

Government of New Brunswick Workforce Profile

2017

Treasury Board
Ernie Steeves
President



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About this report

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

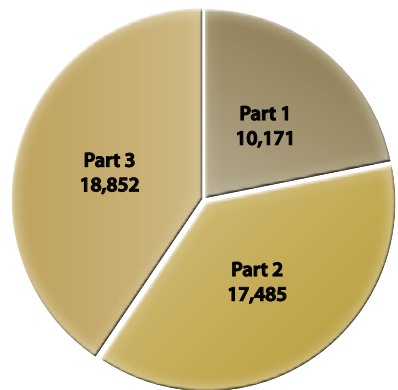
Part 1 includes line departments, also called the Civil Service. Part 2 comprises the public school system, including teachers, bus drivers and school district employees. Part 3 encompasses health-care employees.

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, 2017

There were 46,508 paid employees in Parts 1, 2 and 3 as of Dec. 31, 2017. Part 1 had 10,171 employees, representing 22 per cent of the workforce. Part 2 had 17,485 employees (38 per cent). Part 3 had 18,852 employees (40 per cent).

The following chart shows the number of public service employees from Dec. 31, 2013 to Dec. 31, 2017 for Parts 1, 2 and 3.



Dec. 31, 2013 – Dec. 31, 2017					
	2013	2014	2015*	2016	2017
Part 1	9,202	9,204	10,066	9,957	10,171
Part 2	16,833	16,797	16,593	16,754	17,485
Part 3	19,532	19,464	18,809	18,742	18,852
Total	45,567	45,465	45,468	45,453	46,508

* 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, 2017

Permanent employees are those individuals without a predetermined end date for their employment. There were 38,446 permanent employees in the New Brunswick Public Service as of Dec. 31, 2017.

Part 1 had 8,155 permanent employees, representing 18 per cent of the total workforce. Part 2 had 13,845 permanent employees (30 per cent). Part 3 had 16,446 employees (35 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 GNB 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 8,062 temporary employees in the Public Service as of Dec. 31, 2017.

Permanent employees made up 83 per cent of the public service, while 17 per cent were temporary employees as of Dec. 31, 2017.

Dec. 31, 2013 – Dec. 31, 2017						
Employment type		2013	2014	2015	2016	2017
Permanent	Part 1	7,766	7,714	7,585	8,172	8,155
	Part 2	13,576	13,602	13,333	13,630	13,845
	Part 3	17,169	17,012	17,318	16,249	16,446
	Total permanent	38,511	38,328	38,236	38,051	38,446
Temporary	Part 1	1,436	1,490	1,571	1,785	2,016
	Part 2	3,257	3,195	3,260	3,124	3,640
	Part 3	2,363	2,452	2,401	2,493	2,406
	Total temporary	7,056	7,137	7,232	7,402	8,062
Total		45,567	45,465	45,468	45,453	46,508

Full-time and part-time employees in the Public Service as of Dec. 31, 2017

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 31,707 full-time employees and 14,801 part-time employees in the New Brunswick Public Service as of Dec. 31, 2017.

Overall, 68 per cent of the public service worked full-time and 32 per cent worked part-time as of Dec. 31, 2017.

Dec. 31, 2013 – Dec. 31, 2017						
Employment type		2013	2014	2015	2016	2017
Full-time	Part 1	8,148	8,079	8,756	8,650	8,739
	Part 2	10,687	10,689	10,370	10,429	10,550
	Part 3	12,896	12,844	12,305	12,228	12,418
	Total full-time	31,731	31,612	31,431	31,307	31,707
Part-time	Part 1	1,054	1,125	1,310	1,307	1,432
	Part 2	6,146	6,108	6,223	6,325	6,935
	Part 3	6,636	6,620	6,504	6,514	6,434
	Total part-time	13,836	13,853	14,037	14,146	14,801
Total		45,567	45,465	45,468	45,453	46,508

Non-bargaining and bargaining employees in the Public Service as of Dec. 31, 2017

There were 41,015 bargaining employees (employees covered by a collective agreement) and 5,493 non-bargaining employees as of Dec. 31, 2017.

Bargaining employees represented 88 per cent of the Public Service, while non-bargaining employees made up 12 per cent as of Dec. 31, 2017.

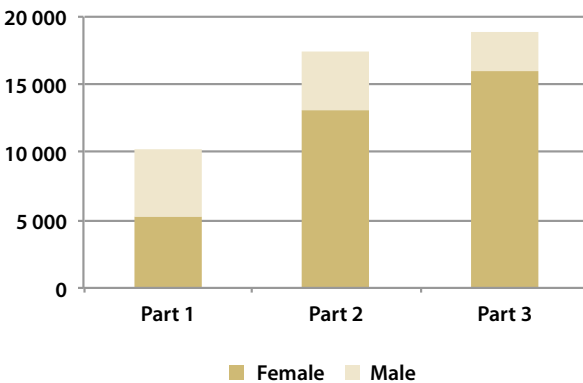
Dec. 31, 2013 – Dec. 31, 2017						
Employment type		2013	2014	2015	2016	2017
Bargaining	Part 1	6,087	5,942	6,327	6,130	6,220
	Part 2	16,431	16,624	16,432	16,584	17,295
	Part 3	17,885	17,833	17,519	17,427	17,500
	Total barg.	40,403	40,399	40,278	40,141	41,015
Non-Bargaining	Part 1	3,115	3,262	3,739	3,827	3,951
	Part 2	402	173	161	170	190
	Part 3	1,647	1,631	1,290	1,315	1,352
	Total non-barg.	5,164	5,066	5,190	5,312	5,493
Total		45,567	45,465	45,468	45,453	46,508

Gender distribution in the Public Service as of Dec. 31, 2017

New Brunswick's total population is 51 per cent female and 49 per cent male ¹. 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, 2017, for Parts 1, 2 and 3. The gender distribution for Part 1 is 51 per cent female and 49 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: 85 per cent female and 15 per cent male).

Dec. 31, 2017				
Gender	Part 1	Part 2	Part 3	Total
Female	5,236	13,054	15,962	34,252
Male	4,935	4,431	2,890	12,256
Total	10,171	17,485	18,852	46,508

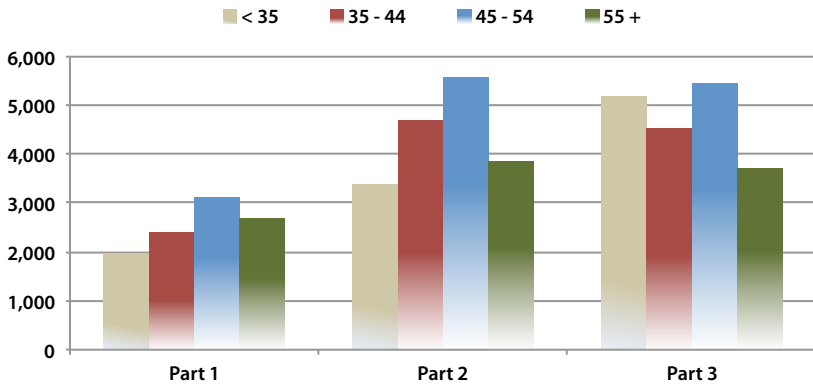


¹ Statistics Canada: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/demo31f-eng.htm>

Age distribution of public servants as of Dec. 31, 2017

The age distribution of employees in the Public Service has remained stable during the last five years. As of Dec. 31, 2017, 23 per cent of employees were 34 years old and younger; 25 per cent were 35 to 44; 30 per cent were 45 to 54; and 22 per cent were 55 and older.

Dec. 31, 2017				
Age	Part 1	Part 2	Part 3	Total
< 35	1,973	3,378	5,173	10,524
35 - 44	2,394	4,688	4,529	11,611
45 - 54	3,117	5,573	5,442	14,132
55 +	2,687	3,846	3,708	10,241
Total	10,171	17,485	18,852	46,508



Regional breakdown of Public Service employees as of Dec. 31, 2017

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.

