,108 permanent employees in the New Brunswick public service as of December 31, 2012.

Part I had 8,007 permanent employees, representing 17% of the total workforce. Part II had 13,436 permanent employees, representing 29% of the total workforce, while Part III had 17,665, 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 7,043 temporary employees in the New Brunswick public service as of December 31, 2012.

Permanent employees made up 85% of the public service workforce while 15% were temporary employees as of December 31, 2012.

December 31, 2008 - 2012						
Employment Type		2008	2009	2010	2011	2012
Permanent	Part I	9,094	9,133	8,182	8,062	8,007
	Part II	13,759	13,625	13,714	13,462	13,436
	Part III	16,841	17,044	17,541	17,648	17,665
	<b>Total Permanent</b>	<b>39,694</b>	<b>39,802</b>	<b>39,437</b>	<b>39,172</b>	<b>39,108</b>
Temporary	Part I	2,521	2,559	1,863	1,867	1,520
	Part II	3,505	3,472	3,434	3,268	3,125
	Part III	2,572	2,910	2,678	2,481	2,398
	<b>Total Temporary</b>	<b>8,598</b>	<b>8,941</b>	<b>7,975</b>	<b>7,616</b>	<b>7,043</b>
<b>Total</b>		<b>48,292</b>	<b>48,743</b>	<b>47,412</b>	<b>46,788</b>	<b>46,151</b>

# Full-time and Part-time Employees in the Public Service as of December 31, 2012

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 32,270 full-time employees and 13,881 part-time employees in the New Brunswick public service as of December 31, 2012.

Overall, 70% of the public service worked full-time and 30% worked part-time as of December 31, 2012.

December 31, 2008 - 2012						
Employment Type		2008	2009	2010	2011	2012
Full-time	Part I	9,826	9,806	8,765	8,560	8,395
	Part II	11,027	10,903	10,899	10,647	10,546
	Part III	12,641	12,909	13,304	13,378	13,329
	<b>Total Full-time</b>	<b>33,494</b>	<b>33,618</b>	<b>32,968</b>	<b>32,585</b>	<b>32,270</b>
Part-time	Part I	1,789	1,886	1,280	1,369	1,132
	Part II	6,237	6,194	6,249	6,083	6,015
	Part III	6,772	7,045	6,915	6,751	6,734
	<b>Total Part-time</b>	<b>14,798</b>	<b>15,125</b>	<b>14,444</b>	<b>14,203</b>	<b>13,881</b>
<b>Total</b>		<b>48,292</b>	<b>48,743</b>	<b>47,412</b>	<b>46,788</b>	<b>46,151</b>

# Non-Bargaining and Bargaining Employees in the Public Service as of December 31, 2012

There were 40,931 bargaining employees (employees covered by a collective agreement), and 5,220 non-bargaining employees as of December 31, 2012.

Bargaining employees represented 89% of the public service workforce, while non-bargaining employees made up 11% as of December 31, 2012.

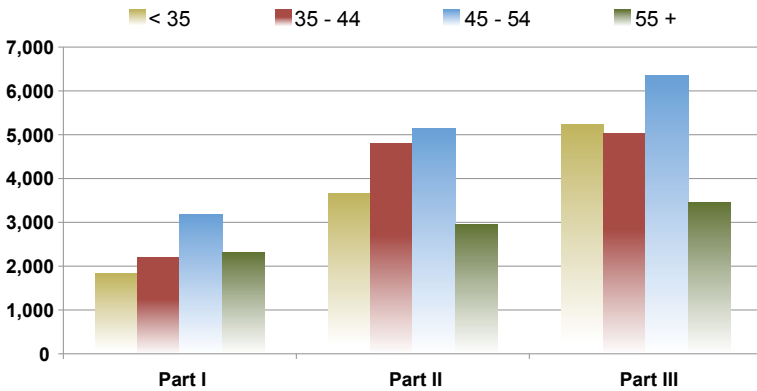
December 31, 2008 - 2012						
Employment		2008	2009	2010	2011	2012
<b>Bargaining</b>	<b>Part I</b>	8,003	8,056	6,668	6,593	6,373
	<b>Part II</b>	16,876	16,691	16,722	16,331	16,202
	<b>Part III</b>	17,951	18,403	18,569	18,480	18,356
	<b>Total Barg</b>	<b>42,830</b>	<b>43,150</b>	<b>41,959</b>	<b>41,404</b>	<b>40,931</b>
<b>Non-Bargaining</b>	<b>Part I</b>	3,612	3,636	3,377	3,336	3,154
	<b>Part II</b>	388	406	426	399	359
	<b>Part III</b>	1,462	1,551	1,650	1,649	1,707
	<b>Total Non-Barg</b>	<b>5,462</b>	<b>5,593</b>	<b>5,453</b>	<b>5,384</b>	<b>5,220</b>
<b>Total</b>		<b>48,292</b>	<b>48,743</b>	<b>47,412</b>	<b>46,788</b>	<b>46,151</b>

# Age Distribution of Public Servants as of December 31, 2012

The age distribution of employees in the public service has remained stable over the last five years. As of December 31, 2012, 23% of employees were aged 34 and under, 26% were between the ages of 35 and 44, 32% were aged 45 to 54, and 19% 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 aspect for the provincial government. The potential loss of leadership experience and specialized skills is being proactively addressed through succession planning and other initiatives to develop our future workforce.

December 31, 2012				
Age	Part I	Part II	Part III	Total
< 35	1,823	3,661	5,242	<b>10,726</b>
35 - 44	2,207	4,799	5,023	<b>12,029</b>
45 - 54	3,179	5,151	6,344	<b>14,674</b>
55 +	2,318	2,950	3,454	<b>8,722</b>
<b>Total</b>	<b>9,527</b>	<b>16,561</b>	<b>20,063</b>	<b>46,151</b>





# Regional Breakdown of Permanent and Temporary Public Service Employees as of December 31, 2012

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.

