

# Government of New Brunswick Workforce Profile 2020

Finance and Treasury Board  
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Minister

**Government of New Brunswick  
Workforce Profile 2020**

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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.

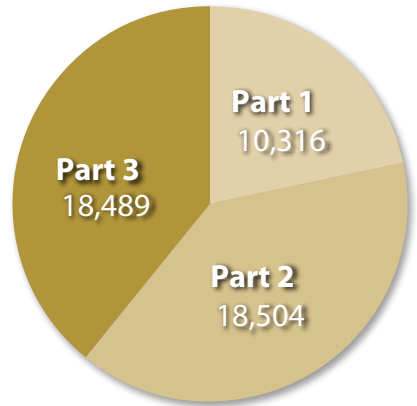
Part 1 includes line departments, also called the Civil Service. Part 2 comprises the public school system, including teachers, bus drivers and school district employees. Part 3 encompasses health-care employees.

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, 2020

There were 47,309 paid employees in Parts 1, 2 and 3 as of Dec. 31, 2020. Part 1 had 10,316 employees, representing 22 per cent of the workforce. Part 2 had 18,504 employees (39 per cent). Part 3 had 18,489 employees (39 per cent).

The following chart shows the number of public service employees from Dec. 31, 2016 to Dec. 31, 2020 for Parts 1, 2 and 3.



Dec. 31, 2016 - Dec. 31, 2020					
	2016	2017	2018	2019	2020
<b>Part 1</b>	9,957	10,171	10,543	10,292	10,316
<b>Part 2</b>	16,754	17,485	17,805	18,194	18,504
<b>Part 3</b>	18,742	18,852	18,254	18,373	18,489
<b>Total</b>	<b>45,453</b>	<b>46,508</b>	<b>46,602</b>	<b>46,859</b>	<b>47,309</b>

## Permanent and temporary employees in the Public Service as of Dec. 31, 2020

Permanent employees are those individuals without a predetermined end date for their employment. There were 39,146 permanent employees in the New Brunswick Public Service as of Dec. 31, 2020.

Part 1 had 8,343 permanent employees, representing 21 per cent of the total workforce. Part 2 had 14,794 permanent employees (38 per cent). Part 3 had 16,009 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 8,163 temporary employees in the Public Service as of Dec. 31, 2020.

Permanent employees made up 83 percent of the public service, while 17 per cent were temporary employees as of Dec. 31, 2020.

Dec. 31, 2016 - Dec. 31, 2020						
Employment Type		2016	2017	2018	2019	2020
Permanent	Part 1	8,172	8,155	8,419	8,339	8,343
	Part 2	13,630	13,845	14,288	14,445	14,794
	Part 3	16,249	16,446	15,901	16,071	16,009
	<b>Total permanent</b>	<b>38,051</b>	<b>38,446</b>	<b>38,608</b>	<b>38,855</b>	<b>39,146</b>
Temporary	Part 1	1,785	2,016	2,124	1,953	1,973
	Part 2	3,124	3,640	3,517	3,749	3,710
	Part 3	2,493	2,406	2,353	2,302	2,480
	<b>Total temporary</b>	<b>7,402</b>	<b>8,062</b>	<b>7,994</b>	<b>8,004</b>	<b>8,163</b>
<b>Total</b>		<b>45,453</b>	<b>46,508</b>	<b>46,602</b>	<b>46,859</b>	<b>47,309</b>

## Full-time and part-time employees in the Public Service as of Dec. 31, 2020

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 32,464 full-time employees and 14,845 part-time employees in the New Brunswick Public Service as of Dec. 31, 2020.

Overall, 69 per cent of the public service worked full-time and 31 per cent worked part-time as of Dec. 31, 2020.

Dec. 31, 2016 - Dec. 31, 2020						
Employment Type		2016	2017	2018	2019	2020
Full-time	Part 1	8,650	8,739	8,982	8,903	8,944
	Part 2	10,429	10,550	11,094	10,903	11,122
	Part 3	12,228	12,418	12,054	12,200	12,398
	<b>Total full-time</b>	<b>31,307</b>	<b>31,707</b>	<b>32,130</b>	<b>32,006</b>	<b>32,464</b>
Part-time	Part 1	1,307	1,432	1,561	1,389	1,372
	Part 2	6,325	6,935	6,711	7,291	7,382
	Part 3	6,514	6,434	6,200	6,173	6,091
	<b>Total part-time</b>	<b>14,146</b>	<b>14,801</b>	<b>14,472</b>	<b>14,853</b>	<b>14,845</b>
<b>Total</b>	<b>45,453</b>	<b>46,508</b>	<b>46,602</b>	<b>46,859</b>	<b>47,309</b>	

## Non-bargaining and bargaining employees in the Public Service as of Dec. 31, 2020

There were 41,412 bargaining employees (employees covered by a collective agreement) and 5,897 non-bargaining employees as of Dec. 31, 2020.

Bargaining employees represented 88 per cent of the Public Service, while non-bargaining employees made up 12 per cent as of Dec. 31, 2020.

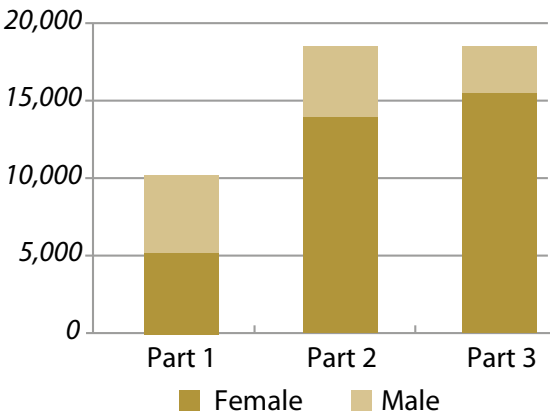
Dec. 31, 2016 - Dec. 31, 2020						
Employment Type		2016	2017	2018	2019	2020
Bargaining	Part 1	6,130	6,220	6,279	6,123	6,120
	Part 2	16,584	17,295	17,598	17,970	18,278
	Part 3	17,427	17,500	16,871	16,954	17,014
	<b>Total barg.</b>	<b>40,141</b>	<b>41,015</b>	<b>40,748</b>	<b>41,047</b>	<b>41,412</b>
Non-Bargaining	Part 1	3,827	3,951	4,264	4,169	4,196
	Part 2	170	190	207	224	226
	Part 3	1,315	1,352	1,383	1,419	1,475
	<b>Total non-barg.</b>	<b>5,312</b>	<b>5,493</b>	<b>5,854</b>	<b>5,812</b>	<b>5,897</b>
<b>Total</b>		<b>45,453</b>	<b>46,508</b>	<b>46,602</b>	<b>46,859</b>	<b>47,309</b>

## Gender distribution in the Public Service as of Dec. 31, 2020

New Brunswick’s total population is 50 per cent female and 50 per cent male . Overall the gender distribution for all parts of the Public Service is 73 per cent female and 27 per cent male.

The following chart shows the number of Public Service employees by gender as of Dec. 31, 2020, for Parts 1, 2 and 3. The gender distribution for Part 1 is 51 per cent female and 49 per cent male<sup>1</sup>. 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, 2020				
Gender	Part 1	Part 2	Part 3	Total
Female	5,248	13,890	15,481	34,619
Male	5,068	4,614	3,008	12,690
<b>Total</b>	<b>10,316</b>	<b>18,504</b>	<b>18,489</b>	<b>47,309</b>

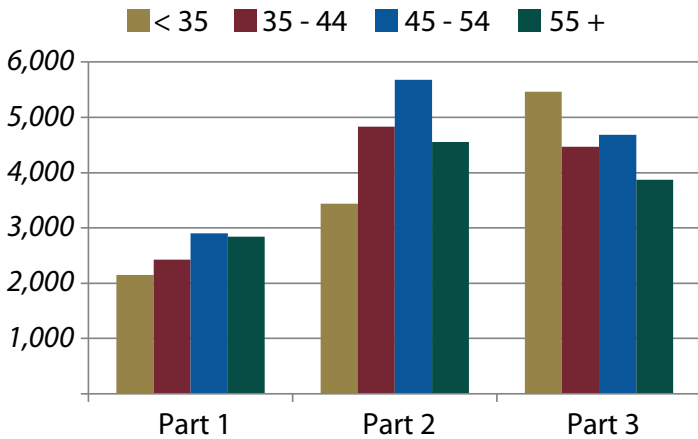


<sup>1</sup> Statistics Canada: Table 17-10-0005-01 Population estimates on July 1st, by age and sex

## Age distribution of public servants as of Dec. 31, 2020

The age distribution of employees in the Public Service has remained stable during the last five years. As of Dec. 31, 2020, 23 per cent of employees were 34 years old and younger; 25 per cent were 35 to 44; 28 per cent were 45 to 54; and 24 per cent were 55 and older.

Dec. 31, 2020				
Age	Part 1	Part 2	Part 3	Total
< 35	2,148	3,439	5,462	<b>11,049</b>
35 - 44	2,424	4,831	4,472	<b>11,727</b>
45 - 54	2,903	5,682	4,685	<b>13,270</b>
55 +	2,841	4,552	3,870	<b>11,263</b>
<b>Total</b>	<b>10,316</b>	<b>18,504</b>	<b>18,489</b>	<b>47,309</b>





# Regional breakdown of Public Service employees as of Dec. 31, 2020

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.

