

Government of New Brunswick Workforce Profile 2018

Finance and Treasury Board
Ernie L. Steeves
Minister



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As of December 31, 2018

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About this report

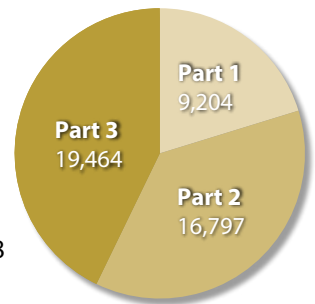
The *Government of New Brunswick Workforce Profile* provides statistical information about key characteristics of the provincial government’s workforce. The information is derived from the human resource/payroll systems for Parts 1, 2 and 3 of the Public Service.

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, 2018

There were 46,602 paid employees in Parts 1, 2 and 3 as of Dec. 31, 2018. Part 1 had 10,543 employees, representing 22 per cent of the workforce. Part 2 had 17,805 employees (38 per cent). Part 3 had 18,254 employees (40 per cent).



The following chart shows the number of Public Service employees from Dec. 31, 2014 to Dec. 31, 2018 for Parts 1, 2 and 3

Dec. 31, 2014 – Dec. 31, 2018					
	2014	2015*	2016	2017	2018
Part 1	9,204	10,066	9,957	10,171	10,543
Part 2	16,797	16,593	16,754	17,485	17,805
Part 3	19,464	18,809	18,742	18,852	18,254
Total	45,465	45,468	45,453	46,508	46,602

* In October 2015, the new centralized common services organization known as Service New Brunswick (SNB) became operational. It absorbed the functions of the former FacilicorpNB, which operated in Part 3. As a result, 910 former FacilicorpNB employees were moved from Part 3 to Part 1. This transfer explains the increased workforce in Part 1 in 2015 (the net increase was 862 because there were 48 fewer employees across the rest of Part 1). Although 910 employees were moved from Part 3 to Part 1, the net workforce decrease in Part 3 was 655 due to an increase of 255 employees across remaining operations

Permanent and temporary employees in the Public Service as of Dec. 31, 2018

Permanent employees are those individuals without a predetermined end date for their employment. There were 38,608 permanent employees in the New Brunswick Public Service as of Dec. 31, 2018.

Part 1 had 8,419 permanent employees, representing 22 per cent of the total workforce. Part 2 had 14,288 permanent employees (37 per cent). Part 3 had 15,901 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 7,994 temporary employees in the Public Service as of Dec. 31, 2018.

Permanent employees made up 83 per cent of the Public Service, while 17 per cent were temporary employees as of Dec. 31, 2018.

Dec. 31, 2014 – Dec. 31, 2018						
Employment type		2014	2015	2016	2017	2018
Permanent	Part 1	7,714	8,389	8,172	8,155	8,419
	Part 2	13,602	13,333	13,630	13,845	14,288
	Part 3	17,012	16,514	16,249	16,446	15,901
	Total permanent	38,328	38,236	38,051	38,446	38,608
Temporary	Part 1	1,490	1,677	1,785	2,016	2,124
	Part 2	3,195	3,260	3,124	3,640	3,517
	Part 3	2,452	2,295	2,493	2,406	2,353
	Total temporary	7,137	7,232	7,402	8,062	7,994
Total		45,465	45,468	45,453	46,508	46,602

Full-time and part-time employees in the Public Service as of Dec. 31, 2018

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 32,130 full-time employees and 14,472 part-time employees in the New Brunswick Public Service as of Dec. 31, 2018.

Overall, 69 per cent of the Public Service worked full-time and 31 per cent worked part-time as of Dec. 31, 2018.

Dec. 31, 2014 - Dec. 31, 2018						
Employment type		2014	2015	2016	2017	2018
Full-time	Part 1	8,079	8,756	8,650	8,739	8,982
	Part 2	10,689	10,370	10,429	10,550	11,094
	Part 3	12,844	12,305	12,228	12,418	12,054
	Total full-time	31,612	31,431	31,307	31,707	32,130
Part-time	Part 1	1,125	1,310	1,307	1,432	1,561
	Part 2	6,108	6,223	6,325	6,935	6,711
	Part 3	6,620	6,504	6,514	6,434	6,200
	Total part-time	13,853	14,037	14,146	14,801	14,472
Total		45,465	45,468	45,453	46,508	46,602

Non-bargaining and bargaining employees in the Public Service as of Dec. 31, 2018

There were 40,748 bargaining employees (employees covered by a collective agreement) and 5,854 non-bargaining employees as of Dec. 31, 2018.

Bargaining employees represented 87 per cent of the Public Service, while non-bargaining employees made up 13 per cent as of Dec. 31, 2018.

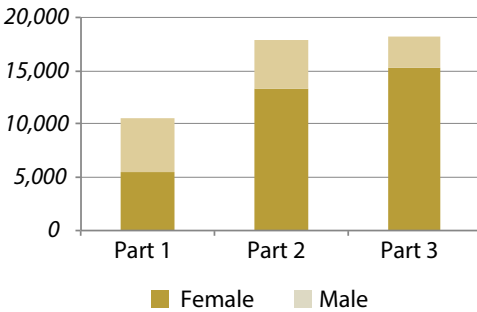
Dec. 31, 2014 - Dec. 31, 2018						
Employment type	2014	2015	2016	2017	2018	
Bargaining	Part 1	5,942	6,326	6,130	6,220	6,279
	Part 2	16,624	16,432	16,584	17,295	17,598
	Part 3	17,833	17,519	17,427	17,500	16,871
	Total barg.	40,399	40,277	40,141	41,015	40,748
Non-Bargaining	Part 1	3,262	3,740	3,827	3,951	4,264
	Part 2	173	161	170	190	207
	Part 3	1,631	1,290	1,315	1,352	1,383
	Total non-barg.	5,066	5,191	5,312	5,493	5,854
Total	45,465	45,468	45,453	46,508	46,602	

Gender distribution in the Public Service as of Dec. 31, 2018

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 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, 2018, 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, 2018				
Gender	Part 1	Part 2	Part 3	Total
Female	5,457	13,338	15,352	34,147
Male	5,086	4,467	2,902	12,455
Total	10,543	17,805	18,254	46,602

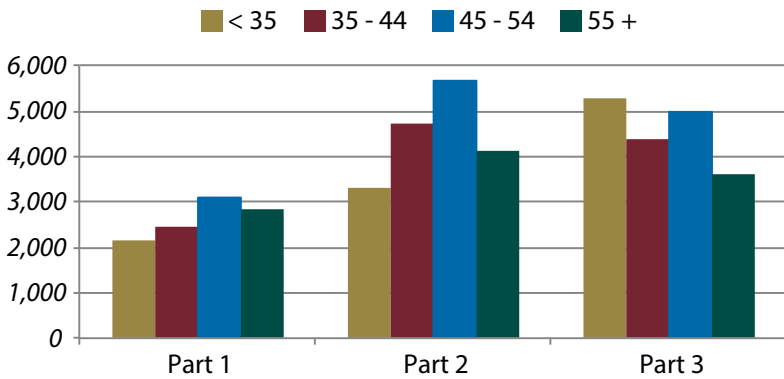


¹ Statistics Canada: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/demo31f-eng.htm>

Age distribution of public servants as of Dec. 31, 2018

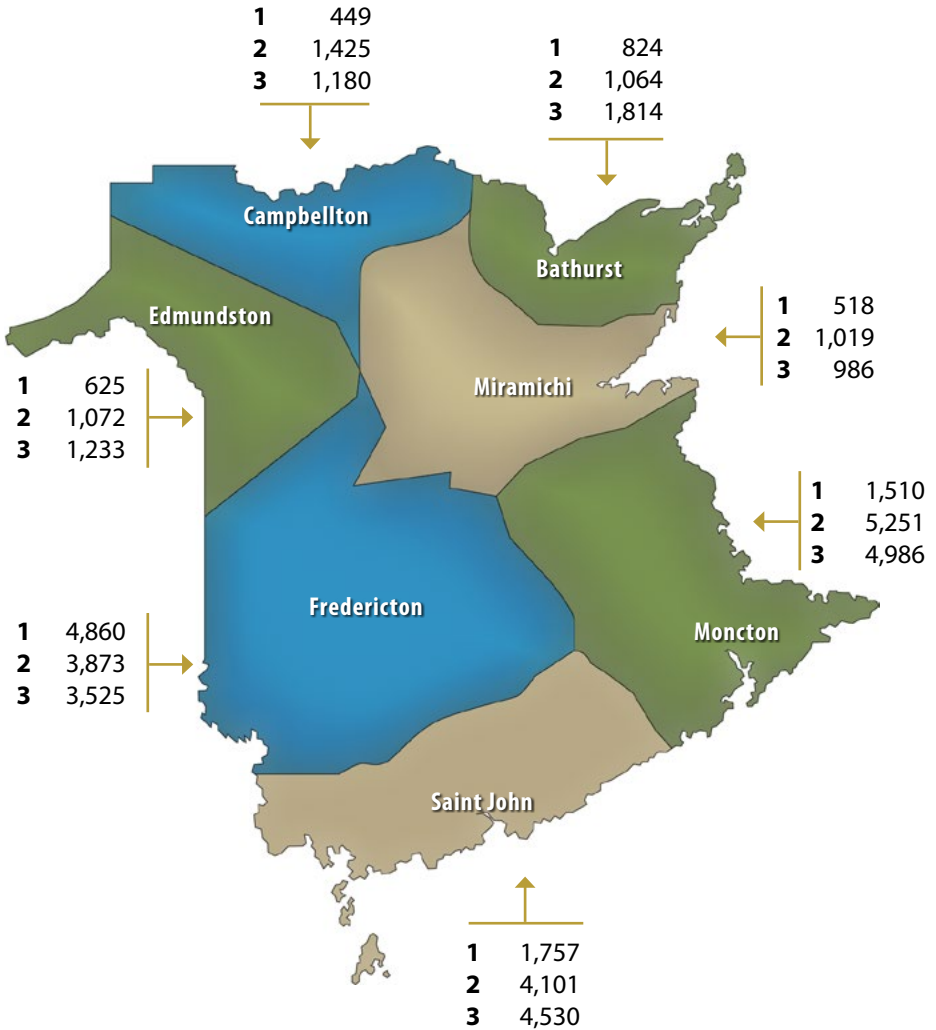
The age distribution of employees in the Public Service has remained stable during the last five years. As of Dec. 31, 2018, 23 per cent of employees were 34 years old and younger; 25 per cent were 35 to 44; 29 per cent were 45 to 54; and 23 per cent were 55 and older.

Dec. 31, 2018				
Age	Part 1	Part 2	Part 3	Total
< 35	2,165	3,318	5,268	10,751
35 - 44	2,443	4,705	4,371	11,519
45 - 54	3,097	5,647	4,990	13,734
55 +	2,838	4,135	3,625	10,598
Total	10,543	17,805	18,254	46,602



Regional breakdown of Public Service employees as of Dec. 31, 2018

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.



Notes