
Government of New Brunswick
Workforce Profile

2021

Finance and Treasury Board
Ernie L. Steeves
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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.

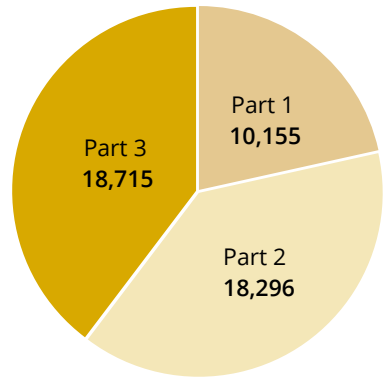
Part 1 includes line departments, also called the Civil Service. Part 2 comprises the public school system, including teachers, bus drivers and school district employees. Part 3 encompasses health-care employees.

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, 2021

There were 47,166 paid employees in Parts 1, 2 and 3 as of Dec. 31, 2021. Part 1 had 10,155 employees, representing 22 per cent of the workforce. Part 2 had 18,296 employees (39 per cent). Part 3 had 18,715 employees (40 per cent).

The following chart shows the number of public service employees from Dec. 31, 2017 to Dec. 31, 2021 for Parts 1, 2 and 3.



Dec. 31, 2017 - Dec. 31, 2021					
	2017	2018	2019	2020	2021
Part 1	10,171	10,543	10,292	10,316	10,155
Part 2	17,485	17,805	18,194	18,504	18,296
Part 3	18,852	18,254	18,373	18,489	18,715
Total	46,508	46,602	46,859	47,309	47,166

Permanent and temporary employees in the Public Service as of Dec. 31, 2021

Permanent employees are those individuals without a predetermined end date for their employment. There were 38,577 permanent employees in the New Brunswick Public Service as of Dec. 31, 2021.

Part 1 had 8,269 permanent employees, representing 22 per cent of the total workforce. Part 2 had 13,608 permanent employees (36 per cent). Part 3 had 15,743 employees (42 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 9,546 temporary employees in the Public Service as of Dec. 31, 2021.

Permanent employees made up 80 percent of the public service, while 20 per cent were temporary employees as of Dec. 31, 2021.

Dec. 31, 2017 -Dec. 31, 2021						
Employment Type		2017	2018	2019	2020	2021
Permanent	Part 1	8,155	8,419	8,339	8,343	8,269
	Part 2	13,845	14,288	14,445	14,794	*13,608
	Part 3	16,446	15,901	16,071	16,009	15,743
	Total permanent	38,446	38,608	38,855	39,146	37,620
Temporary	Part 1	2,016	2,124	1,953	1,973	1,886
	Part 2	3,640	3,517	3,749	3,710	*4,688
	Part 3	2,406	2,353	2,302	2,480	2,972
	Total temporary	8,062	7,994	8,004	8,163	9,546
Total		46,508	46,602	46,859	47,309	47,166

*In 2021 reporting, the number of "Contract D" teachers (long-term supply) were moved from the permanent to temporary category to better reflect the employment status of those workers.

Full-time and part-time employees in the Public Service as of Dec. 31, 2021

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 32,093 full-time employees and 15,073 part-time employees in the New Brunswick Public Service as of Dec. 31, 2021.

Overall, 68 per cent of the public service worked full-time and 32 per cent worked part-time as of Dec. 31, 2021.

Dec. 31, 2017 - Dec. 31, 2021						
Employment Type		2017	2018	2019	2020	2021
Full-time	Part 1	8,739	8,982	8,903	8,944	8,900
	Part 2	10,550	11,094	10,903	11,122	10,940
	Part 3	12,418	12,054	12,200	12,398	12,253
	Total full-time	31,707	32,130	32,006	32,464	32,093
Part-time	Part 1	1,432	1,561	1,389	1,372	1,255
	Part 2	6,935	6,711	7,291	7,382	7,356
	Part 3	6,434	6,200	6,173	6,091	6,462
	Total part-time	14,801	14,472	14,853	14,845	15,073
Total		46,508	46,602	46,859	47,309	47,166

Non-bargaining and bargaining employees in the Public Service as of Dec. 31, 2021

There were 41,974 bargaining employees (employees covered by a collective agreement) and 5,192 non-bargaining employees as of Dec. 31, 2021.

Bargaining employees represented 89 per cent of the Public Service, while non-bargaining employees made up 11 per cent as of Dec. 31, 2021.

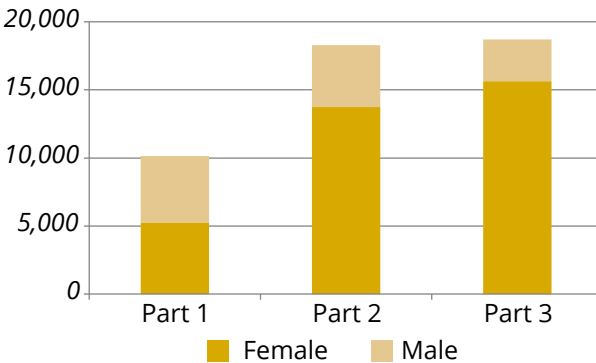
Dec. 31, 2017 -Dec. 31, 2021						
Employment Type		2017	2018	2019	2020	2021
Bargaining	Part 1	6,220	6,279	6,123	6,120	6,730
	Part 2	17,295	17,598	17,970	18,278	18,053
	Part 3	17,500	16,871	16,954	17,014	17,191
	Total barg.	41,015	40,748	41,047	41,412	41,974
Non-Bargaining	Part 1	3,951	4,264	4,169	4,196	3,425
	Part 2	190	207	224	226	243
	Part 3	1,352	1,383	1,419	1,475	1,524
	Total non-barg.	5,493	5,854	5,812	5,897	5,192
Total		46,508	46,602	46,859	47,309	47,166

Gender distribution in the Public Service as of Dec. 31, 2021

New Brunswick's total population is 50 per cent female and 50 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, 2021, for Parts 1, 2 and 3. The gender distribution for Part 1 is 52 per cent female and 48 per cent male¹. 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, 2021				
Gender	Part 1	Part 2	Part 3	Total
Female	5,259	13,742	15,640	34,641
Male	4,896	4,554	3,075	12,525
Total	10,155	18,296	18,715	47,166

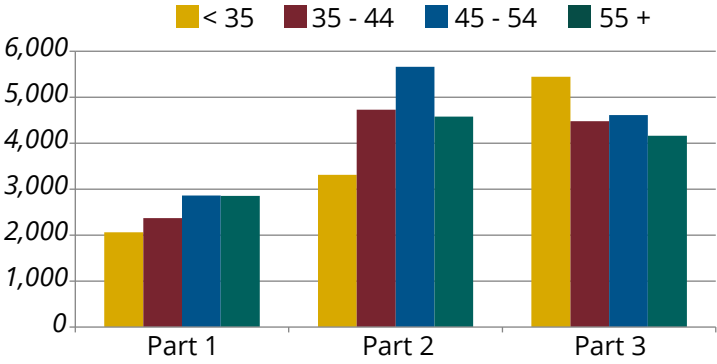


¹Statistics Canada: Table 17-10-0005-01 Population estimates on July 1st, by age and sex

Age distribution of public servants as of Dec. 31, 2021

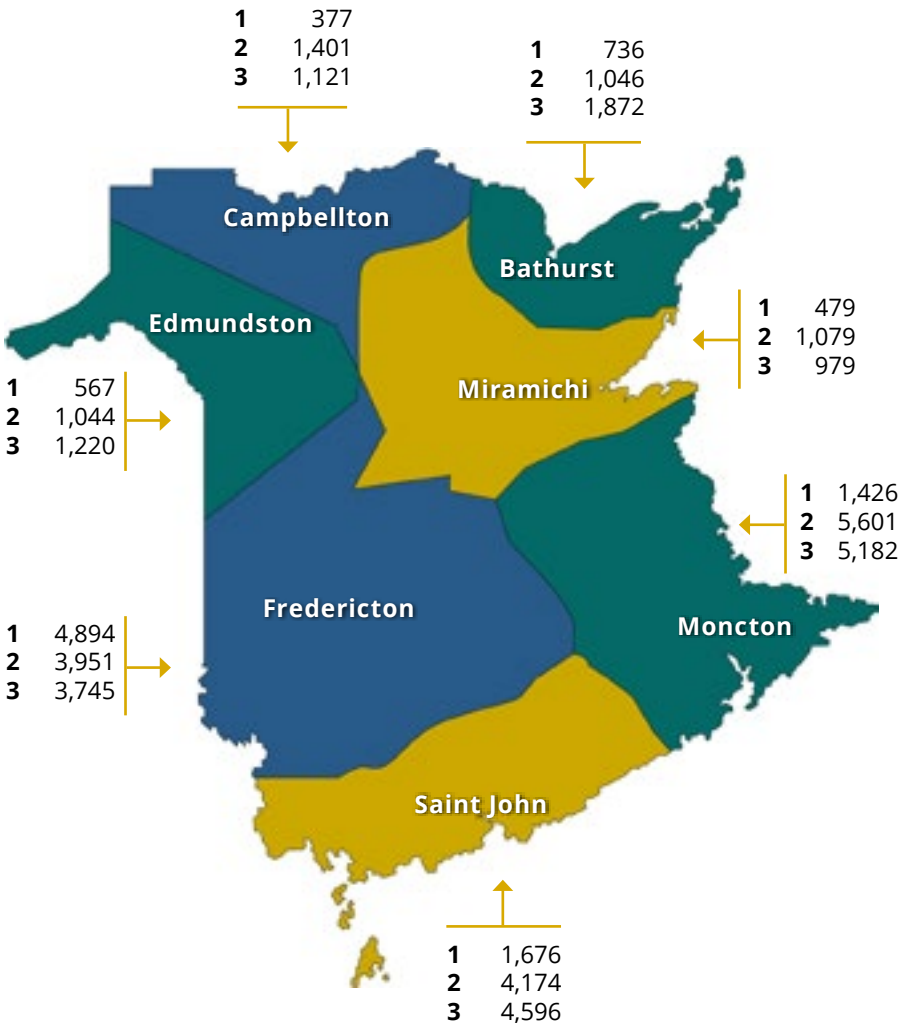
The age distribution of employees in the Public Service has remained stable during the last five years. As of Dec. 31, 2021, 23 per cent of employees were 34 years old and younger; 25 per cent were 35 to 44; 28 per cent were 45 to 54; and 25 per cent were 55 and older.

Dec. 31, 2021				
Age	Part 1	Part 2	Part 3	Total
< 35	2,065	3,311	5,448	10,824
35 - 44	2,372	4,731	4,482	11,585
45 - 54	2,864	5,669	4,617	13,150
55 +	2,854	4,585	4,168	11,607
Total	10,155	18,296	18,715	47,166



Regional breakdown of Public Service employees as of Dec. 31, 2021

The accompanying map shows the geographic distribution of the Public Service. While most government department head offices are in the Fredericton area, only 27 per cent of permanent and temporary employees work in the capital region, while 73 per cent work elsewhere in the province.



Notes