

Government of New Brunswick Workforce Profile 2019

Finance and Treasury Board
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Minister



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About this report

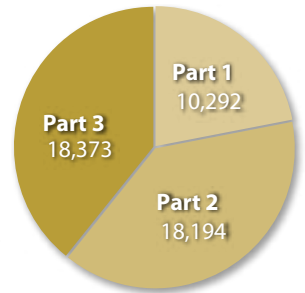
The *Government of New Brunswick Workforce Profile* provides statistical information about key characteristics of the provincial government’s workforce. The information is derived from the human resource/payroll systems for Parts 1, 2 and 3 of the Public Service.

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, 2019

There were 46,859 paid employees in Parts 1, 2 and 3 as of Dec. 31, 2019. Part 1 had 10,292 employees, representing 22 per cent of the workforce. Part 2 had 18,194 employees (39 per cent). Part 3 had 18,373 employees (39 per cent).



The following chart shows the number of public service employees from Dec. 31, 2015 to Dec. 31, 2019 for Parts 1, 2 and 3.

Dec. 31, 2015 - Dec. 31, 2019					
	2015	2016	2017	2018	2019
Part 1	10,066	9,957	10,171	10,543	10,292
Part 2	16,593	16,754	17,485	17,805	18,194
Part 3	18,809	18,742	18,852	18,254	18,373
Total	45,468	45,453	46,508	46,602	46,859

Permanent and temporary employees in the Public Service as of Dec. 31, 2019

Permanent employees are those individuals without a predetermined end date for their employment. There were 38,855 permanent employees in the New Brunswick Public Service as of Dec. 31, 2019.

Part 1 had 8,339 permanent employees, representing 22 per cent of the total workforce. Part 2 had 14,445 permanent employees (37 per cent). Part 3 had 16,071 employees (41 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 8,004 temporary employees in the Public Service as of Dec. 31, 2019.

Permanent employees made up 83 per cent of the public service, while 17 per cent were temporary employees as of Dec. 31, 2019.

Dec. 31, 2015 - Dec. 31, 2019						
Employment Type		2015	2016	2017	2018	2019
Permanent	Part 1	8,389	8,172	8,155	8,419	8,339
	Part 2	13,333	13,630	13,845	14,288	14,445
	Part 3	16,514	16,249	16,446	15,901	16,071
	Total permanent	38,236	38,051	38,446	38,608	38,855
Temporary	Part 1	1,677	1,785	2,016	2,124	1,953
	Part 2	3,260	3,124	3,640	3,517	3,749
	Part 3	2,295	2,493	2,406	2,353	2,302
	Total temporary	7,232	7,402	8,062	7,994	8,004
Total		45,468	45,453	46,508	46,602	46,859

Full-time and part-time employees in the Public Service as of Dec. 31, 2019

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 32,006 full-time employees and 14,853 part-time employees in the New Brunswick Public Service as of Dec. 31, 2019.

Overall, 68 per cent of the public service worked full-time and 32 per cent worked part-time as of Dec. 31, 2019.

Dec. 31, 2015 - Dec. 31, 2019						
Type d'emploi		2015	2016	2017	2018	2019
Full-time	Part 1	8,756	8,650	8,739	8,982	8,903
	Part 2	10,370	10,429	10,550	11,094	10,903
	Part 3	12,305	12,228	12,418	12,054	12,200
	Total full-time	31,431	31,307	31,707	32,130	32,006
Part-time	Part 1	1,310	1,307	1,432	1,561	1,389
	Part 2	6,223	6,325	6,935	6,711	7,291
	Part 3	6,504	6,514	6,434	6,200	6,173
	Total part-time	14,037	14,146	14,801	14,472	14,853
Total	45,468	45,453	46,508	46,602	46,859	

Non-bargaining and bargaining employees in the Public Service as of Dec. 31, 2019

There were 41,047 bargaining employees (employees covered by a collective agreement) and 5,812 non-bargaining employees as of Dec. 31, 2019.

Bargaining employees represented 88 per cent of the Public Service, while non-bargaining employees made up 12 per cent as of Dec. 31, 2019.

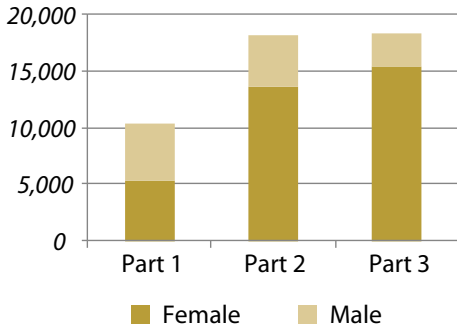
Dec. 31, 2015 - Dec. 31, 2019						
Employment Type		2015	2016	2017	2018	2019
Bargaining	Part 1	6,326	6,130	6,220	6,279	6,123
	Part 2	16,432	16,584	17,295	17,598	17,970
	Part 3	17,519	17,427	17,500	16,871	16,954
	Total barg.	40,277	40,141	41,015	40,748	41,047
Non-Bargaining	Part 1	3,740	3,827	3,951	4,264	4,169
	Part 2	161	170	190	207	224
	Part 3	1,290	1,315	1,352	1,383	1,419
	Total non-barg.	5,191	5,312	5,493	5,854	5,812
Total		45,468	45,453	46,508	46,602	46,859

Gender distribution in the Public Service as of Dec. 31, 2019

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, 2019, for Parts 1, 2 and 3. The gender distribution for Part 1 is 52 per cent female and 48 per cent male. Part 2 and Part 3 are similar to the overall gender distribution within the public service (Part 2: 75 per cent female and 25 per cent male; Part 3: 84 per cent female and 16 per cent male).

Dec. 31, 2019				
Gender	Part 1	Part 2	Part 3	Total
Female	5,311	13,694	15,473	34,478
Male	4,981	4,500	2,900	12,381
Total	10,292	18,194	18,373	46,859

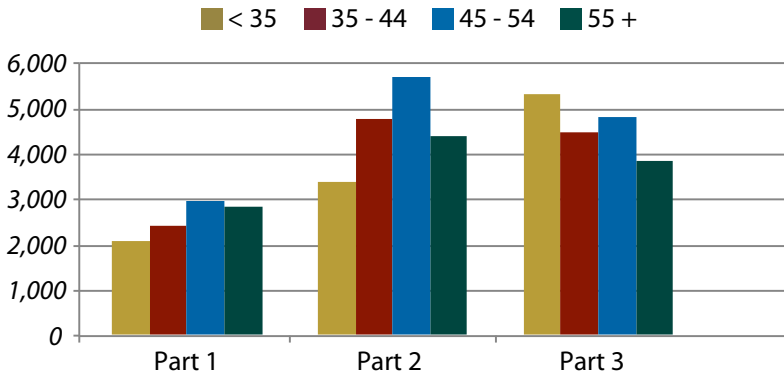


¹ Statistics Canada: [Table 17-10-0005-01 Population estimates on July 1st, by age and sex](#)

Age distribution of public servants as of Dec. 31, 2019

The age distribution of employees in the Public Service has remained stable during the last five years. As of Dec. 31, 2019, 23 per cent of employees were 34 years old and younger; 25 per cent were 35 to 44; 29 per cent were 45 to 54; and 23 per cent were 55 and older.

Dec. 31, 2019				
Age	Part 1	Part 2	Part 3	Total
< 35	2,091	3,374	5,305	10,770
35 - 44	2,411	4,737	4,447	11,595
45 - 54	2,962	5,690	4,789	13,441
55 +	2,828	4,393	3,832	11,053
Total	10,292	18,194	18,373	46,859



Regional breakdown of Public Service employees as of Dec. 31, 2019

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.

