

# Government of New Brunswick Workforce Profile

Department of Human Resources  
Denis Landry  
Minister

# 2014



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As of December 31, 2014

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## About this report

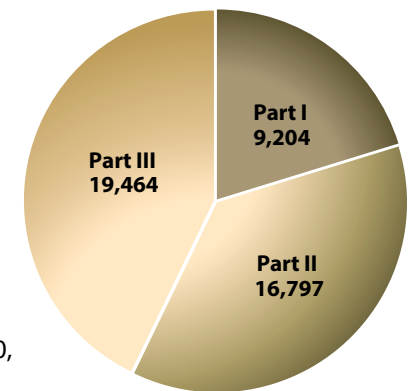
The Government of New Brunswick Workforce Profile provides statistical information about key characteristics of the provincial government's workforce. The information is derived from the human resource/payroll systems for Parts I, II and III of the public service.

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 comprises the public 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 Dec. 31, 2014

There were 45,465 paid employees in Parts I, II and III of the New Brunswick Public Service as of Dec. 31, 2014. Part I had 9,204 employees, representing 20 per cent of the workforce. Part II had 16,797 employees (37 per cent). Part III had 19,464 employees (43 per cent).



The following chart shows the number of public service employees from Dec. 31, 2010, to Dec. 31, 2014, for Parts I, II and III.

| Dec. 31, 2010 – Dec. 31, 2014 |               |               |               |               |               |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|
|                               | 2010          | 2011          | 2012          | 2013          | 2014          |
| <b>Part I</b>                 | 10,045        | 9,929         | 9,527         | 9,202         | 9,204*        |
| <b>Part II</b>                | 17,148        | 16,730        | 16,561        | 16,833        | 16,797        |
| <b>Part III</b>               | 20,219        | 20,129        | 20,063        | 19,532        | 19,464        |
| <b>Total</b>                  | <b>47,412</b> | <b>46,788</b> | <b>46,151</b> | <b>45,567</b> | <b>45,465</b> |

\*Elections New Brunswick had 45 more temporary employees than its regular staffing level in December 2014 due to workload related to the 2014 provincial election.

## Permanent and temporary employees in the public service as of Dec. 31, 2014

Permanent employees are those individuals with no predetermined end date for their employment. There were 38,328 permanent employees in the New Brunswick public service as of Dec. 31, 2014.

Part I had 7,714 permanent employees, representing 17 per cent of the total workforce. Part II had 13,602 permanent employees (30 per cent). Part III had 17,012 employees (37 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 duration and to shift resources as priorities or the needs of the public change.

There were 7,137 temporary employees in the public service as of Dec. 31, 2014.

Permanent employees made up 84 per cent of the public service, while 16 per cent were temporary employees as of Dec. 31, 2014.

| Dec. 31, 2010 – Dec. 31, 2014 |                        |               |               |               |               |               |
|-------------------------------|------------------------|---------------|---------------|---------------|---------------|---------------|
| Employment type               |                        | 2010          | 2011          | 2012          | 2013          | 2014          |
| Permanent                     | Part I                 | 8,182         | 8,062         | 8,007         | 7,766         | 7,714         |
|                               | Part II                | 13,714        | 13,462        | 13,436        | 13,576        | 13,602        |
|                               | Part III               | 17,541        | 17,648        | 17,665        | 17,169        | 17,012        |
|                               | <b>Total permanent</b> | <b>39,437</b> | <b>39,172</b> | <b>39,108</b> | <b>38,511</b> | <b>38,328</b> |
| Temporary                     | Part I                 | 1,863         | 1,867         | 1,520         | 1,436         | 1,490*        |
|                               | Part II                | 3,434         | 3,268         | 3,125         | 3,257         | 3,195         |
|                               | Part III               | 2,678         | 2,481         | 2,398         | 2,363         | 2,452         |
|                               | <b>Total temporary</b> | <b>7,975</b>  | <b>7,616</b>  | <b>7,043</b>  | <b>7,056</b>  | <b>7,137</b>  |
| <b>Total</b>                  | <b>47,412</b>          | <b>46,788</b> | <b>46,151</b> | <b>45,567</b> | <b>45,465</b> |               |

\*Elections New Brunswick had 45 more temporary employees than its regular staffing level in December 2014 due to workload related to the 2014 provincial election.

## Full-time and part-time employees in the public service as of Dec. 31, 2014

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 can be performed in less time or it is an employee preference that has been approved by management.

There were 31,612 full-time employees and 13,853 part-time employees in the New Brunswick public service as of Dec. 31, 2014.

Overall, 70 per cent of the public service worked full-time and 30 per cent worked part-time as of Dec. 31, 2014.

| Dec. 31, 2010 – Dec. 31, 2014 |                        |               |               |               |               |               |
|-------------------------------|------------------------|---------------|---------------|---------------|---------------|---------------|
| Employment type               |                        | 2010          | 2011          | 2012          | 2013          | 2014          |
| Full-time                     | Part I                 | 8,765         | 8,560         | 8,395         | 8,148         | 8,079         |
|                               | Part II                | 10,899        | 10,647        | 10,546        | 10,687        | 10,689        |
|                               | Part III               | 13,304        | 13,378        | 13,329        | 12,896        | 12,844        |
|                               | <b>Total full-time</b> | <b>32,968</b> | <b>32,585</b> | <b>32,270</b> | <b>31,731</b> | <b>31,612</b> |
| Part-time                     | Part I                 | 1,280         | 1,369         | 1,132         | 1,054         | 1,125         |
|                               | Part II                | 6,249         | 6,083         | 6,015         | 6,146         | 6,108         |
|                               | Part III               | 6,915         | 6,751         | 6,734         | 6,636         | 6,620         |
|                               | <b>Total part-time</b> | <b>14,444</b> | <b>14,203</b> | <b>13,881</b> | <b>13,836</b> | <b>13,853</b> |
| <b>Total</b>                  | <b>47,412</b>          | <b>46,788</b> | <b>46,151</b> | <b>45,567</b> | <b>45,465</b> |               |

## Non-bargaining and bargaining employees in the public service as of Dec. 31, 2014

There were 40,399 bargaining employees (employees covered by a collective agreement) and 5,066 non-bargaining employees as of Dec. 31, 2014.

Bargaining employees represented 89 per cent of the public service, while non-bargaining employees made up 11 per cent as of Dec. 31, 2014.

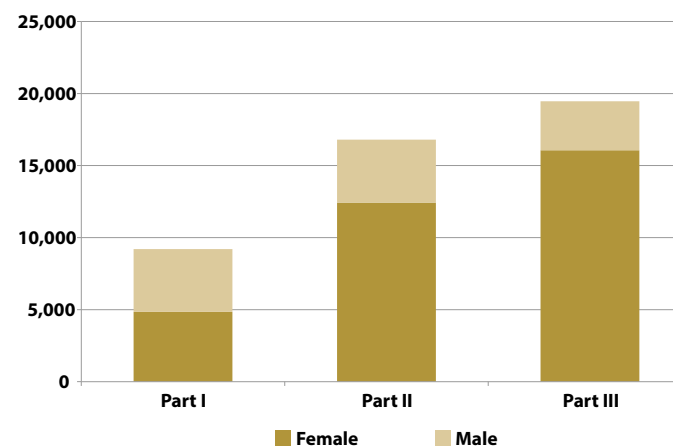
| Dec. 31, 2010 – Dec. 31, 2014 |                        |               |               |               |               |               |
|-------------------------------|------------------------|---------------|---------------|---------------|---------------|---------------|
| Employment type               |                        | 2010          | 2011          | 2012          | 2013          | 2014          |
| Bargaining                    | Part I                 | 6,668         | 6,593         | 6,373         | 6,087         | 5,942         |
|                               | Part II                | 16,722        | 16,331        | 16,202        | 16,431        | 16,624        |
|                               | Part III               | 18,569        | 18,480        | 18,356        | 17,885        | 17,833        |
|                               | <b>Total Barg.</b>     | <b>41,959</b> | <b>41,404</b> | <b>40,931</b> | <b>40,403</b> | <b>40,399</b> |
| Non-Bargaining                | Part I                 | 3,377         | 3,336         | 3,154         | 3,115         | 3,262         |
|                               | Part II                | 426           | 399           | 359           | 402           | 173           |
|                               | Part III               | 1,650         | 1,649         | 1,707         | 1,647         | 1,631         |
|                               | <b>Total Non-barg.</b> | <b>5,453</b>  | <b>5,384</b>  | <b>5,220</b>  | <b>5,164</b>  | <b>5,066</b>  |
| <b>Total</b>                  |                        | <b>47,412</b> | <b>46,788</b> | <b>46,151</b> | <b>45,567</b> | <b>45,465</b> |

## Gender distribution in the public service as of Dec. 31, 2014

New Brunswick's total employed population is 51 per cent female and 49 per cent male<sup>1</sup>. 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, 2014, for Parts I, II and III. The gender distribution for Part I is nearly equal with 53 per cent female and 47 per cent male. Part II and Part III are similar to the overall gender distribution within the public service (Part II: 74 per cent female and 26 per cent male; Part III: 83 per cent female and 17 per cent male).

| Dec. 31, 2014 |              |               |               |               |
|---------------|--------------|---------------|---------------|---------------|
| Gender        | Part I       | Part II       | Part III      | Total         |
| Female        | 4,847        | 12,431        | 16,063        | <b>33,341</b> |
| Male          | 4,357        | 4,366         | 3,401         | <b>12,124</b> |
| <b>Total</b>  | <b>9,204</b> | <b>16,797</b> | <b>19,464</b> | <b>45,465</b> |



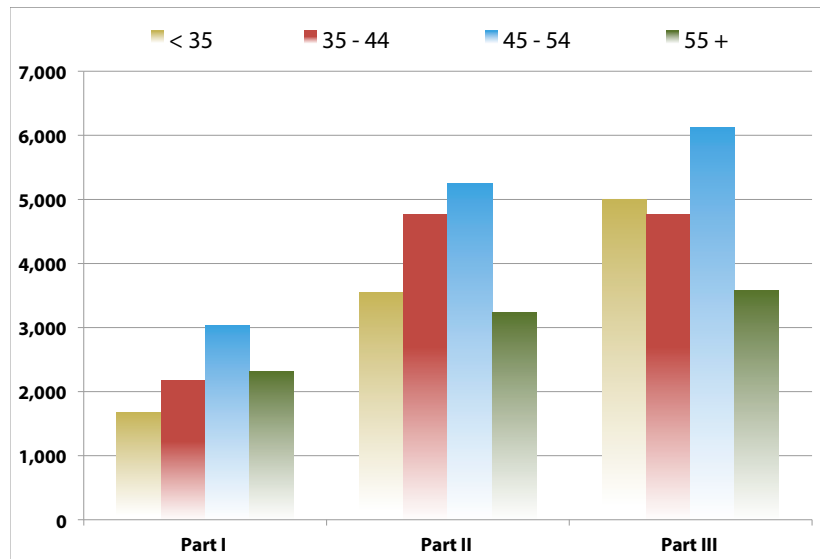
<sup>1</sup> Statistics Canada: <http://www.statcan.gc.ca/tables-tableaux/sum-som/I01/cst01/demo31f-eng.htm>

## Age distribution of public servants as of Dec. 31, 2014

The age distribution of employees in the public service has remained stable during the last five years. As of Dec. 31, 2014, 22 per cent of employees were 34 years old and younger; 26 per cent were 35 to 44; 32 per cent were 45 to 54; and 20 per cent were 55 and older.

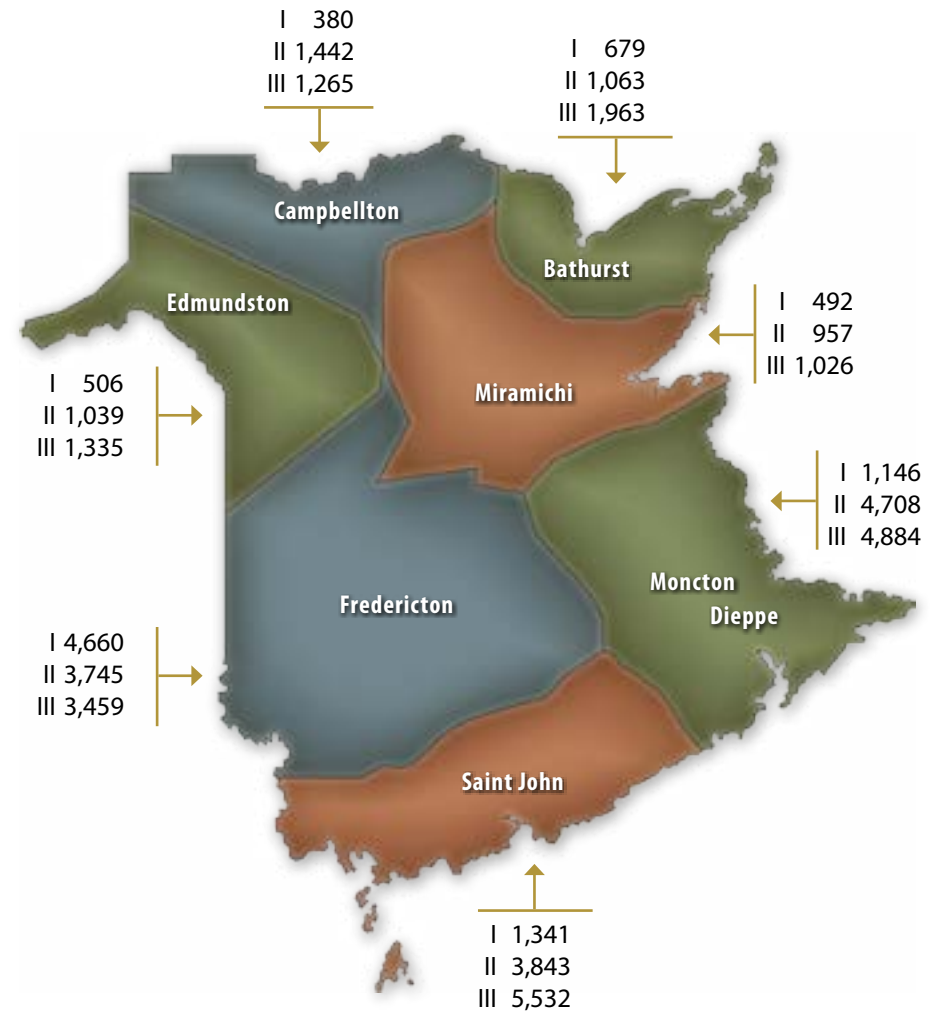
The age distribution of the workforce is an important aspect for the provincial government. The potential loss of leadership experience and specialized skills is being proactively addressed through succession planning and other initiatives to develop the future workforce.

| Dec. 31, 2014 |              |               |               |               |
|---------------|--------------|---------------|---------------|---------------|
| Age           | Part I       | Part II       | Part III      | Total         |
| < 35          | 1,675        | 3,553         | 4,995         | <b>10,223</b> |
| 35 - 44       | 2,174        | 4,770         | 4,768         | <b>11,712</b> |
| 45 - 54       | 3,039        | 5,241         | 6,125         | <b>14,405</b> |
| 55 +          | 2,316        | 3,233         | 3,576         | <b>9,125</b>  |
| <b>Total</b>  | <b>9,204</b> | <b>16,797</b> | <b>19,464</b> | <b>45,465</b> |



## Regional breakdown of permanent and temporary public service employees as of Dec. 31, 2014

This map shows the geographic distribution of the public service. While most government headquarters offices are in the Fredericton area, only 26 per cent of permanent and temporary employees work in the capital region, while 74 per cent are elsewhere in the province.



## Notes