

## Jersey Labour Market at December 2011

Statistics Unit: [www.gov.je/statistics](http://www.gov.je/statistics)

This report presents information on employment in Jersey at the end of December 2011, bringing together the results of the private sector<sup>1</sup> Manpower Survey and the public sector manpower figures compiled by the States of Jersey.

### Summary

The principal features of the Jersey Labour Market for calendar year 2011 were:

- **total employment was up almost 1% on calendar year 2010;**
- **total employment was at the highest level for at least 15 years;**
- private sector employment was up almost 1% on 2010 and at the highest level for at least 15 years;
- the number of **full-time** employees in the private sector was the lowest for 5 years; in contrast, the number of **part-time** employees was the highest for at least 15 years;

### At December 2011:

- **total employment was 53,790**, representing an **increase of 260** on an annual basis;
- the **private sector saw an increase in employment of 320** compared with December 2010, whilst the **public sector recorded a decrease of 50**;
- the increase in private sector employment was driven by the **service industries<sup>2</sup>** (up by 400 on an annual basis);
- the **Finance** sector recorded an **annual increase of 80 employees** on December 2010, despite a **decrease of 60 employees** during the latter half of 2011;
  - employment within the **Banking** sub-sector was:
    - down 110 in the latest six-month period, from June to December 2011;
    - down by 40 on an annual basis;
    - at the lowest level recorded by the sub-sector since at least 1998;
  - employment within the **Administrative** and **Legal** sub-sectors saw increases of 70 and 60, respectively, on an annual basis;
- almost half of all businesses were **single person undertakings**; the number of such undertakings was **up by 220** compared with December 2010;
- the total number of **vacancies for full-time positions** in the private sector was the lowest for at least 12 years.

<sup>1</sup> The Manpower Survey is analysed by the Statistics Unit on behalf of the Economic Development Department (Note 1).

<sup>2</sup> The private sector service industries comprise the SIC sectors "Miscellaneous business activities" and "Education, Health and other services" and are predominantly businesses servicing other businesses and businesses servicing private households.

## Total Employment

In December 2011, total employment (full-time and part-time) was 53,790. This total is the highest December figure recorded for at least 15 years (since comprehensive manpower figures have been compiled) and represents an increase of 260 on an annual basis, compared with December 2010.

The private sector, including States Trading Committees (Note 2) and single-person enterprises, employed 47,070 people, an increase of 320 on an annual basis (see Table 1).

In comparison, the public sector headcount in December 2011 was 6,730, a decrease of 50 on an annual basis.

**Table 1: Employment (headcount) in the private and public sectors<sup>3</sup>.**

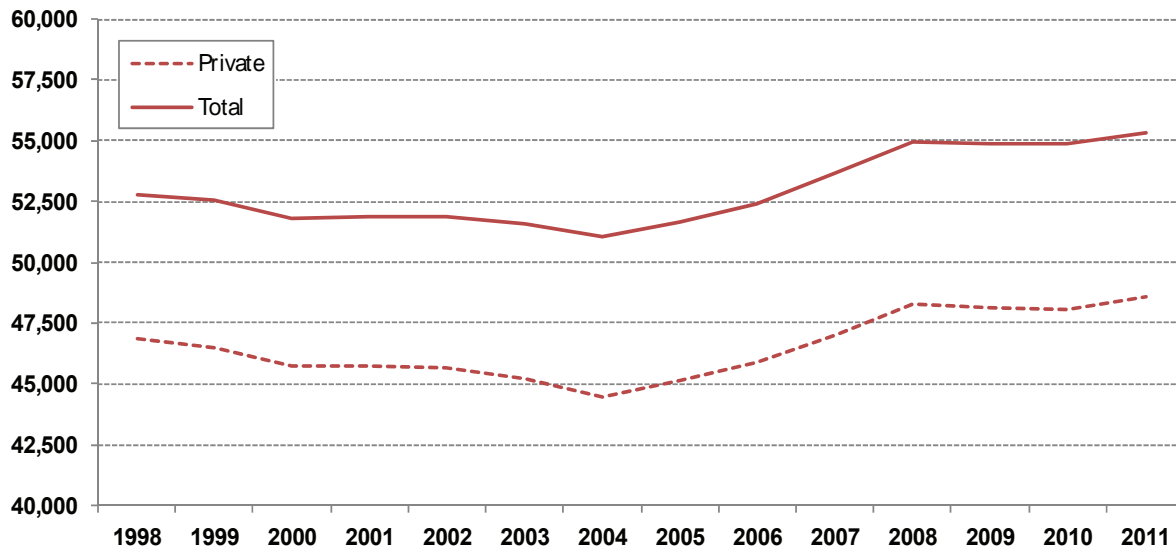
		Private	Public	Total
<b>1998</b>	Jun	49,480	5,970	<b>55,450</b>
	Dec	44,640	5,970	<b>50,610</b>
<b>1999</b>	Jun	48,770	6,170	<b>54,940</b>
	Dec	43,610	6,010	<b>49,620</b>
<b>2000</b>	Jun	47,760	6,110	<b>53,870</b>
	Dec	43,810	5,990	<b>49,810</b>
<b>2001</b>	Jun	47,560	6,200	<b>53,760</b>
	Dec	43,960	6,120	<b>50,090</b>
<b>2002</b>	Jun	47,390	6,250	<b>53,640</b>
	Dec	43,960	6,310	<b>50,270</b>
<b>2003</b>	Jun	46,790	6,440	<b>53,230</b>
	Dec	43,210	6,410	<b>49,620</b>
<b>2004</b>	Jun	45,830	6,590	<b>52,420</b>
	Dec	43,130	6,510	<b>49,640</b>
<b>2005</b>	Jun	46,760	6,530	<b>53,280</b>
	Dec	43,850	6,430	<b>50,280</b>
<b>2006</b>	Jun	47,380	6,540	<b>53,910</b>
	Dec	45,000	6,560	<b>51,570</b>
<b>2007</b>	Jun	48,380	6,730	<b>55,110</b>
	Dec	46,360	6,630	<b>52,980</b>
<b>2008</b>	Jun	49,880	6,730	<b>56,610</b>
	Dec	46,910	6,650	<b>53,560</b>
<b>2009</b>	Jun	49,440	6,750	<b>56,190</b>
	Dec	46,780	6,790	<b>53,570</b>
<b>2010</b>	Jun	49,310	6,840	<b>56,150</b>
	Dec	46,750	6,780	<b>53,530</b>
<b>2011</b>	Jun	50,240	6,740	<b>56,980</b>
	Dec	47,070	6,730	<b>53,790</b>

Numbers are rounded independently to the nearest 10.

<sup>3</sup> The headcount figures for the public sector do not include interim employees.

Figure 1 shows total employment in Jersey, and that in the private sector, on a calendar year basis for the period 1998 to 2011<sup>4</sup>.

**Figure 1 – Total and private sector headcount (calendar year average)**

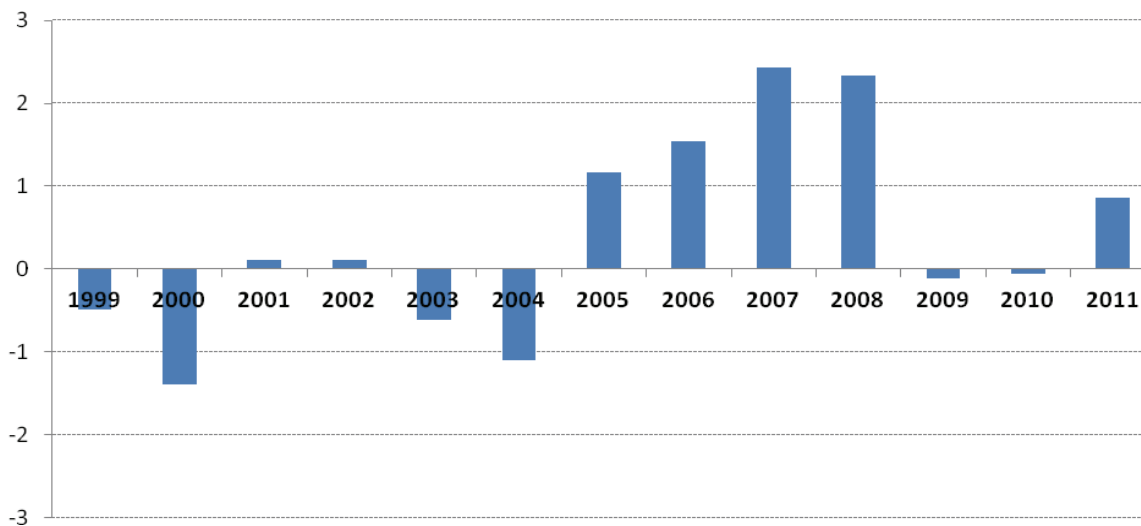


As Figure 1 shows, total and private sector employment in Jersey saw strong growth from 2005 to 2008, before seeing a period of relative stability for three years, from 2008 to 2010.

Calendar year 2011 saw increases in both total and private sector employment compared with 2010. Total employment and private sector employment in 2011 were at the highest levels recorded in Jersey for at least 15 years.

The annual percentage changes in total employment during the period 1998-2011 are shown in Figure 2.

**Figure 2 – Annual percentage change in total employment**



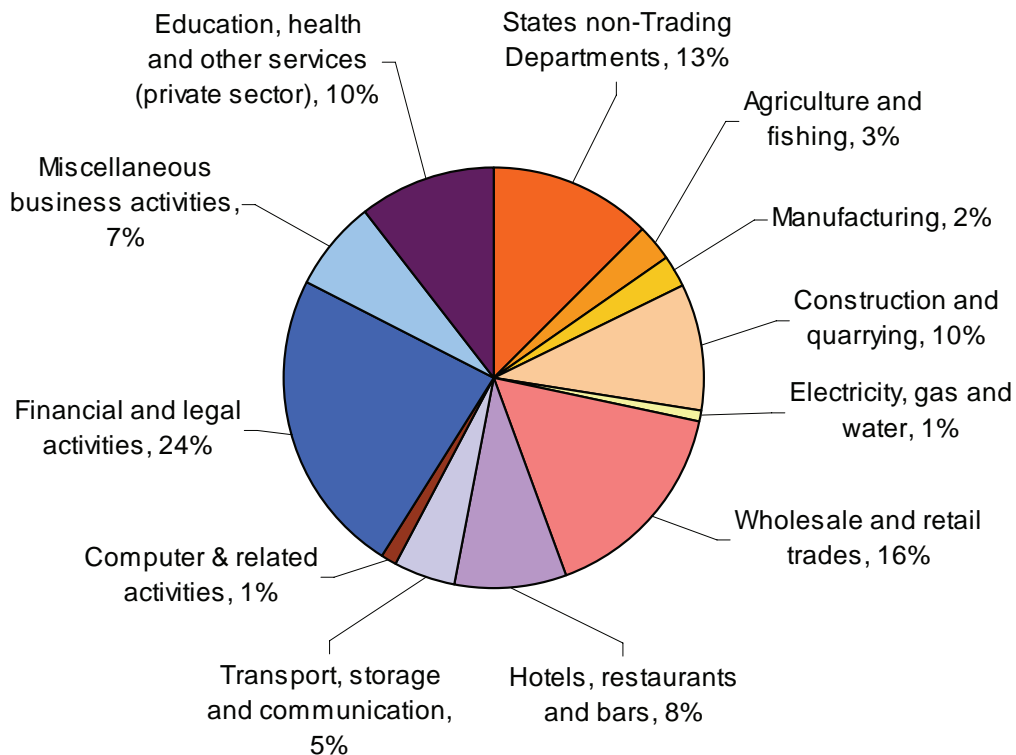
Annual growth rates in total employment of more than 1% per annum were recorded in 2005 and 2006 and of more than 2% per annum in 2007 and 2008. The subsequent two-year period, 2009-2010, saw marginal declines in total employment of around 0.1% per annum. The latest year, 2011, recorded an increase of almost 1% in total employment compared with 2010.

<sup>4</sup> The calendar year figures for total and private sector employment have been calculated using a weighted average of the figures from three time periods: for calendar year n the weighting is : December(n-1); June (n); December (n) = 1:2:1.

## Sectoral Breakdown

Figure 3 shows the sectoral breakdown of employment at December 2011:

**Figure 3 – Employment (headcount) by sector, December 2011**



In December of 2011:

- almost a quarter (24%) of all employees were employed in the Finance sector (12,760);
- a sixth (16%) were employed in Wholesale and retail (8,680);
- the public sector (excluding current and former States Trading Committees) accounted for around one in eight (13%) of Jersey's labour force.

## Private sector

There were 6,600 active employers in Jersey in December 2011, an increase of 240 on the number in December 2010; and representing the highest December total for at least 15 years. Almost half (48%) of these companies were single-person undertakings.

The number of people employed in the private sector in Jersey in December 2011 was 47,070, comprising 37,730 full-time and 9,340 part-time employees.

Total employment in the private sector in December 2011 was up by 320 on an annual basis. This net increase was comprised of a decrease of 50 full-time staff and an increase of 370 part-time staff. These opposite movements were driven by the Wholesale and retail sector which recorded a decrease of 220 full-time staff and an increase of 200 part-time staff.

The total number of full-time staff employed in the private sector in December 2011 was the lowest for five years, since December 2006. In contrast, the total number of part-time staff employed in the private sector in December 2011 was the highest recorded for at least 15 years.

The overall net increase in private sector employment on an annual basis (December 2011 compared with December 2010) was driven by the private sector service industries (see footnote 2 on page 1) which together recorded an increase of 400 staff.

Other notable increases in employment, on an annual basis, were observed by the Finance and Computing sectors, up by 80 and 50, respectively, compared with December 2010.

Although growth in employment was recorded by the Finance sector on an annual basis, this sector saw a decrease of 60 employees during the last six months of 2011 (see Table 2 and Figure 4), driven by a fall of 80 part-time staff.

**Table 2: Employment in the Financial services sub-sectors: June 2005 to June 2011.**

	<b>Banking</b>	<b>Trust &amp; Co. Admin. and Fund Mgt</b>	<b>Legal</b>	<b>Accountancy</b>	<b>Other<sup>5</sup></b>	<b>Total</b>
<b>Jun-05</b>	5,570	2,470	2,150	790	900	<b>11,860</b>
<b>Dec-05</b>	5,460	2,560	2,250	810	900	<b>11,970</b>
<b>Jun-06</b>	5,390	2,830	2,300	780	880	<b>12,180</b>
<b>Dec-06</b>	5,810	2,520	2,320	800	920	<b>12,370</b>
<b>Jun-07</b>	5,840	2,670	2,390	830	940	<b>12,660</b>
<b>Dec-07</b>	6,100	2,790	2,500	870	840	<b>13,100</b>
<b>Jun-08</b>	6,060	2,850	2,560	880	870	<b>13,220</b>
<b>Dec-08</b>	6,050	2,880	2,580	980	950	<b>13,430</b>
<b>Jun-09</b>	5,900	2,950	2,490	940	950	<b>13,250</b>
<b>Dec-09</b>	5,600	2,870	2,490	970	960	<b>12,880</b>
<b>Jun-10</b>	5,470	3,320 <sup>6</sup>	2,040 <sup>6</sup>	990	950	<b>12,770</b>
<b>Dec-10</b>	5,310	3,350	2,070	960	980	<b>12,680</b>
<b>Jun-11</b>	5,380	3,410	2,110	970	960	<b>12,820</b>
<b>Dec-11</b>	5,270	3,420	2,130	970	950	<b>12,760</b>

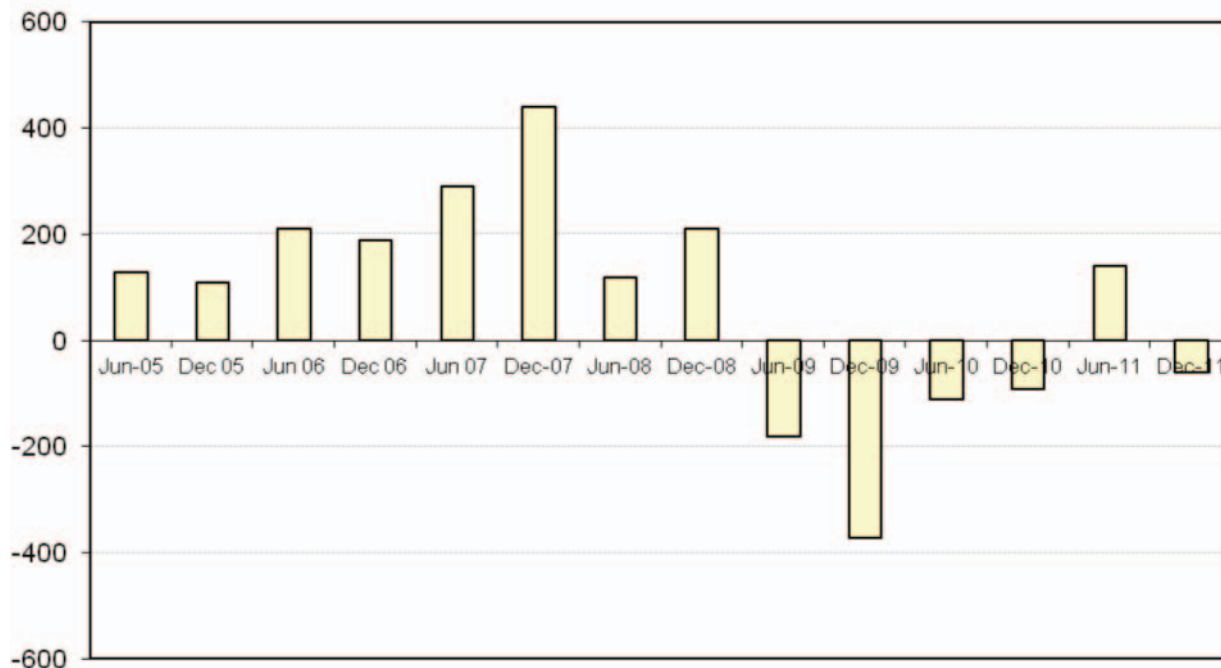
As can from Table 2, total employment in Jersey's Finance sector has been substantially flat for the last two years. However, the latest figure for total employment in the sector (12,760) is 670 below the peak recorded three years earlier, in December 2008.

<sup>6</sup> The increase apparent in Table 2 for Trust & Co. Admin and Fund management between December 2009 and June 2010 was predominantly due to the reclassification of companies previously in the Legal sub-sector; the latter sub-sector thus recorded a complementary decrease in employment between these two points in time.

This decrease in employment in the Finance sector during the last three years has been driven by the Banking sub-sector, which has seen total employment fall by around 800 from the levels recorded in 2007 and 2008. In December 2011 the total number of staff employed in Banking was 5,270, the lowest recorded since at least 1998.

The latest small annual increase in employment (of 80) recorded by the sector can be largely attributed to the Administrative and Legal sub-sectors which saw increases of 70 and 60, respectively, on an annual basis.

**Figure 4 – Six-month changes in Finance sector employment, 2005-2011**



In December 2011, the Construction sector recorded a decline of 100 employees compared with a year earlier, when employment in the sector recorded its highest December figure for at least 15 years.

Smaller annual falls in employment were recorded by Transport, storage and communication (down by 50), Agriculture (down by 40), and by the Manufacturing, Utilities and Wholesale and retail sectors (each down by 10-20).

Within the Wholesale and retail sector, 700 people were employed in fulfilment activities in December 2011, a decline of 180 compared with a year earlier and the lowest December figure recorded since 2004.

Employment in single-person businesses

Some 3,140 single-person undertakings were recorded in December 2011, representing an increase of 220 on an annual basis and of 100 in the last six months of 2011.

Notable annual increases in the number of single-person undertakings were recorded by: Education, health and other services (up by 70); Construction (40); Miscellaneous business activities (40); and Wholesale and retail (30).

## Residential qualifications

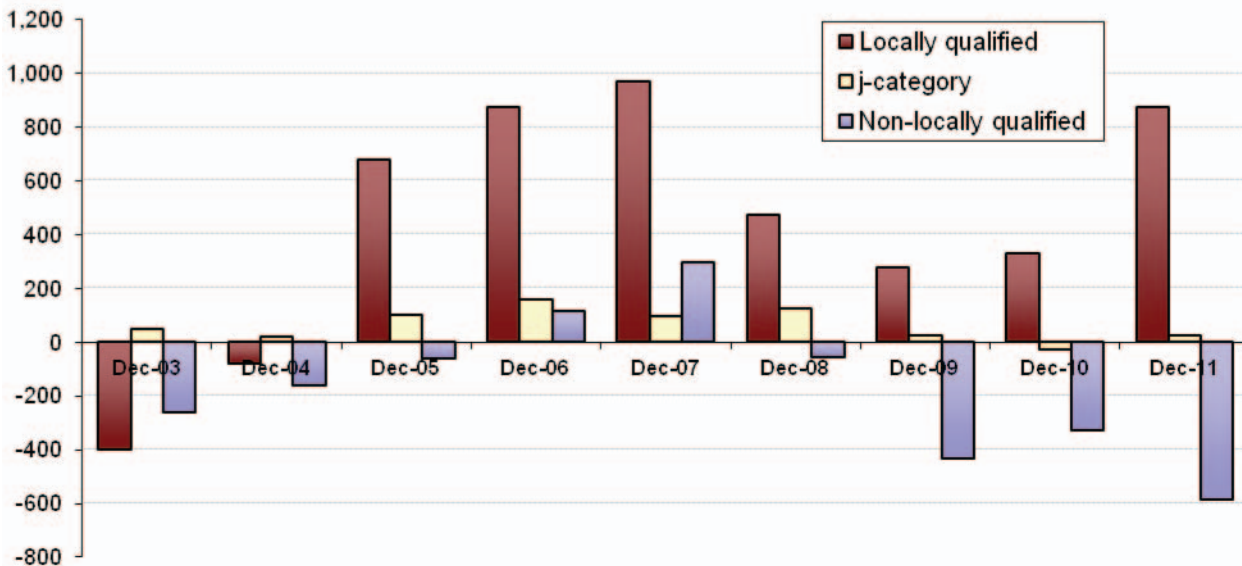
Of the 53,790 people employed in Jersey in December 2011:

- 86% were locally qualified<sup>7</sup>;
- 3% were j-category;
- 10% were not locally qualified.

The number of locally qualified staff in the private sector at the end of December 2011 was 40,390; an increase of 870 compared with December 2010 (see Figure 5), and representing the highest December number of such staff for at least ten years.

In contrast, the number of non-locally qualified staff employed in the private sector in December 2011 was 580 lower than that recorded a year earlier, and represented the lowest number of such staff for at least ten years.

**Figure 5 - Annual change in private sector employment by residential qualification**



*It should be pointed out that such changes in the numbers of locally qualified and non-locally qualified staff will include the effect of non-locally qualified staff becoming locally qualified through completing five years continuous residency in Jersey.*

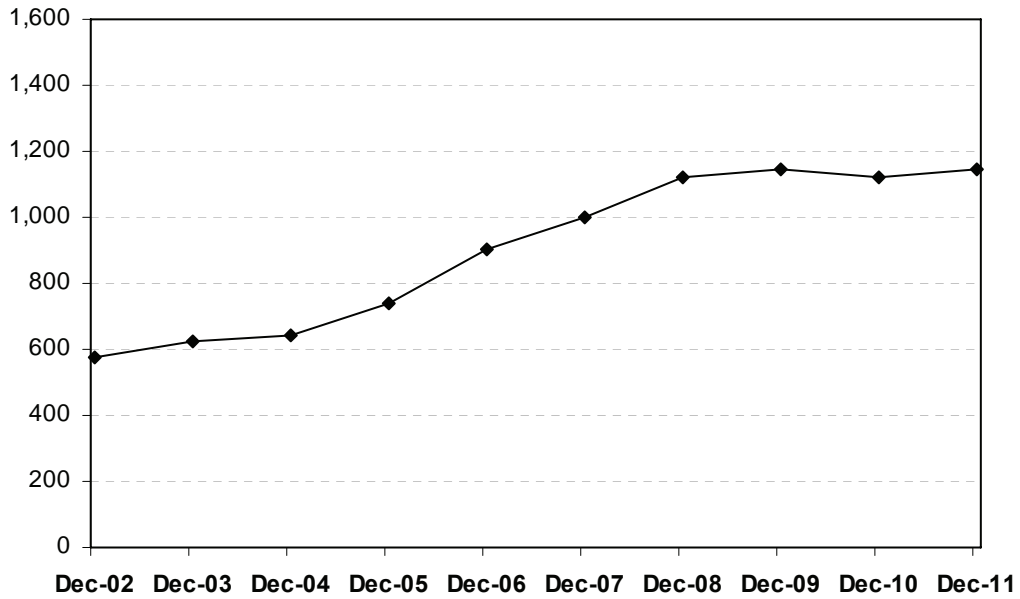
Figure 6 shows that the number of j-category employees in the private sector has been essentially stable for the last three years. Following a marginal decrease in 2010, the number of j-category employees in the private sector in December 2011 (1,150) was at a similar level to that seen in 2009.

The number of j-category employees in the private sector in December 2011 was almost double the number recorded nine years previously in December 2002.

The number of j-category staff in the public sector in December 2011 was 550; a marginal decrease (of 10) compared with six months previously (June 2011).

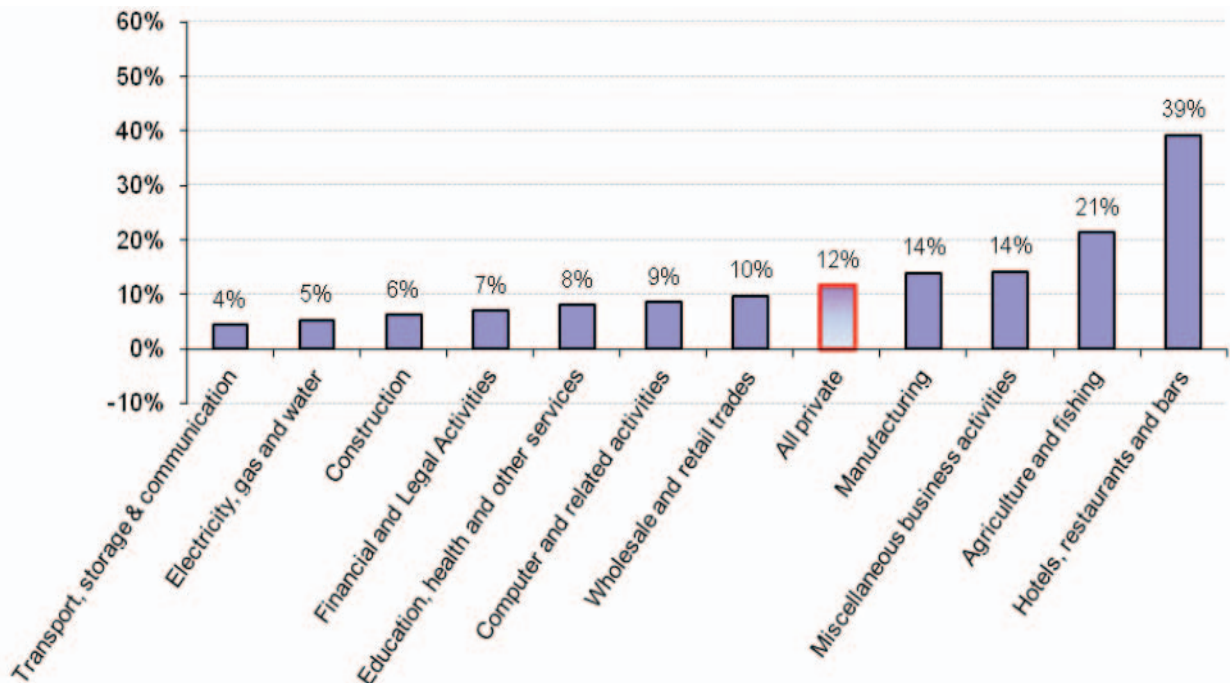
<sup>7</sup> As defined by the Regulation of Undertakings and Development (Jersey) Law, 1973 as amended.

**Figure 6 – Private sector j-category employees, 2002-2011**



As can be seen from Figure 7, the highest proportions of non-locally qualified (i.e. excluding j-category employees) were in Hotels, restaurants & bars (39%) and Agriculture (21%). In contrast, Transport, storage and communication had the lowest proportion of non-qualified staff (4%).

**Figure 7 – Percentage of non-qualified employees by private sector, Dec 2011**





## Employment by nationality

Utilising data from the Social Security Department (SSD) it is possible to get an insight into the make up of Jersey's workforce by nationality<sup>8</sup>. However, in interpreting these data it is important to understand some key points:

- the nationality data compiled by SSD is based on contributions paid on behalf of contributors (employees only, excluding the self-employed);
- the number of contributions from unique contributors will differ from the number employed primarily because the Social Security data refer to contributions paid *over the entire month*, whilst the employment data is a point in time estimate at either 30 June or 31 December each year. As a result of this timing difference it is not possible to undertake a direct comparison of social security contributions and numbers in employment<sup>9</sup>.
- nationality recorded by SSD is self-reported and historically has not been a key variable for social security purposes. As a result it is not currently possible to separate Jersey and United Kingdom nationals. These two groups are the largest two nationalities working in Jersey.

Bearing in mind these caveats, during December 2011:

- around 70% of contributors were from Jersey/UK nationals;
- a total of 3,160 unique contributors (7% of the total) were paid from or on behalf of nationals from A8 countries<sup>10</sup>, a decrease of 120 compared with December 2010;
- almost 90% of the contributions for/by A8 nationals were for/by Polish nationals;
- the number of unique contributions for/by Portuguese nationals was 5,790, an increase of 200 on an annual basis.

For the reasons given above, the actual numbers of people in work at a given point in time will be lower than the figures based on the number of unique contributors.

## Unemployment

On a seasonally adjusted basis, the number of people registered as unemployed and actively seeking work (ASW) in Jersey increased by 230 during the last six months of 2011 (from June to December 2011) and by 320 on an annual basis between December 2010 and December 2011.

The non-seasonally adjusted ASW total in December 2011 was 1,540.

Figure 8 shows the total number of people registered as ASW at the end of each month from January 2009 to December 2011, and also more recent figures for January and February 2012<sup>11</sup>. The most recent data show that in February 2012 the total number of people registered as unemployed and actively seeking work, on a seasonally adjusted basis, had increased to the highest level yet recorded, having seen ongoing monthly increases since August 2011.

*In interpreting these unemployment figures, it should be noted that there is no legal requirement for all unemployed residents in Jersey to register as actively seeking work with the Social Security Department. Therefore, the number of people registered as unemployed should be regarded as an indicator rather than a measure of the actual level of unemployment in the Island.*

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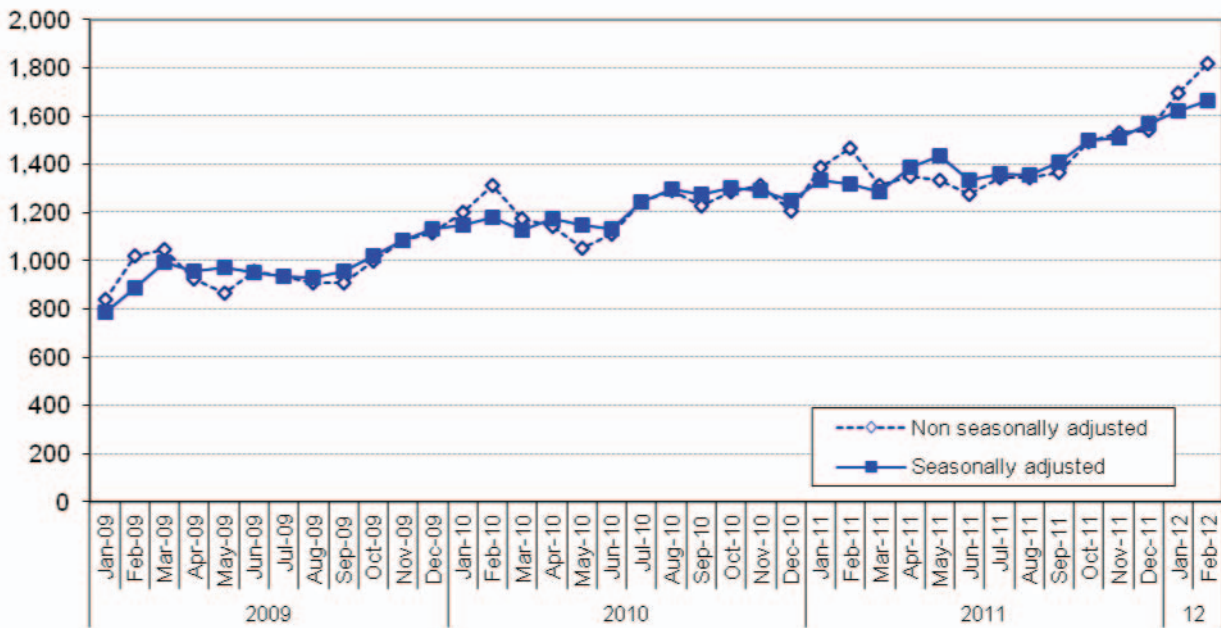
<sup>8</sup> Under the Social Security (Jersey) Law 1974 one of the pieces of information held against everyone's unique registration number is their nationality.

<sup>9</sup> Both sources count people with more than one job (with different undertakings) as multiples.

<sup>10</sup> The eight countries which joined ("gained accession to") the European Union in May 2004 were: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

<sup>11</sup> See Registered Unemployment – February 2012; States Of Jersey Statistics Unit, published 26<sup>th</sup> March 2011.

**Figure 8 - Total number of individuals registered as ASW, January 2009 – February 2012**



International comparisons

At the end of 2011, in the UK, there were 29.1 million people employed and almost 1.6 million people claiming Jobseeker’s Allowance (the Claimant Count, not seasonally adjusted). In comparison, in Jersey there were 1,540 persons registered as unemployed in December 2011 and 53,790 people employed. People *registered* as unemployed therefore constituted 2.9% of total employment in Jersey in December 2011 compared with about 5.5% in the UK<sup>12</sup>.

The internationally comparable ILO unemployment rate (see Note 4) for Jersey was 4.7% in March 2011, as measured by the Jersey Census; this rate corresponded to 2,570 people being unemployed in Jersey at that point in time. In comparison the ILO unemployment rate for the UK was 7.7% in the first quarter of 2011 and had risen to 8.4% in the fourth quarter of 2011.

In Guernsey in December 2011 there were 32,180 people in employment and 510 people claiming unemployment or jobseeker benefits; such unemployed people amounted to 1.6% of total employment in Guernsey.

With regards to the size of the Finance sector, there were 6,850 people employed in the Finance sector in Guernsey in December 2011, representing 21% of the total number of people employed and a similar proportion to that seen in Jersey (24%).

**Vacancies**

The total number of vacancies (full- and part-time) in the private sector in December 2011 was 1,980, a reduction of 40 on the figure recorded for December 2010.

The number of vacancies for full-time positions in the private sector in December 2011 (1,580) was the lowest for at least 12 years.

<sup>12</sup> Figures for the UK are from the Office for National Statistics: Labour Market Statistics, February 2012.

## Notes

1. The Manpower Survey is a census of some 6,600 undertakings, which employ a total of more than 47,000 staff (December 2011) including more than 9,000 part-time staff (who may have more than one job). Prior to December 2001, the Survey was conducted quarterly; from June 2002 the survey has taken place at six-monthly intervals.
2. The “private sector” includes States Trading Committees (former and current), the Jersey Financial Services Commission, the Family Nursing and Home Care Service and the Jersey Competition Regulatory Authority. These bodies, which are subject to the Regulation of Undertakings and Development Law, accounted for a total of 1,250 staff at December 2011.
3. The definition of “locally qualified” as applied under the *Regulation of Undertakings and Development (Jersey) Law, 1973 as amended* includes all persons in the following categories:
  - i) residentially qualified persons falling within any of the Housing Regulations, excluding Regulation (l) and Regulation (m);
  - ii) persons resident for the whole of the past consecutive 5 years;
  - iii) the spouses of (i) or (ii) above;
  - iv) the children under 18 years (or if students under 25 years) of those in (i), (ii) or (iii) above.

The analysis in this report further divides the locally qualified between j-category and the remainder.

The residential status of staff in the private sector was recorded for the first time by the December 2001 Manpower Survey. Each undertaking reported the numbers of locally qualified and non-locally qualified employees; full-time employees with j-category housing qualifications were recorded separately from other locally qualified staff.

4. The International Labour Organisation (ILO) definition of unemployment includes all adults (aged 16 and over) who are not working but are looking for or waiting to take up a job.
5. The historic numbers for the private sector presented in the appendices show some minor differences from those presented in previous Manpower Survey reports; these arise from revisions to staffing levels reported by a small number of undertakings.
6. The public sector employment figures from December 2007 onwards have been determined using the Human Resources Information System. (HRIS). The resulting headcount figure from HRIS counts employees working in more than one post within the States of Jersey only once; previously such employees were counted as multiples. Headcount figures for the public sector prior to December 2007 (shown in Table 1) have not been revised on this basis and as such represent upper bounds in terms of the HRIS reporting methodology.
7. Further information about the Manpower Survey is available from the States of Jersey Statistics Unit, telephone 440425, and about the States of Jersey Manpower Report from the Treasury and Human Resources Department. Enquiries about the Regulation of Undertakings and Development Law should be addressed to the Population Office, telephone 448930.

*Statistics Unit*

*28<sup>th</sup> March 2012*



## Appendix 2-Vacancies

(all businesses, including one-person businesses)

	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11
<b>Full-time staff</b>										
Agriculture and Fishing	40	60	60	40	30	40	50	40	40	70
Manufacturing	70	100	70	50	60	120	120	120	120	120
Construction and Quarrying	310	330	270	230	220	250	240	240	220	210
Electricity, Gas and Water	20	20	20	10	10	20	10	10	20	10
Wholesale and Retail Trades	370	370	370	330	350	320	360	330	340	270
Hotels, Restaurants & Bars	260	270	260	230	200	210	210	200	260	180
Transport, Storage & Communication	100	80	80	60	50	40	50	60	50	50
Computer and related activities	40	30	30	40	30	20	30	20	30	30
Financial and Legal Activities	810	820	720	490	380	370	440	460	490	420
Miscellaneous Business Activities	130	120	160	110	120	130	110	120	110	110
Education, Health and Other Services	150	170	170	150	150	160	120	110	130	140
<b>Total full-time staff</b>	<b>2,290</b>	<b>2,380</b>	<b>2,210</b>	<b>1,730</b>	<b>1,590</b>	<b>1,670</b>	<b>1,730</b>	<b>1,700</b>	<b>1,800</b>	<b>1,580</b>

	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11
<b>Part-time staff</b>										
Agriculture and Fishing	+	10	10	+	10	+	10	50	10	10
Manufacturing	10	30	20	+	10	10	10	10	10	10
Construction and Quarrying	10	20	10	10	20	20	10	10	10	10
Electricity, Gas and Water	+	+	10	+	+	+	+	+	+	+
Wholesale and Retail Trades	100	80	80	80	80	80	80	50	100	90
Hotels, Restaurants & Bars	50	120	140	100	60	80	110	60	160	80
Transport, Storage & Communication	10	20	20	10	10	10	10	10	10	10
Computer and related activities	+	+	+	10	10	10	+	+	+	10
Financial and Legal Activities	30	30	30	20	20	20	20	20	10	20
Miscellaneous Business Activities	90	70	60	70	50	40	40	30	60	60
Education, Health and Other Services	90	110	110	110	90	70	80	80	70	110
<b>Total part-time staff</b>	<b>400</b>	<b>480</b>	<b>480</b>	<b>410</b>	<b>360</b>	<b>350</b>	<b>370</b>	<b>320</b>	<b>430</b>	<b>400</b>

	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11
<b>All staff</b>										
Agriculture and Fishing	40	70	60	40	40	50	60	90	50	80
Manufacturing	80	130	80	50	70	130	130	130	130	130
Construction and Quarrying	320	350	280	250	240	260	250	240	230	210
Electricity, Gas and Water	20	20	20	10	10	20	10	10	20	10
Wholesale and Retail Trades	470	450	440	410	420	400	430	380	430	350
Hotels, Restaurants & Bars	300	390	400	330	260	290	310	260	420	260
Transport, Storage & Communication	110	100	100	70	60	60	60	70	50	60
Computer and related activities	50	40	40	50	40	30	30	30	30	30
Financial and Legal Activities	840	850	760	500	400	390	460	470	500	440
Miscellaneous Business Activities	210	190	230	180	180	170	150	160	170	170
Education, Health and Other Services	250	280	280	260	240	230	210	190	200	250
<b>Total staff</b>	<b>2,690</b>	<b>2,860</b>	<b>2,690</b>	<b>2,140</b>	<b>1,950</b>	<b>2,020</b>	<b>2,100</b>	<b>2,020</b>	<b>2,230</b>	<b>1,980</b>

	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11
	2	4	4	3	2	3	3	3	3	5
	5	8	5	4	5	11	11	11	11	11
	6	7	5	5	4	5	5	5	4	4
	4	4	4	2	2	4	2	2	4	2
	6	5	6	5	5	5	6	5	5	4
	5	7	5	6	4	6	4	6	5	5
	4	3	3	3	2	2	2	3	2	2
	10	7	7	9	7	4	7	4	6	6
	7	7	6	4	3	3	4	4	4	4
	8	7	8	6	6	7	5	6	5	5
	5	5	5	4	4	5	3	3	4	4
	6	6	5	5	4	4	4	4	5	4

	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11
	+	6	1	+	4	+	3	22	2	5
	3	11	6	-	5	6	5	6	5	5
	4	7	3	3	7	6	3	3	3	3
	+	+	33	+	+	+	+	+	+	+
	5	4	4	4	4	4	4	2	4	4
	5	13	14	9	5	8	9	6	12	8
	3	6	5	3	3	3	2	3	2	2
	+	+	+	13	10	11	+	+	+	9
	3	3	3	2	2	2	2	2	1	2
	6	5	4	4	3	2	3	2	4	4
	5	7	6	6	5	4	4	4	3	5
	5	6	5	5	4	4	4	4	4	4

	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11
	2	4	3	3	2	3	3	6	2	5
	5	9	5	4	5	10	10	10	10	10
	6	7	5	5	5	5	5	5	4	4
	4	4	4	2	2	4	2	2	4	2
	6	5	5	5	5	5	5	4	5	4
	5	8	7	7	4	6	5	6	7	6
	4	4	4	3	2	2	2	3	2	2
	10	8	7	9	7	6	6	6	5	5
	7	6	6	4	3	3	4	4	4	3
	7	6	7	5	5	5	4	4	5	5
	5	6	5	5	4	4	4	4	4	4
	6	6	5	5	4	4	4	4	4	4

Note: + means a non-zero number less than 5.

### Appendix 3 - Residential Qualifications (see Note 4 for definitions)

(all businesses, including one-person businesses)

	Dec-09				Jun-10				Dec-10				Jun-11				Dec-11			
	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total
<b>Full-time staff</b>																				
Agriculture and Fishing	950	+	390	1,340	980	+	920	1,900	930	0	370	1,300	1,030	0	530	1,570	970	10	310	1,280
Manufacturing	970	20	110	1,100	990	20	120	1,120	980	20	140	1,140	960	20	140	1,120	960	10	130	1,110
Construction and Quarrying	4,420	40	480	4,940	4,610	50	460	5,110	4,520	50	390	4,950	4,670	40	350	5,070	4,500	40	320	4,860
Electricity, Gas and Water	440	+	30	480	440	+	30	470	450	0	30	480	440	10	30	470	440	10	30	470
Wholesale and Retail Trades	5,480	60	980	6,520	5,490	60	870	6,420	5,650	50	940	6,640	5,750	60	870	6,670	5,650	60	710	6,420
Hotels, Restaurants & Bars	1,870	30	1,630	3,530	2,150	30	2,610	4,790	2,020	30	1,470	3,520	2,250	30	2,530	4,810	2,000	30	1,520	3,540
Transport, Storage & Communication	2,180	50	110	2,340	2,150	50	150	2,340	2,100	50	120	2,270	2,090	50	120	2,260	2,020	60	110	2,190
Computer and related activities	400	10	40	450	390	10	40	440	410	10	40	460	420	10	50	490	420	20	50	490
Financial and Legal Activities	9,890	760	1,110	11,760	9,900	750	1,020	11,680	9,870	720	1,000	11,590	9,960	750	960	11,670	10,070	750	870	11,690
Miscellaneous Business Activities	1,780	40	150	1,970	1,860	40	160	2,070	1,810	50	110	1,970	1,930	60	140	2,120	1,960	60	130	2,160
Education, Health and Other Services	2,950	140	390	3,480	3,000	140	400	3,550	2,940	140	360	3,440	3,050	120	440	3,610	3,060	120	350	3,530
<b>Total full-time staff</b>	<b>31,340</b>	<b>1,150</b>	<b>5,420</b>	<b>37,910</b>	<b>31,960</b>	<b>1,160</b>	<b>6,770</b>	<b>39,900</b>	<b>31,680</b>	<b>1,120</b>	<b>4,980</b>	<b>37,780</b>	<b>32,560</b>	<b>1,150</b>	<b>6,150</b>	<b>39,860</b>	<b>32,060</b>	<b>1,150</b>	<b>4,520</b>	<b>37,730</b>
<b>Part-time staff</b>																				
Agriculture and Fishing	180		+	180	250		90	340	200		30	230	240		390	630	200		10	210
Manufacturing	150		30	180	170		50	220	150		30	180	170		30	200	150		50	200
Construction and Quarrying	320		+	320	330		+	340	330		10	350	350		10	350	340		10	350
Electricity, Gas and Water	30		+	40	30		+	30	30		0	40	30		0	40	30		+	30
Wholesale and Retail Trades	2,020		170	2,200	1,940		180	2,120	1,900		160	2,050	2,140		150	2,290	2,120		130	2,250
Hotels, Restaurants & Bars	660		320	980	790		470	1,250	650		370	1,030	880		460	1,340	750		280	1,020
Transport, Storage & Communication	350		+	350	420		+	420	370		0	380	480		10	490	410		+	410
Computer and related activities	90		+	90	100		+	100	80		0	90	110		0	110	110		+	110
Financial and Legal Activities	1,100		20	1,120	1,070		20	1,100	1,060		20	1,080	1,130		20	1,150	1,050		20	1,070
Miscellaneous Business Activities	1,220		400	1,620	1,180		410	1,600	1,180		430	1,610	1,220		420	1,640	1,190		400	1,590
Education, Health and Other Services	1,720		80	1,800	1,810		100	1,910	1,880		80	1,950	2,040		90	2,130	1,990		100	2,100
<b>Total part-time staff</b>	<b>7,840</b>		<b>1,030</b>	<b>8,870</b>	<b>8,090</b>		<b>1,330</b>	<b>9,420</b>	<b>7,840</b>		<b>1,140</b>	<b>8,970</b>	<b>8,710</b>		<b>1,600</b>	<b>10,380</b>	<b>8,330</b>		<b>1,010</b>	<b>9,340</b>
<b>All staff</b>																				
Agriculture and Fishing	1,130	+	390	1,520	1,220	+	1,020	2,240	1,130	0	400	1,530	1,270	0	920	2,200	1,170	10	320	1,490
Manufacturing	1,130	20	140	1,280	1,160	20	170	1,350	1,130	20	180	1,320	1,140	20	170	1,330	1,110	10	180	1,300
Construction and Quarrying	4,740	40	480	5,270	4,940	50	460	5,450	4,850	50	400	5,300	5,020	40	360	5,420	4,850	40	320	5,200
Electricity, Gas and Water	470	+	30	510	470	+	40	510	480	0	40	520	480	10	30	510	470	10	30	510
Wholesale and Retail Trades	7,510	60	1,160	8,720	7,430	60	1,040	8,540	7,550	50	1,090	8,690	7,890	60	1,020	8,970	7,770	60	850	8,680
Hotels, Restaurants & Bars	2,530	30	1,950	4,510	2,940	30	3,070	6,040	2,680	30	1,840	4,550	3,130	30	2,980	6,150	2,740	30	1,790	4,560
Transport, Storage & Communication	2,530	50	110	2,690	2,570	50	150	2,770	2,480	50	120	2,650	2,560	50	130	2,750	2,430	60	110	2,600
Computer and related activities	490	10	40	540	490	10	40	540	490	10	40	550	530	10	50	590	530	20	50	600
Financial and Legal Activities	11,000	760	1,120	12,880	10,970	750	1,040	12,770	10,930	720	1,020	12,680	11,090	750	980	12,820	11,120	750	900	12,760
Miscellaneous Business Activities	3,000	40	550	3,590	3,050	40	570	3,660	2,980	50	550	3,580	3,150	60	560	3,760	3,150	60	530	3,740
Education, Health and Other Services	4,670	140	470	5,270	4,810	140	500	5,450	4,810	140	440	5,390	5,090	120	530	5,740	5,060	120	450	5,630
<b>Total staff</b>	<b>39,190</b>	<b>1,150</b>	<b>6,440</b>	<b>46,780</b>	<b>40,040</b>	<b>1,160</b>	<b>8,100</b>	<b>49,310</b>	<b>39,520</b>	<b>1,120</b>	<b>6,110</b>	<b>46,750</b>	<b>41,340</b>	<b>1,150</b>	<b>7,740</b>	<b>50,240</b>	<b>40,390</b>	<b>1,150</b>	<b>5,530</b>	<b>47,070</b>

Notes: j-category employees are employed on a full-time basis only;  
+ means a non-zero number less than 5.