

Government of New Brunswick Workforce Profile

Department of Human Resources
Robert B. Trevors
Minister

2013



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As of December 31, 2013

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About this report

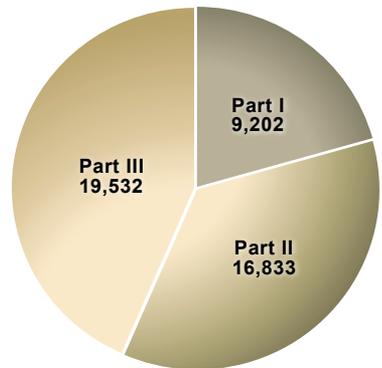
The Government of New Brunswick Workforce Profile provides statistical information about key characteristics of the provincial government's workforce. The information in this profile is derived from the respective human resource/ payroll systems of Parts I, II, and III of the public service.

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, 2013

There were 45,567 paid employees in Parts I, II and III of the New Brunswick Public Service as of December 31, 2013. Part I had 9,202 representing 20% of the workforce, Part II had 16,833 which was 37% and Part III had 19,532 that accounted for 43%.



The chart below shows the number of public service employees from December 31, 2009 to December 31, 2013 for Parts I, II and III.

| December 31, 2009 - 2013 | | | | | |
|--------------------------|---------------|---------------|---------------|---------------|---------------|
| Part | 2009 | 2010 | 2011 | 2012 | 2013 |
| Part I | 11,692 | 10,045* | 9,929 | 9,527 | 9,202 |
| Part II | 17,097 | 17,148 | 16,730 | 16,561 | 16,833 |
| Part III | 19,954 | 20,219 | 20,129 | 20,063 | 19,532 |
| Total | 48,743 | 47,412 | 46,788 | 46,151 | 45,567 |

*In 2010, the New Brunswick community college system was transferred from Part I to Part IV of the Public Service as two separate crown corporations (New Brunswick Community College and Collège communautaire du Nouveau-Brunswick). Consequently, approximately 1,400 NBCC and CCNB employees were transferred from Part I to Part IV. Part IV is not included in the Workforce Profile.

Permanent and Temporary Employees in the Public Service as of December 31, 2013

Permanent employees are those individuals with no predetermined end date for their employment. There were 38,511 permanent employees in the New Brunswick Public Service as of December 31, 2013.

Part I had 7,766 permanent employees, representing 17% of the total workforce. Part II had 13,576 permanent employees, representing 30% of the total workforce, while Part III had 17,169, 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 7,056 temporary employees in the New Brunswick Public Service as of December 31, 2013.

Permanent employees made up 85% of the public service workforce while 15% were temporary employees as of December 31, 2013.

| December 31, 2009 - 2013 | | | | | | |
|--------------------------|------------------------|---------------|---------------|---------------|---------------|---------------|
| Employment Type | | 2009 | 2010 | 2011 | 2012 | 2013 |
| Permanent | Part I | 9,133 | 8,182 | 8,062 | 8,007 | 7,766 |
| | Part II | 13,625 | 13,714 | 13,462 | 13,436 | 13,576 |
| | Part III | 17,044 | 17,541 | 17,648 | 17,665 | 17,169 |
| | Total Permanent | 39,802 | 39,437 | 39,172 | 39,108 | 38,511 |
| Temporary | Part I | 2,559 | 1,863 | 1,867 | 1,520 | 1,436 |
| | Part II | 3,472 | 3,434 | 3,268 | 3,125 | 3,257 |
| | Part III | 2,910 | 2,678 | 2,481 | 2,398 | 2,363 |
| | Total Temporary | 8,941 | 7,975 | 7,616 | 7,043 | 7,056 |
| Total | | 48,743 | 47,412 | 46,788 | 46,151 | 45,567 |

Full-time and Part-time Employees in the Public Service as of December 31, 2013

Full-time employees in Part I and II are typically expected to work 36 ¼ hours weekly. Full-time employees in Part III 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 itself can be performed in less time or it is an employee preference that has been approved by management.

There were 31,731 full-time employees and 13,836 part-time employees in the New Brunswick Public Service as of December 31, 2013.

Overall, 70% of the public service worked full-time and 30% worked part-time as of December 31, 2013.

| December 31, 2009 - 2013 | | | | | | |
|--------------------------|------------------------|---------------|---------------|---------------|---------------|---------------|
| Employment Type | | 2009 | 2010 | 2011 | 2012 | 2013 |
| Full-time | Part I | 9,806 | 8,765 | 8,560 | 8,395 | 8,148 |
| | Part II | 10,903 | 10,899 | 10,647 | 10,546 | 10,687 |
| | Part III | 12,909 | 13,304 | 13,378 | 13,329 | 12,896 |
| | Total Full-time | 33,618 | 32,968 | 32,585 | 32,270 | 31,731 |
| Part-time | Part I | 1,886 | 1,280 | 1,369 | 1,132 | 1,054 |
| | Part II | 6,194 | 6,249 | 6,083 | 6,015 | 6,146 |
| | Part III | 7,045 | 6,915 | 6,751 | 6,734 | 6,636 |
| | Total Part-time | 15,125 | 14,444 | 14,203 | 13,881 | 13,836 |
| Total | | 48,743 | 47,412 | 46,788 | 46,151 | 45,567 |

Non-Bargaining and Bargaining Employees in the Public Service as of December 31, 2013

There were 40,403 bargaining employees (employees covered by a collective agreement), and 5,164 non-bargaining employees as of December 31, 2013.

Bargaining employees represented 89% of the public service workforce, while non-bargaining employees made up 11% as of December 31, 2013.

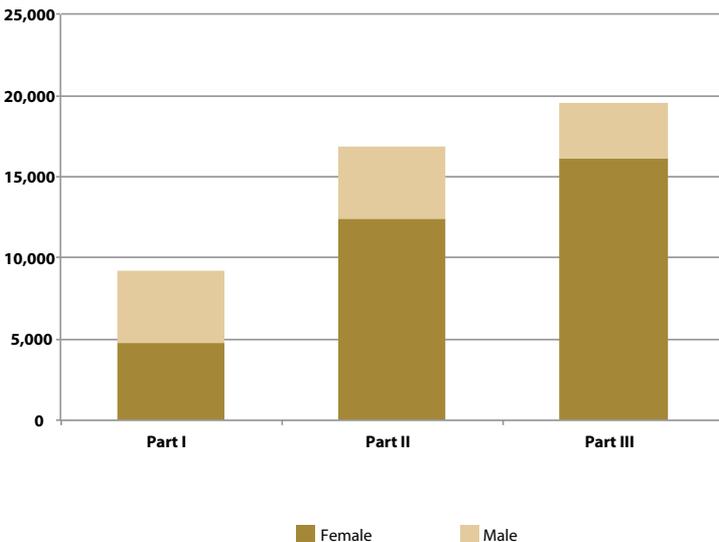
| December 31, 2009 - 2013 | | | | | | |
|--------------------------|-----------------------|---------------|---------------|---------------|---------------|---------------|
| Employment Type | | 2009 | 2010 | 2011 | 2012 | 2013 |
| Bargaining | Part I | 8,056 | 6,668 | 6,593 | 6,373 | 6,087 |
| | Part II | 16,691 | 16,722 | 16,331 | 16,202 | 16,431 |
| | Part III | 18,403 | 18,569 | 18,480 | 18,356 | 17,885 |
| | Total Barg | 43,150 | 41,959 | 41,404 | 40,931 | 40,403 |
| Non-Bargaining | Part I | 3,636 | 3,377 | 3,336 | 3,154 | 3,115 |
| | Part II | 406 | 426 | 399 | 359 | 402 |
| | Part III | 1,551 | 1,650 | 1,649 | 1,707 | 1,647 |
| | Total Non-Barg | 5,593 | 5,453 | 5,384 | 5,220 | 5,164 |
| Total | | 48,743 | 47,412 | 46,788 | 46,151 | 45,567 |

Gender Distribution of the Public Service as of December 31, 2013

New Brunswick's total employed population is 50% female and 50% male. Overall the gender distribution for all parts of the public service is 73% female and 27% male. This has been the case since 2009.

The chart below shows the number of public service employees by gender as of December 31, 2013 for Parts I, II and III. The gender distribution for Part I of the public service is nearly equal with 52% female and 48% male. Part II and Part III are similar to the overall gender distribution for all parts of the public service (Part II: 74% female and 26% male; Part III: 83% female and 17% male).

| December 31, 2013 | | | | |
|-------------------|--------------|---------------|---------------|---------------|
| Gender | Part I | Part II | Part III | Total |
| Female | 4,797 | 12,451 | 16,145 | 33,393 |
| Male | 4,405 | 4,382 | 3,387 | 12,174 |
| Total | 9,202 | 16,833 | 19,532 | 45,567 |

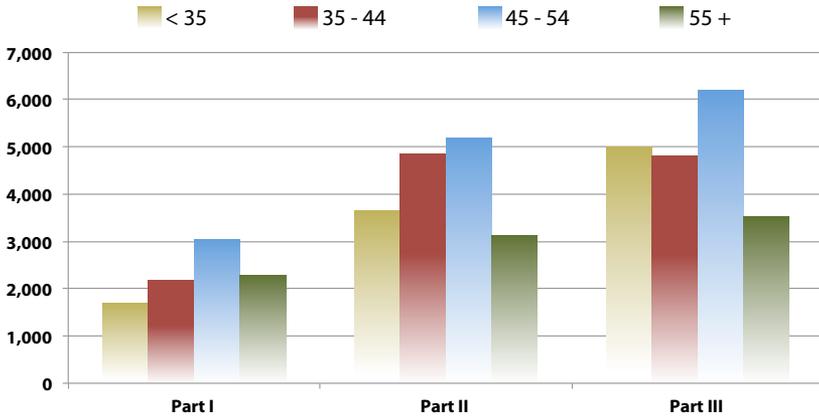


Age Distribution of Public Servants as of December 31, 2013

The age distribution of employees in the public service has remained stable over the last five years. As of December 31, 2013, 22% of employees were aged 34 and under, 26% were between the ages of 35 and 44, 32% were aged 45 to 54, and 20% 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, 2013 | | | | |
|-------------------|--------------|---------------|---------------|---------------|
| Age | Part I | Part II | Part III | Total |
| < 35 | 1,701 | 3,651 | 4,991 | 10,343 |
| 35 - 44 | 2,167 | 4,854 | 4,812 | 11,833 |
| 45 - 54 | 3,050 | 5,195 | 6,204 | 14,449 |
| 55 + | 2,284 | 3,133 | 3,525 | 8,942 |
| Total | 9,202 | 16,833 | 19,532 | 45,567 |



Regional Breakdown of Permanent and Temporary Public Service Employees as of December 31, 2013

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.

