

Jersey Labour Market at June 2012

Statistics Unit: www.gov.je/statistics

This report presents information on employment in Jersey at the end of June 2012, bringing together the results of the private sector¹ Manpower Survey and the public sector manpower figures compiled by the States of Jersey.

Summary

The principal features of the Jersey Labour Market at June 2012 were:

- **total employment (56,380)** was 530 lower than in June 2011, which had recorded the highest level of employment in Jersey for at least 15 years;
- the fall of almost 1% in total employment compared with June 2011 has resulted in a return to the essentially flat level of total employment recorded between 2008 and 2010;
- the **private sector** saw a decrease of 560 staff compared with June 2011, whilst the **public sector** recorded an increase of 30 staff;
- the net decline in private sector employment comprised a decrease of 740 **full-time** employees and an increase of 180 **part-time** employees;
- **part-time employment** in the private sector was at both its highest level and greatest proportion for at least 15 years;
- nearly half of all employers were **single person undertakings**, representing an increase of 220 compared with June 2011;
- the number of **vacancies** in the private sector was 300 lower than in June 2011 and was the lowest for at least 13 years.

At a sectoral level:

- employment in **Wholesale and retail** was down by 550 compared with June 2011;
- the decline in Wholesale and retail was driven by the **fulfilment** sub-sector, which recorded falls of 340 staff on an annual basis, including 250 staff in the first six months of 2012;
- the **Construction** sector recorded a fall of 320 employees on an annual basis;
- employment in the **Finance** sector decreased by 230 on an annual basis and was more than 800 lower than in 2008;
- the falls in Finance sector employment were driven by the **Banking** sub-sector, which in June 2012 saw employment:
 - down by 230 on an annual basis;
 - almost 1,000 lower than in 2008;
 - at its lowest level since at least 1998;
- in contrast, the **private sector service industries**² were up by 470 staff on an annual basis.

¹ The Manpower Survey is analysed by the Statistics Unit on behalf of the Population Office.

² 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

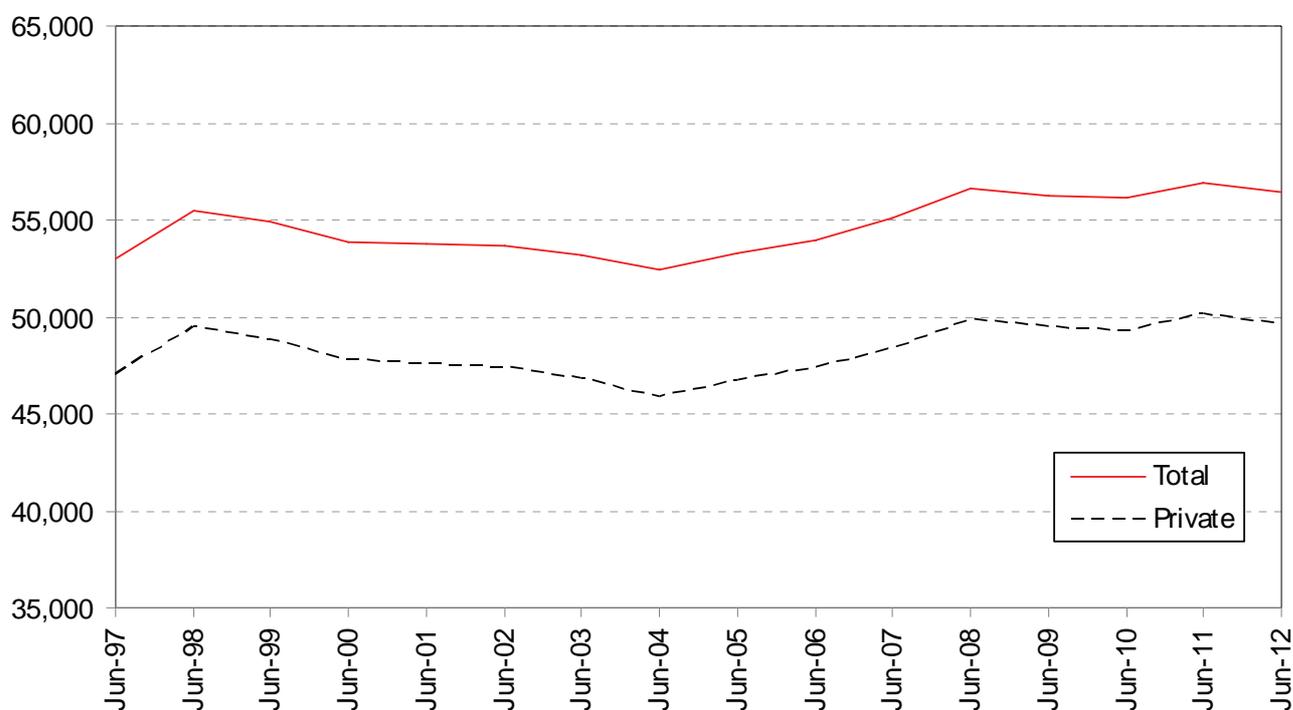
Total Employment

In June 2012, total employment in the private and public sectors (full-time and part-time staff) was 56,380; some 530 lower than that recorded a year earlier in June 2011 (when employment was at the highest level recorded for at least 15 years) but was 230 higher than in June 2010 (see Appendix Table A1).

The total and private sector headcount in June of each year from 1998 to 2012 is shown in Figure 1. The latest annual fall in total employment was driven by the private sector which recorded a decline of 560 staff. In June 2012, the headcount in the private sector (including States Trading Committees - see Note 2 - and single-person enterprises) was 49,610.

In contrast, the public sector recorded an increase of 30 employees on an annual basis; the public sector headcount in June 2012 was 6,770.

Figure 1 – Total and private sector headcount: June of each year, 1997-2012



As can be seen from Figure 1, total employment in Jersey has been relatively flat during the last four years, from June 2008 to June 2012, compared with the previous periods of decline seen from 1998 to 2004 and of strong growth from 2004 to 2008.

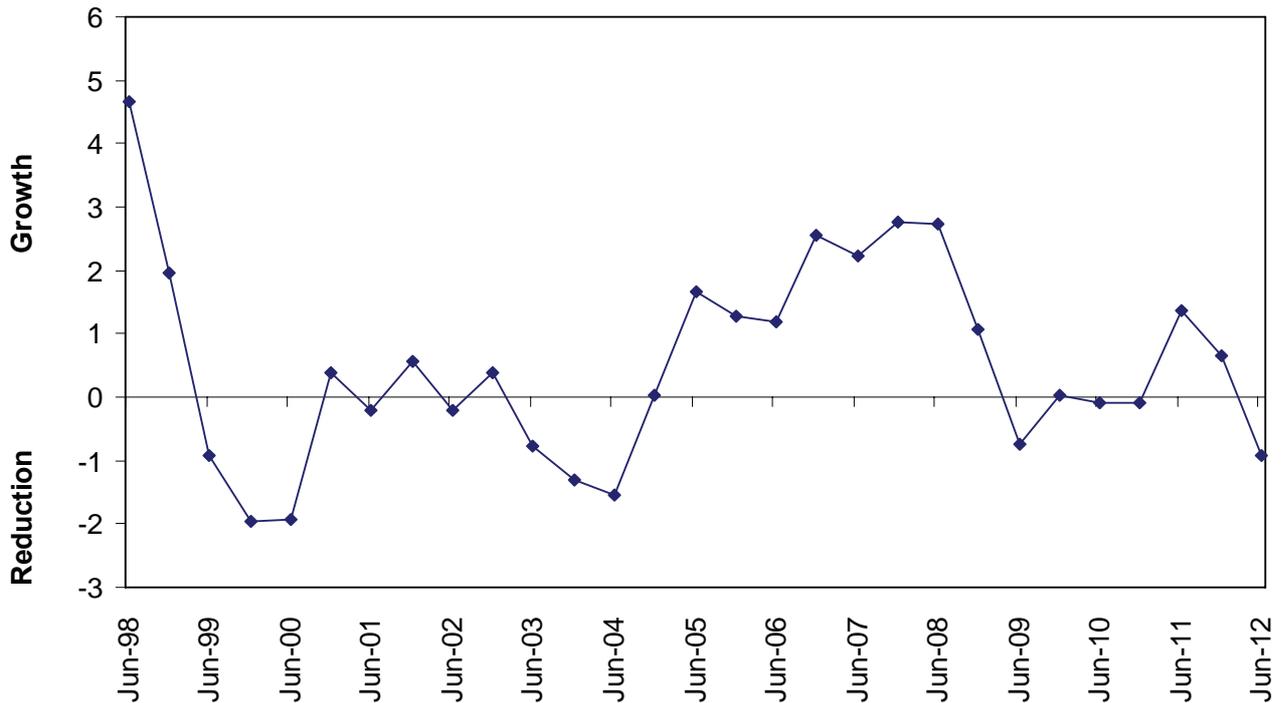
In June 2012 total employment was at a similar level to the mean June figure recorded from 2008 to 2010.

On a six-monthly basis, it is apparent from Appendix Table A1 that employment in Jersey exhibits considerable seasonal variation, with differences of around 2,500 to 3,000 between the June and December figures in recent years. In the last six-month period, from December 2011 to June 2012, total employment in Jersey increased by 2,500.

The underlying behaviour, removing seasonal variations is shown in Appendix Figure A1 and reinforces the interpretation that total employment in Jersey has been substantially flat since 2008.

The annual percentage changes in total employment during the period 1998-2012 are shown on a six-monthly basis in Figure 2.

Figure 2 – Annual percentage changes in total employment; 1998 - 2012



It is apparent from Figure 2 that the three-year period from 2005 to 2008 recorded growth in total employment of between 1% and 3% per annum. The subsequent three-year period from 2008 to 2010 saw an essentially flat level of total employment, whilst 2011 saw small annual growth (on a headcount basis) of around 1%.

The latest annual change in total employment was a decline of almost 1% over the twelve months to June 2012. Although representing the largest fall on an annual basis since 2004, in both absolute and percentage terms, the total employment figure for June 2012 constitutes a return to the level recorded in each June between 2008 and 2010.

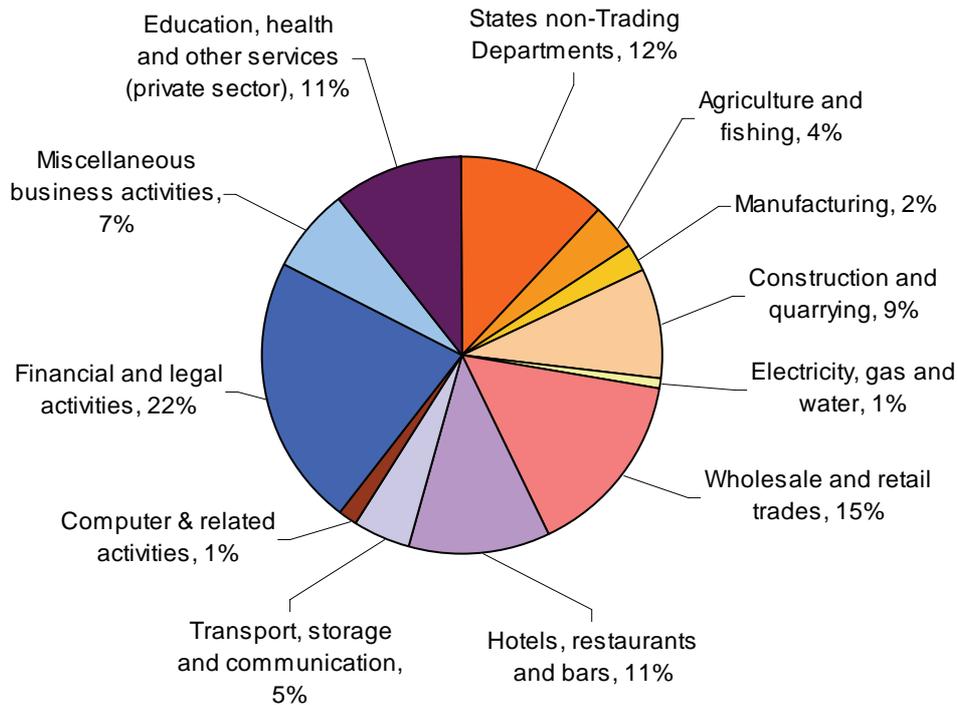
Sectoral Breakdown

In June 2012, on a headcount basis:

- more than a fifth (22%) of all employees were employed in the Finance sector (12,590);
- almost a sixth (15%) were employed in Wholesale and retail (8,420);
- more than a tenth (11%) were employed in Hotels, restaurants and bars (6,320);
- the public sector (excluding current and former States Trading Committees) accounted for around one in eight (12%) of Jersey’s labour force.

Figure 3 shows the sectoral breakdown of employment in June 2012.

Figure 3 – Employment (headcount) by sector, June 2012



Private sector

Overall: full-time and part-time employees

In June 2012, the number of people employed in Jersey's private sector was 49,610, made up of 39,130 full-time and 10,480 part-time employees.

The total figure represents a net decrease of 560 employees compared with June 2011, comprising a decrease of 740 full-time staff and an increase of 180 part-time employees.

In June 2012, the number of full-time staff employed in Jersey's private sector fell to the lowest June figure for six years, since June 2006. In contrast, the total number of part-time staff employed in the private sector was at the highest level recorded for at least 15 years.

The proportion of private sector employment accounted for by part-time staff has increased in recent years: during the period from 2000 to 2007 part-time employees represented around a sixth (18%) of total private sector headcount; this proportion has since increased and in June 2012 part-time employees accounted for more than a fifth (21%) of the total private sector headcount.

Sectoral

The overall net fall in private sector employment over the twelve months to June 2012 was driven by decreases within Wholesale and retail (down by 550 employees on an annual basis), Construction (down 320) and Finance (down 230).

The fall recorded by Wholesale and retail was predominantly due to decreased employment in the retail sub-sector (down by 530 on an annual basis) and particularly in the area of fulfilment, which saw a fall of 340 staff on an annual basis, including a fall of 250 in the first six months of 2012. Total employment in the fulfilment industry in June 2012 was 450 employees, a figure less than half of that recorded in June 2009, and representing a reduction of 570 staff over the last three years.

In contrast, the private sector services industries (see footnote 2 on page 1) saw considerable growth in employment, up by 470 employees during the twelve months to June 2012.

The levels of employment since June 2005 in the sub-sectors which comprise Jersey's Finance industry are shown in Table 1.

Table 1 - Employment in the Finance sub-sectors: June 2005 to June 2012.

	Banking	Trust & Co. Admin. and Fund Mgt	Legal	Accountancy	Other³	Total
Jun-05	5,570	2,470	2,150	790	900	11,860
Dec-05	5,460	2,560	2,250	810	900	11,970
Jun-06	5,390	2,830	2,300	780	880	12,180
Dec-06	5,810	2,520	2,320	800	920	12,370
Jun-07	5,840	2,670	2,390	830	940	12,660
Dec-07	6,100	2,790	2,500	870	840	13,100
Jun-08	6,060	2,850	2,560	880	870	13,220
Dec-08	6,050	2,880	2,580	980	950	13,430
Jun-09	5,900	2,950	2,490	940	950	13,250
Dec-09	5,600	2,870	2,490	970	960	12,880
Jun-10	5,470	3,320 ⁴	2,040 ⁶	990	950	12,770
Dec-10	5,310	3,350	2,070	960	980	12,680
Jun-11	5,350	3,410	2,110	970	980	12,820
Dec-11	5,250	3,420	2,130	980	980	12,750
Jun-12	5,120	3,400	2,120	990	970	12,590

Numbers in Table 1 are rounded independently to the nearest 10.

After a period of relative stability during 2010 to mid-2011, which followed the declines seen during calendar year 2009, total employment in Jersey's Finance sector declined during the latest twelve-month period, down by 230 over the twelve months to June 2012. The six-monthly changes in Finance sector employment from 2005 to 2012 are shown in Figure 4.

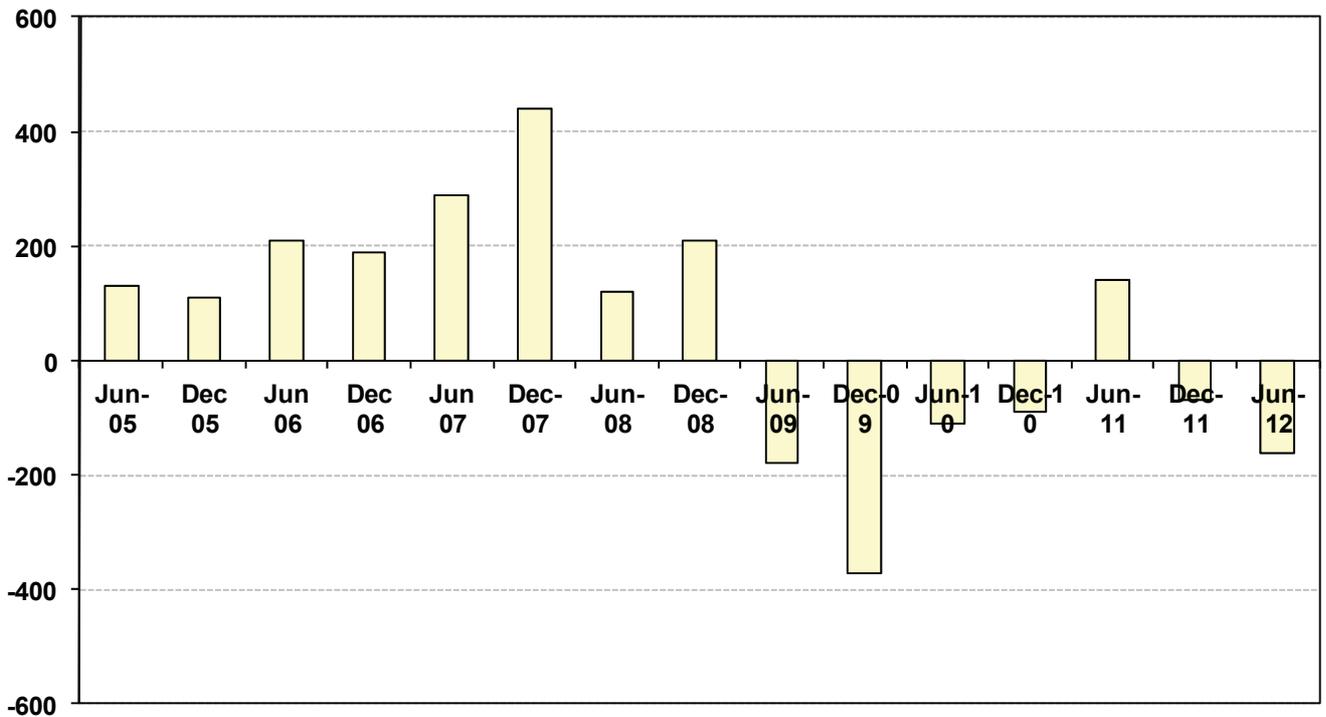
The total number of employees in the Finance sector in June 2012 (12,590) was more than 800 lower than the peak recorded in 2008.

⁴ 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.

The overall decrease in Finance sector employment observed during the last four years has been driven by the Banking sub-sector which has seen total employment fall by nearly a thousand staff (980) since late 2007. In June 2012, the number of people engaged in Banking was 5,120, the lowest number recorded by this sub-sector since at least 1998.

The other financial sub-sectors saw small changes in employment on an annual basis (differences of 20 employees or less compared with June 2011).

Figure 4 – Six-month changes in Finance sector employment: 2005-2012



Across all sectors, there were 6,840 active employers in Jersey in June 2012, an increase of 260 compared with June 2011, and representing the highest total for at least 15 years. This increase in the number of undertakings was driven largely by a rise in the number of single-person businesses (up by 220 since June 2011).

Single-person businesses

Some 3,240 single-person undertakings were active in June 2012, representing an increase of 220 such businesses on an annual basis and of 60 in the first six months of 2012.

The number of one-person businesses has increased by almost 2,000 in the last ten years (see Appendix Figure A2).

The most notable annual increase in the number of single-person undertakings was recorded in the private sector services industries: Miscellaneous business activities (essentially businesses servicing other business) were up by 70 compared with June 2011; and Education, health and other services (essentially business servicing households) were up by 50. An annual increase of 40 single-person businesses was also recorded in the Construction sector.

Residential qualifications

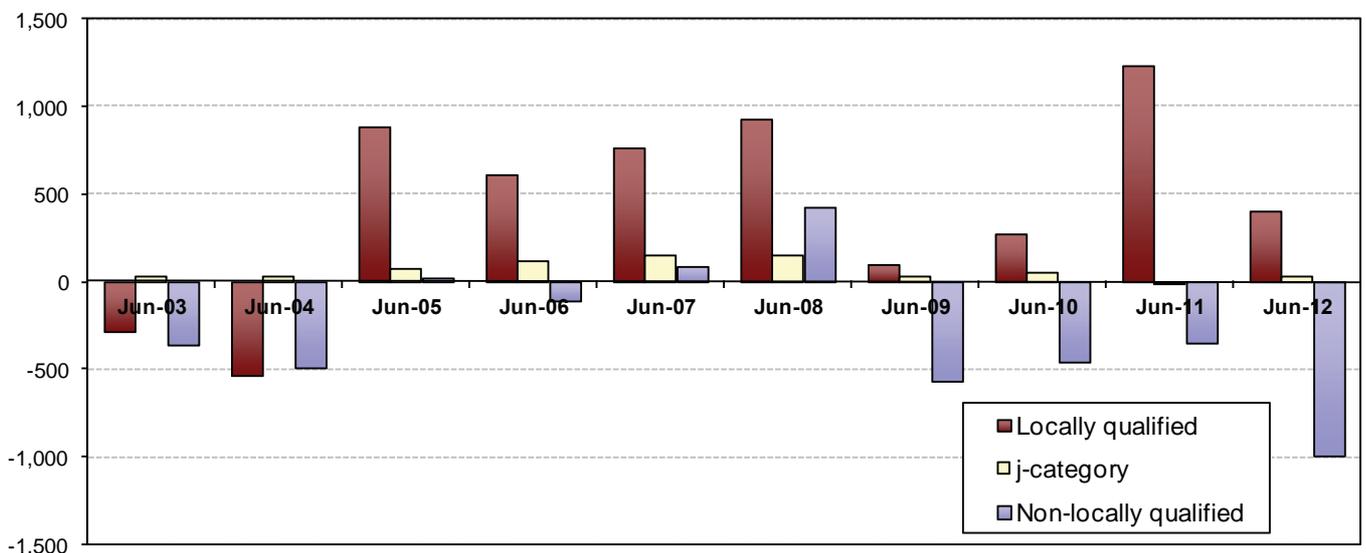
Of the 56,380 people employed in Jersey in June 2012:

- 85% were locally qualified⁵;
- 3% were j-category;
- 12% were not locally qualified.

In June 2012, the number of locally qualified staff in the private sector was 41,680, representing an increase of 400 compared with June 2011 (see Figure 5), and constituting the highest number of locally qualified staff for at least ten years.

In contrast, the number of non-locally qualified staff employed in the private sector recorded a decline on an annual basis for the fourth consecutive year. In June 2012, the number of non-locally qualified staff was some 1,000 lower than twelve months earlier, and was the lowest June figure for such staff for at least ten years (see Appendix Figure A3).

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



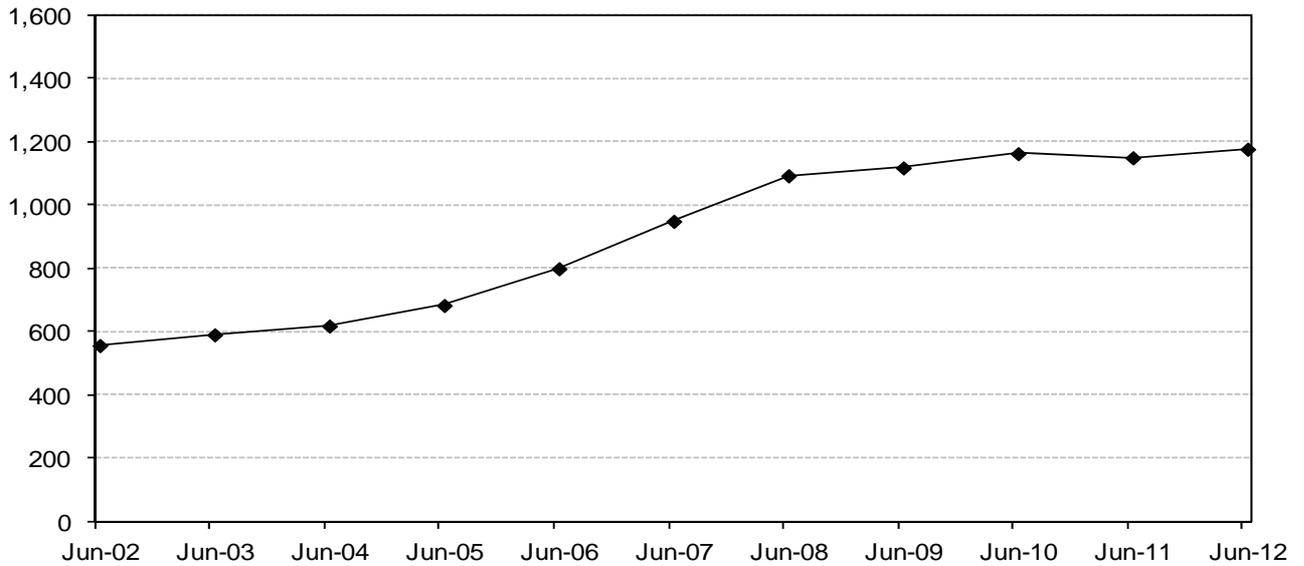
It should be pointed out that such changes in the numbers of locally qualified and non-locally qualified staff will include the effect of non-locally qualified staff becoming locally qualified through completing five years continuous residency in Jersey. The 2011 Jersey Census indicated that in recent years the number of such staff changing qualification status was around 900 per year.

Figure 6 shows the number of j-category employees engaged in the private sector from June 2002 to June 2012.

In June 2012, there were 1,180 j-category employees working in the private sector. This number represents a small increase (up by 30) compared with a year earlier, in June 2011, and represents the highest level of such employees to date. The number of j-category employees in the private sector in June 2012 was more than double that recorded ten years earlier, in June 2002.

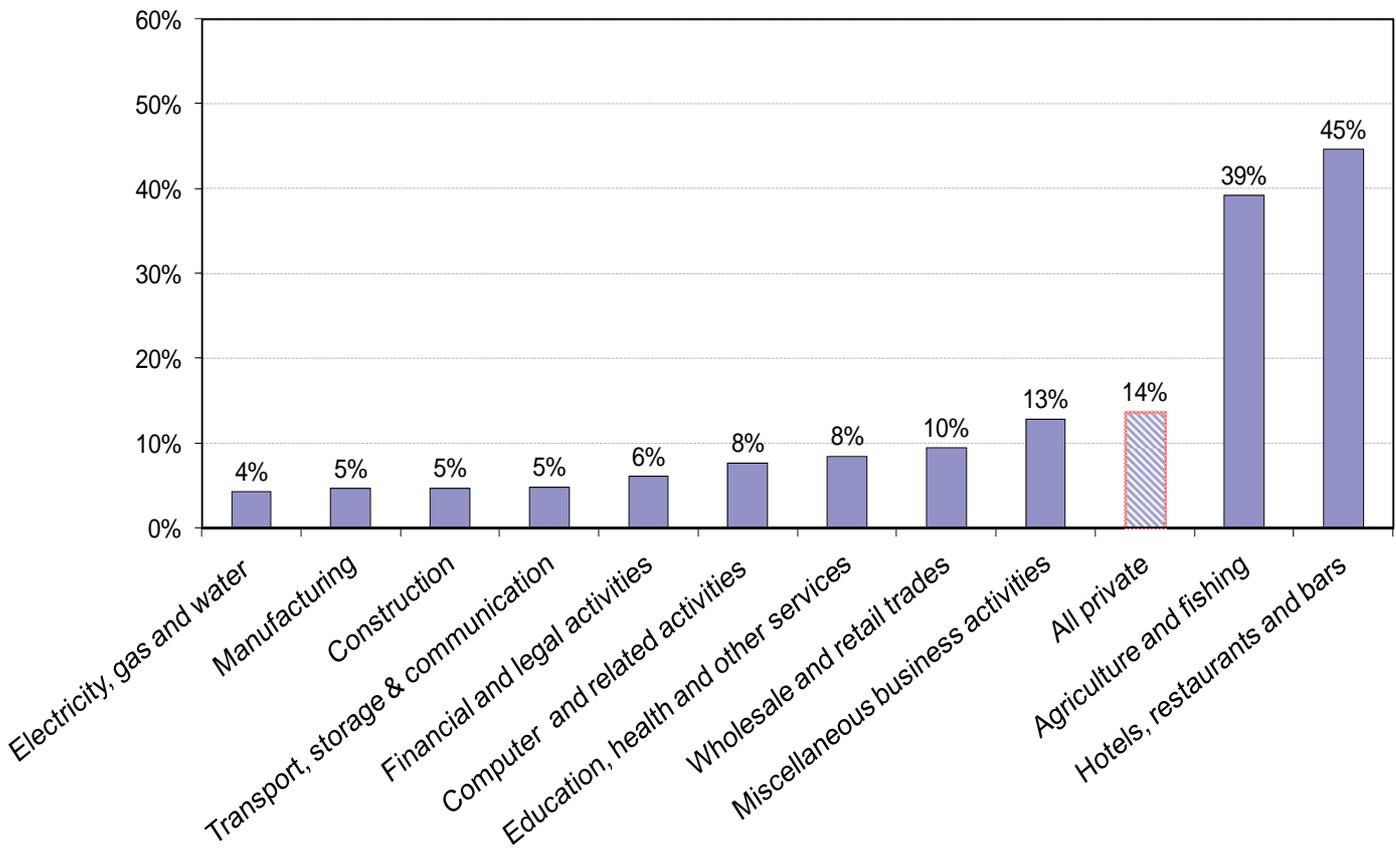
⁵ As defined by the Regulation of Undertakings and Development (Jersey) Law, 1973 as amended.

Figure 6 – Private sector j-category employees, 2002-2012



As can be seen from Figure 7, the highest proportions of non-locally qualified staff (i.e. excluding j-category employees) were in Hotels, restaurants & bars (45%) and Agriculture (39%). In contrast, the Utilities sector had the lowest proportion of non-locally qualified staff (4%).

Figure 7 – Percentage of non-qualified employees by private sector, June 2012



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 nationality⁶. 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 employment⁷;
- 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 June 2012;

- around 70% of contributors were from Jersey/UK nationals;
- the number of unique contributors which were paid from or on behalf of nationals from A8 countries⁸ (3,480) was down by 300 compared with that recorded in June 2011;
- the reduction in contributions for/by A8 nationals was driven by a reduction in those made for/by Polish nationals (down 280);
- the number of unique contributions for/by Portuguese nationals was 5,910, a decrease of 30 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 190 during the first six months of 2012 (between December 2011 and June 2012) and by 420 on an annual basis, compared with June 2011.

In June 2012, the non-seasonally adjusted ASW total was 1,720.

Figure 8 shows the total number of people registered as ASW at the end of each month from January 2009 to June 2012, and also the latest figures recorded for July and August of 2012⁹. The most recent records show that in August 2012 the total number of people registered as unemployed and actively seeking work, on a seasonally adjusted basis, was 40 lower than a month earlier, in July 2012 and was some 60 lower than the average for the preceding three-month period.

⁶ Under the Social Security (Jersey) Law 1974 one of the pieces of information held against everyone's unique registration number is their nationality.

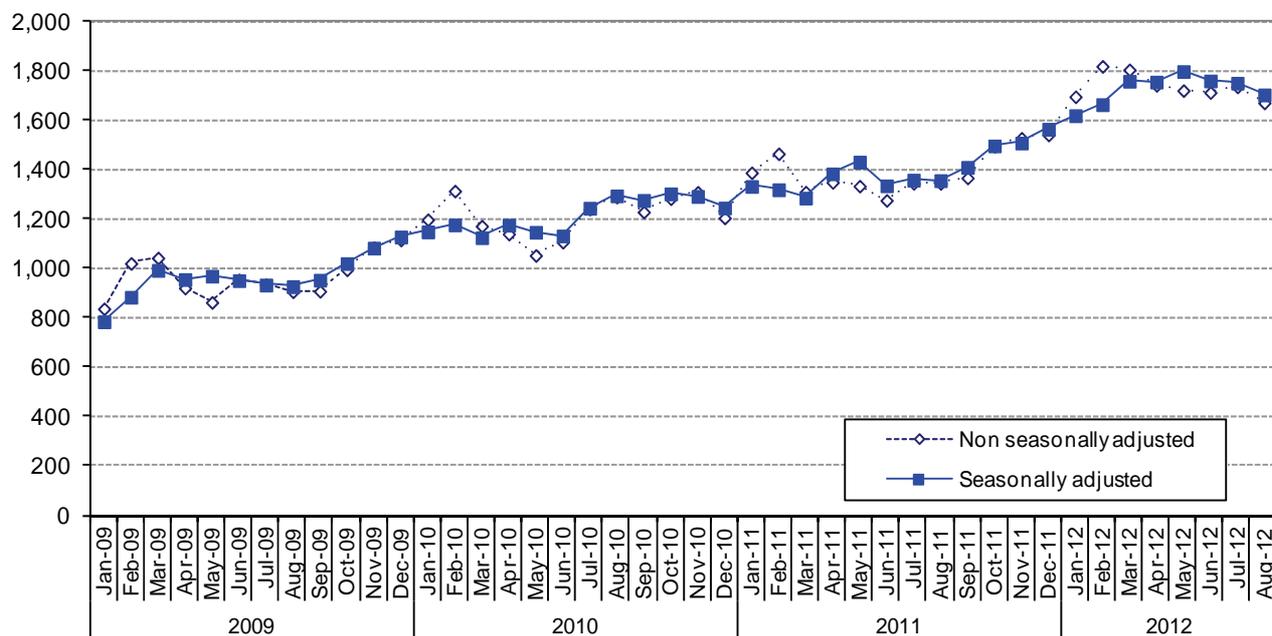
⁷ Both sources count people with more than one job (with different undertakings) as multiples.

⁸ 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.

⁹ See Registered Unemployment – August 2012; States of Jersey Statistics Unit, published 26th September 2012.

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.

Figure 8 - Total number of individuals registered as ASW: January 2009 – August 2012



International comparisons

In the UK, mid-way through the current year (June 2012), there were 29.6 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 1,720 persons registered as unemployed and 56,380 people employed in June 2012. People *registered* as unemployed therefore represented 3.1% of total employment in Jersey compared with 5.4% in the UK¹⁰.

In Guernsey in June 2012 there were 32,470 people in employment and 550 people claiming unemployment or jobseeker benefits; such people therefore constituted 1.7% of total employment in Guernsey.

In June 2012, there were 6,790 people employed in the Finance sector in Guernsey, representing a fall of 1.6% on an annual basis. The Finance sector is Guernsey's largest sector in terms of employment, accounting for almost 21% of the labour force; a similar proportion to that seen in Jersey (22%).

Vacancies

The total number of vacancies (full- and part-time) in the private sector was 1,930 in June 2012, a reduction of 300 on the number recorded in June 2011 and the lowest figure recorded since at least 1998.

The number of vacancies for full-time positions in the private sector in June 2012 (1,540) was also the lowest seen for at least 13 years.

¹⁰ Figures for the UK are from the Office for National Statistics: Labour Market Statistics, September 2012.

Notes

1. The Manpower Survey is a census of some 6,800 undertakings, which employ a total of almost 50,000 staff (June 2012) including around 10,500 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 1,320 staff at June 2012.
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

3rd October 2012

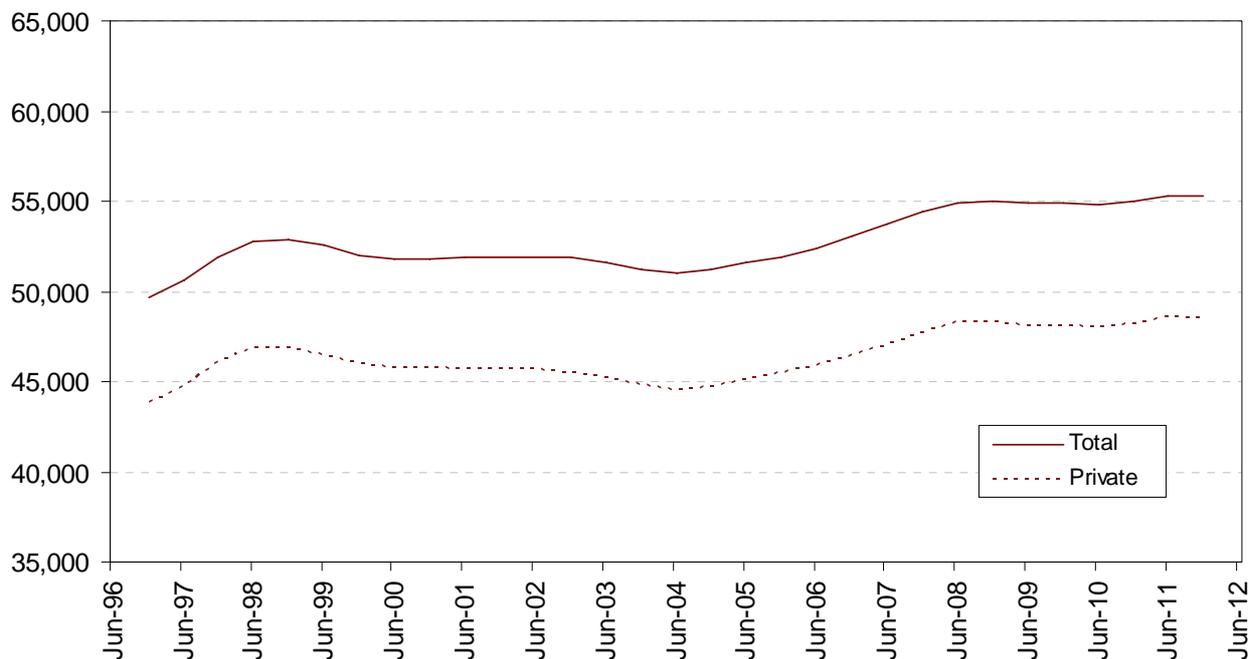
Table A1 - Employment (headcount) in the private and public sectors.

		<u>Private</u>	<u>Public</u>	<u>Total</u>
1998	Jun	49,480	5,970	55,450
	Dec	44,640	5,970	50,610
1999	Jun	48,770	6,170	54,940
	Dec	43,610	6,010	49,620
2000	Jun	47,760	6,110	53,870
	Dec	43,810	5,990	49,810
2001	Jun	47,560	6,200	53,760
	Dec	43,960	6,120	50,090
2002	Jun	47,390	6,250	53,640
	Dec	43,960	6,310	50,270
2003	Jun	46,790	6,440	53,230
	Dec	43,210	6,410	49,620
2004	Jun	45,830	6,590	52,420
	Dec	43,130	6,510	49,640
2005	Jun	46,760	6,530	53,280
	Dec	43,850	6,430	50,280
2006	Jun	47,380	6,540	53,910
	Dec	45,000	6,560	51,570
2007	Jun	48,380	6,730	55,110
	Dec	46,360	6,630	52,980
2008	Jun	49,880	6,730	56,610
	Dec	46,910	6,650	53,560
2009	Jun	49,440	6,750	56,190
	Dec	46,780	6,790	53,570
2010	Jun	49,310	6,840	56,150
	Dec	46,750	6,780	53,530
2011	Jun	50,170	6,740	56,910
	Dec	47,150	6,730	53,880
2012	Jun	49,610	6,770	56,380

Numbers are rounded independently to the nearest 10.

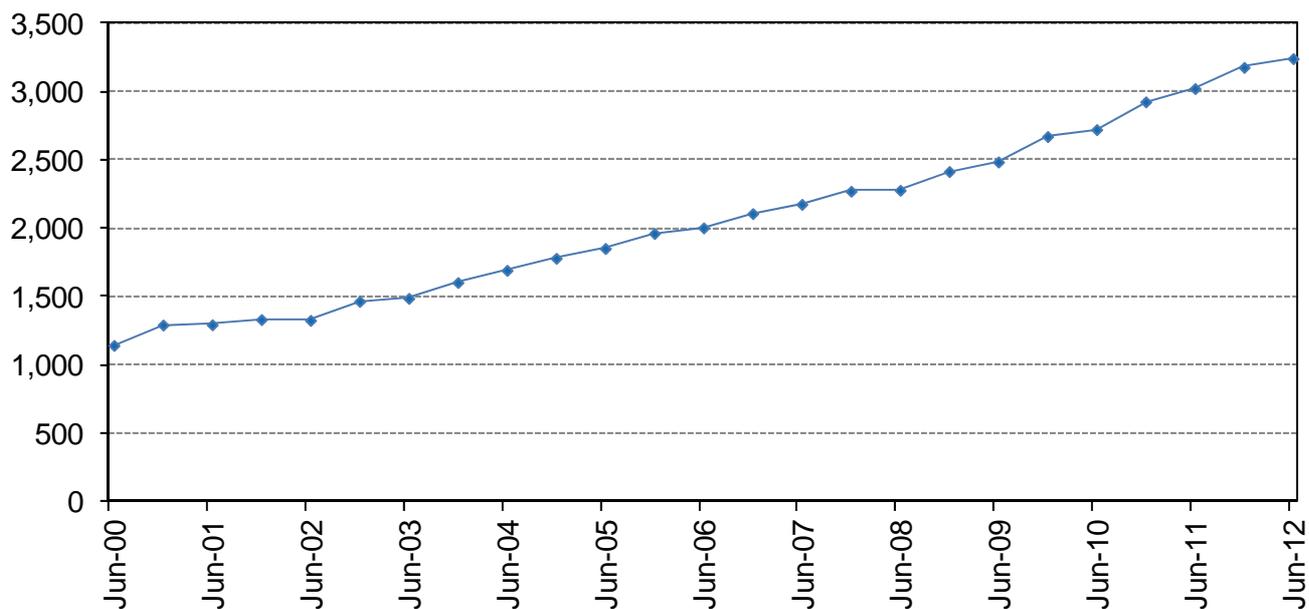
The headcount figures for the public sector do not include interim employees.

Figure A1 - Total and private sector headcount
(weighted 12-month moving averages)

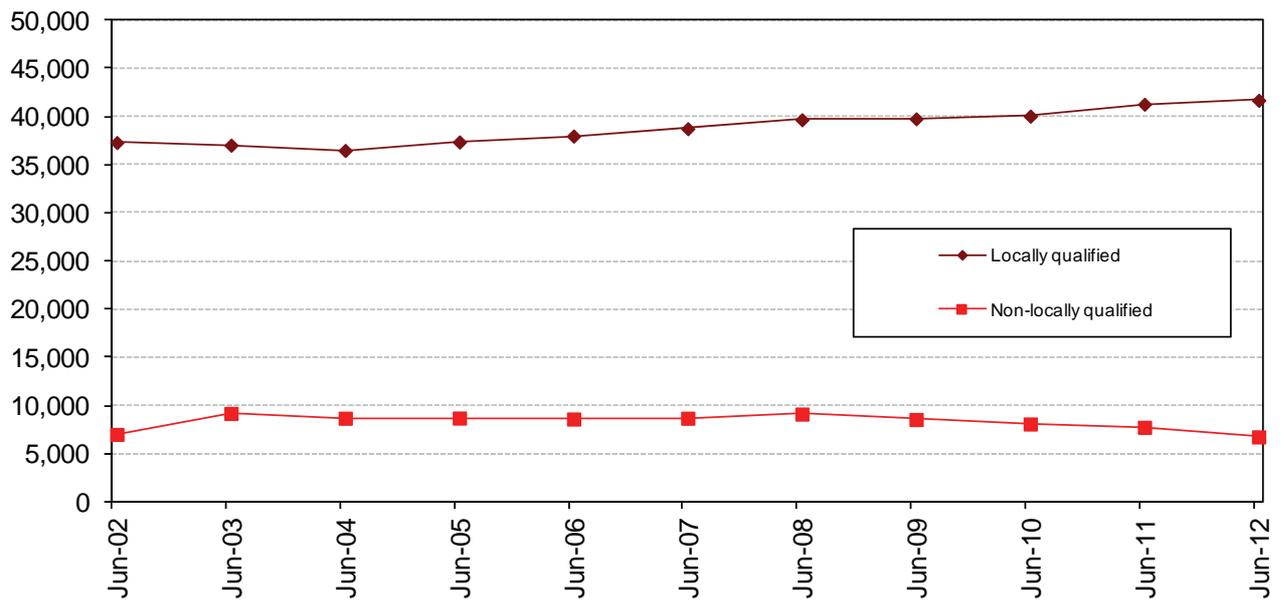


For the six-monthly data of Figure A1, short-term variations (largely due to seasonal factors) have been removed by calculating a weighted three-point (12-month) moving average; entries for June 1996 and June 2012, therefore, do not appear in this plot.

Figure A2 - Number of registered single-person businesses: June 2000 to June 2012



Appendix A3 - Private sector locally qualified and non-locally qualified employees



Appendix 1- Staff numbers

(all businesses, including one-person businesses)

	Dec-00	Jun-01	Dec-01	Jun-02	Dec-02	Jun-03	Dec-03	Jun-04	Dec-04	Jun-05	Dec-05	Jun-06	Dec-06	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12
Full-time staff																								
Agriculture and Fishing	1,480	2,000	1,390	1,930	1,470	1,880	1,440	1,780	1,330	1,980	1,300	1,930	1,360	2,030	1,380	1,650	1,360	1,980	1,340	1,900	1,300	1,570	1,280	1,600
Manufacturing	1,910	1,800	1,780	1,860	1,770	1,740	1,610	1,600	1,430	1,440	1,400	1,340	1,300	1,280	1,230	1,310	1,150	1,140	1,100	1,120	1,140	1,010	990	960
Construction and Quarrying	4,250	4,570	4,570	4,670	4,550	4,430	4,210	4,350	4,340	4,670	4,650	4,970	4,840	4,940	4,850	4,980	4,950	4,950	4,940	5,110	4,950	5,070	4,870	4,700
Electricity, Gas and Water	600	590	580	560	540	530	500	490	490	480	480	490	490	480	490	480	490	500	480	470	480	470	470	460
Wholesale and Retail Trades	6,330	6,440	6,270	6,330	6,220	6,330	6,300	6,310	6,530	6,520	6,610	6,550	6,700	6,540	6,810	6,620	6,580	6,380	6,520	6,420	6,640	6,670	6,410	6,190
Hotels, Restaurants & Bars	3,760	5,740	3,530	5,540	3,590	5,430	3,580	5,230	3,400	5,100	3,450	5,220	3,480	5,190	3,690	5,120	3,540	4,750	3,530	4,790	3,520	4,930	3,640	4,860
Transport, Storage & Communication	2,360	2,530	2,350	2,540	2,320	2,480	2,280	2,450	2,290	2,460	2,250	2,400	2,310	2,440	2,370	2,460	2,350	2,430	2,340	2,340	2,270	2,270	2,200	2,270
Computer and related activities	350	350	350	370	360	360	370	370	360	380	400	420	390	420	440	450	450	450	450	440	460	490	490	550
Financial and Legal Activities	10,560	10,730	10,950	11,040	11,060	10,790	10,560	10,510	10,490	10,640	10,620	10,870	11,240	11,500	11,910	12,050	12,250	12,070	11,760	11,680	11,590	11,670	11,690	11,530
Miscellaneous Business Activities	1,460	1,500	1,410	1,530	1,490	1,540	1,500	1,560	1,470	1,570	1,500	1,630	1,610	1,730	1,730	1,940	1,880	1,950	1,970	2,070	1,970	2,120	2,160	2,210
Education, Health and Other Services	2,690	2,860	2,710	2,890	2,830	2,990	2,950	3,060	2,940	3,050	2,980	3,110	3,140	3,310	3,260	3,450	3,390	3,490	3,480	3,550	3,440	3,610	3,530	3,790
Total full-time staff	35,740	39,110	35,890	39,260	36,200	38,500	35,290	37,710	35,080	38,300	35,630	38,920	36,860	39,870	38,140	40,500	38,400	40,090	37,910	39,900	37,780	39,870	37,740	39,130
Part-time staff																								
Agriculture and Fishing	180	210	190	240	160	250	180	220	170	180	180	240	170	210	180	680	180	230	180	340	230	630	210	630
Manufacturing	390	490	470	440	390	380	340	340	310	340	280	280	270	300	280	360	220	220	180	220	180	150	150	170
Construction and Quarrying	280	280	290	280	310	280	300	340	310	280	290	280	280	280	280	310	300	300	320	340	350	350	350	400
Electricity, Gas and Water	20	20	20	20	20	10	10	10	20	20	10	10	40	40	30	30	40	40	40	40	30	40	30	30
Wholesale and Retail Trades	1,660	1,640	1,700	1,640	1,650	1,720	1,790	1,750	1,980	1,890	2,030	1,880	1,980	1,900	1,790	2,070	1,830	2,080	2,200	2,120	2,050	2,290	2,280	2,230
Hotels, Restaurants & Bars	960	1,010	910	1,020	790	960	810	930	810	1,040	880	970	950	1,070	900	990	1,060	1,310	980	1,250	1,030	1,390	1,100	1,460
Transport, Storage & Communication	300	330	290	280	240	240	230	240	230	260	240	290	250	310	310	370	320	350	350	420	380	510	420	530
Computer and related activities	90	90	80	80	80	90	80	80	100	90	90	80	80	80	90	90	80	100	90	100	80	110	110	100
Financial and Legal Activities	1,350	1,390	1,350	1,320	1,300	1,360	1,290	1,240	1,240	1,230	1,220	1,310	1,120	1,160	1,190	1,180	1,180	1,170	1,120	1,100	1,080	1,150	1,070	1,060
Miscellaneous Business Activities	1,260	1,340	1,200	1,260	1,310	1,370	1,330	1,330	1,310	1,420	1,390	1,430	1,410	1,460	1,480	1,560	1,560	1,620	1,620	1,600	1,610	1,640	1,700	1,740
Education, Health and Other Services	1,560	1,660	1,570	1,560	1,520	1,620	1,570	1,650	1,580	1,710	1,610	1,690	1,610	1,720	1,690	1,750	1,740	1,940	1,800	1,910	1,950	2,040	2,000	2,140
Total part-time staff	8,040	8,450	8,070	8,140	7,770	8,290	7,920	8,120	8,050	8,460	8,210	8,460	8,150	8,510	8,220	9,380	8,510	9,350	8,870	9,420	8,970	10,300	9,420	10,480
All staff																								
Agriculture and Fishing	1,650	2,210	1,590	2,170	1,640	2,130	1,610	2,000	1,500	2,170	1,480	2,180	1,530	2,230	1,560	2,330	1,540	2,210	1,520	2,240	1,530	2,200	1,500	2,230
Manufacturing	2,310	2,290	2,250	2,300	2,150	2,120	1,950	1,950	1,750	1,780	1,680	1,610	1,570	1,580	1,510	1,670	1,370	1,360	1,280	1,350	1,320	1,150	1,140	1,130
Construction and Quarrying	4,530	4,850	4,860	4,950	4,860	4,710	4,510	4,690	4,650	4,950	4,930	5,250	5,110	5,220	5,130	5,290	5,250	5,240	5,270	5,450	5,300	5,420	5,210	5,100
Electricity, Gas and Water	610	610	600	580	560	540	510	500	510	500	500	500	530	510	520	510	530	530	510	510	520	510	510	500
Wholesale and Retail Trades	7,990	8,080	7,980	7,970	7,870	8,050	8,090	8,050	8,510	8,400	8,640	8,420	8,680	8,440	8,600	8,690	8,410	8,460	8,720	8,540	8,690	8,970	8,690	8,420
Hotels, Restaurants & Bars	4,720	6,740	4,440	6,560	4,380	6,390	4,390	6,160	4,210	6,140	4,330	6,190	4,430	6,260	4,590	6,110	4,600	6,060	4,510	6,040	4,550	6,320	4,740	6,320
Transport, Storage & Communication	2,660	2,860	2,640	2,820	2,560	2,720	2,510	2,690	2,520	2,710	2,490	2,690	2,560	2,760	2,680	2,830	2,670	2,790	2,690	2,770	2,650	2,780	2,620	2,800
Computer and related activities	440	440	430	440	440	460	450	450	460	480	490	500	480	500	520	540	540	550	540	540	550	600	600	660
Financial and Legal Activities	11,910	12,120	12,310	12,360	12,360	12,160	11,850	11,750	11,730	11,860	11,850	12,180	12,370	12,660	13,100	13,220	13,430	13,250	12,880	12,770	12,680	12,820	12,750	12,590
Miscellaneous Business Activities	2,720	2,840	2,610	2,790	2,790	2,910	2,830	2,890	2,780	2,990	2,880	3,050	3,010	3,190	3,220	3,490	3,440	3,570	3,590	3,660	3,580	3,760	3,860	3,950
Education, Health and Other Services	4,250	4,520	4,280	4,450	4,350	4,610	4,520	4,700	4,520	4,770	4,590	4,800	4,750	5,030	4,940	5,200	5,130	5,420	5,270	5,460	5,390	5,650	5,530	5,930
Total staff	43,780	47,560	43,960	47,390	43,960	46,790	43,210	45,830	43,130	46,760	43,850	47,380	45,000	48,380	46,360	49,880	46,910	49,440	46,780	49,310	46,750	50,170	47,150	49,610

Note: Staff numbers and vacancies in the Appendices have been rounded independently to the nearest 10. Hence, components may not add to group totals.

Appendix 2-Vacancies

(all businesses, including one-person businesses)

	Jun-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12
Full-time staff										
Agriculture and Fishing	40	60	40	30	40	50	40	40	70	40
Manufacturing	70	70	50	60	120	120	120	120	120	110
Construction and Quarrying	310	270	230	220	250	240	240	220	200	170
Electricity, Gas and Water	20	20	10	10	20	10	10	20	10	10
Wholesale and Retail Trades	370	370	330	350	320	360	330	340	270	230
Hotels, Restaurants & Bars	260	260	230	200	210	210	200	260	180	160
Transport, Storage & Communication	100	80	60	50	40	50	60	50	50	60
Computer and related activities	40	30	40	30	20	30	20	30	30	20
Financial and Legal Activities	810	720	490	380	370	440	460	490	420	500
Miscellaneous Business Activities	130	160	110	120	130	110	120	110	110	120
Education, Health and Other Services	150	170	150	150	160	120	110	130	140	130
Total full-time staff	2,290	2,210	1,730	1,590	1,670	1,730	1,700	1,800	1,580	1,540

	Jun-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12
Part-time staff										
Agriculture and Fishing	+	10	+	10	+	10	50	10	10	10
Manufacturing	10	20	+	10	10	10	10	10	10	10
Construction and Quarrying	10	10	10	20	20	10	10	10	10	10
Electricity, Gas and Water	+	10	+	+	+	+	+	+	+	+
Wholesale and Retail Trades	100	80	80	80	80	80	50	100	90	70
Hotels, Restaurants & Bars	50	140	100	60	80	110	60	160	80	90
Transport, Storage & Communication	10	20	10	10	10	10	10	10	10	10
Computer and related activities	+	+	10	10	10	+	+	+	10	10
Financial and Legal Activities	30	30	20	20	20	20	20	10	20	20
Miscellaneous Business Activities	90	60	70	50	40	40	30	60	60	90
Education, Health and Other Services	90	110	110	90	70	80	80	70	110	90
Total part-time staff	400	480	410	360	350	370	320	430	400	390

	Jun-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12
All staff										
Agriculture and Fishing	40	60	40	40	50	60	90	50	80	40
Manufacturing	80	80	50	70	130	130	130	130	110	110
Construction and Quarrying	320	280	250	240	260	250	240	230	210	180
Electricity, Gas and Water	20	20	10	10	20	10	10	20	10	10
Wholesale and Retail Trades	470	440	410	420	400	430	380	430	360	300
Hotels, Restaurants & Bars	300	400	330	260	290	310	260	420	250	250
Transport, Storage & Communication	110	100	70	60	60	60	70	50	60	70
Computer and related activities	50	40	50	40	30	30	30	30	30	30
Financial and Legal Activities	840	760	500	400	390	460	470	500	440	520
Miscellaneous Business Activities	210	230	180	180	170	150	160	160	170	210
Education, Health and Other Services	250	280	260	240	230	210	190	200	250	220
Total staff	2,690	2,690	2,140	1,950	2,020	2,100	2,020	2,230	1,980	1,930

Vacancies as percentage of employment

	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12
	4	3	2	3	3	3	3	5	3
	5	4	5	11	11	11	12	12	11
	5	5	4	5	5	5	4	4	4
	4	2	2	4	2	2	4	2	2
	6	5	5	5	6	5	5	4	4
	5	6	4	6	4	6	5	5	3
	3	3	2	2	2	3	2	2	3
	7	9	7	4	7	4	6	6	4
	6	4	3	3	4	4	4	4	4
	8	6	6	7	5	6	5	5	5
	5	4	4	5	3	3	4	4	3
	5	5	4	4	4	4	5	4	4

	1	+	4	+	3	22	2	5	2
	6	-	5	6	5	6	7	7	6
	3	3	7	6	3	3	3	3	3
	33	+	+	+	+	+	+	+	+
	4	4	4	4	4	2	4	4	3
	14	9	5	8	9	6	12	7	6
	5	3	3	3	2	3	2	2	2
	+	13	10	11	+	+	+	9	10
	3	2	2	2	2	2	1	2	2
	4	4	3	2	3	2	4	4	5
	6	6	5	4	4	4	3	6	4
	5	5	4	4	4	4	4	4	4

	3	3	2	3	3	6	2	5	2
	5	4	5	10	10	10	11	11	10
	5	5	5	5	5	5	4	4	4
	4	2	2	4	2	2	4	2	2
	5	5	5	5	5	4	5	4	4
	7	7	4	6	5	6	7	5	4
	4	3	2	2	2	3	2	2	3
	7	9	7	6	6	6	5	5	5
	6	4	3	3	4	4	4	3	4
	7	5	5	5	4	4	4	4	5
	5	5	4	4	4	4	4	5	4
	5	5	4	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)

	Jun-10				Dec-10				Jun-11				Dec-11				Jun-12			
	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
Full-time staff																				
Agriculture and Fishing	980	+	920	1,900	930	0	370	1,300	1,030	0	530	1,570	970	10	310	1,280	1,110	0	490	1,600
Manufacturing	990	20	120	1,120	980	20	140	1,140	920	20	70	1,010	920	10	60	990	900	10	50	960
Construction and Quarrying	4,610	50	460	5,110	4,520	50	390	4,950	4,670	40	350	5,070	4,520	40	310	4,870	4,430	40	230	4,700
Electricity, Gas and Water	440	+	30	470	450	0	30	480	440	10	30	470	440	10	30	470	440	10	20	460
Wholesale and Retail Trades	5,490	60	870	6,420	5,650	50	940	6,640	5,750	60	870	6,670	5,650	60	700	6,410	5,480	60	650	6,190
Hotels, Restaurants & Bars	2,150	30	2,610	4,790	2,020	30	1,470	3,520	2,300	30	2,610	4,930	2,030	30	1,590	3,640	2,470	30	2,350	4,860
Transport, Storage & Communication	2,150	50	150	2,340	2,100	50	120	2,270	2,090	50	120	2,270	2,030	60	110	2,200	2,100	60	110	2,270
Computer and related activities	390	10	40	440	410	10	40	460	430	10	50	490	430	20	50	490	480	20	50	550
Financial and Legal Activities	9,900	750	1,020	11,680	9,870	720	1,000	11,590	9,960	750	960	11,670	10,070	740	870	11,690	10,040	750	750	11,530
Miscellaneous Business Activities	1,860	40	160	2,070	1,810	50	110	1,970	1,930	60	140	2,120	1,970	60	130	2,160	2,030	70	110	2,210
Education, Health and Other Services	3,000	140	400	3,550	2,940	140	360	3,440	3,050	120	440	3,610	3,070	120	350	3,530	3,260	130	400	3,790
Total full-time staff	31,960	1,160	6,770	39,900	31,680	1,120	4,980	37,780	32,570	1,150	6,150	39,870	32,100	1,140	4,500	37,740	32,740	1,180	5,210	39,130
Part-time staff																				
Agriculture and Fishing	250		90	340	200		30	230	240		390	630	200		10	210	240		390	630
Manufacturing	170		50	220	150		30	180	150		0	150	150		0	150	160		0	170
Construction and Quarrying	330		+	340	330		10	350	350		10	350	340		0	350	390		10	400
Electricity, Gas and Water	30		+	30	30		0	40	30		0	40	30		0	30	30		0	30
Wholesale and Retail Trades	1,940		180	2,120	1,900		160	2,050	2,140		150	2,290	2,140		140	2,280	2,080		150	2,230
Hotels, Restaurants & Bars	790		470	1,250	650		370	1,030	900		490	1,390	770		330	1,100	990		470	1,460
Transport, Storage & Communication	420		+	420	370		0	380	500		10	510	420		10	420	500		30	530
Computer and related activities	100		+	100	80		0	90	110		0	110	110		0	110	100		0	100
Financial and Legal Activities	1,070		20	1,100	1,060		20	1,080	1,130		20	1,150	1,050		20	1,070	1,050		10	1,060
Miscellaneous Business Activities	1,180		410	1,600	1,180		430	1,610	1,220		420	1,640	1,290		420	1,700	1,350		390	1,740
Education, Health and Other Services	1,810		100	1,910	1,880		80	1,950	1,950		90	2,040	1,900		100	2,000	2,040		100	2,140
Total part-time staff	8,090		1,330	9,420	7,840		1,140	8,970	8,710		1,600	10,300	8,390		1,030	9,420	8,940		1,550	10,480
All staff																				
Agriculture and Fishing	1,220	+	1,020	2,240	1,130	0	400	1,530	1,270	0	920	2,200	1,170	10	320	1,500	1,360	0	880	2,230
Manufacturing	1,160	20	170	1,350	1,130	20	180	1,320	1,070	20	70	1,150	1,070	10	60	1,140	1,060	10	50	1,130
Construction and Quarrying	4,940	50	460	5,450	4,850	50	400	5,300	5,020	40	360	5,420	4,860	40	310	5,210	4,830	40	240	5,100
Electricity, Gas and Water	470	+	40	510	480	0	40	520	480	10	30	510	470	10	30	510	470	10	20	500
Wholesale and Retail Trades	7,430	60	1,040	8,540	7,550	50	1,090	8,690	7,890	60	1,020	8,970	7,790	60	840	8,690	7,570	60	800	8,420
Hotels, Restaurants & Bars	2,940	30	3,070	6,040	2,680	30	1,840	4,550	3,190	30	3,100	6,320	2,800	30	1,920	4,740	3,470	30	2,820	6,320
Transport, Storage & Communication	2,570	50	150	2,770	2,480	50	120	2,650	2,590	50	130	2,780	2,450	60	120	2,620	2,610	60	140	2,800
Computer and related activities	490	10	40	540	490	10	40	550	530	10	50	600	530	20	50	600	580	20	50	660
Financial and Legal Activities	10,970	750	1,040	12,770	10,930	720	1,020	12,680	11,090	750	980	12,820	11,120	740	890	12,750	11,080	750	760	12,590
Miscellaneous Business Activities	3,050	40	570	3,660	2,980	50	550	3,580	3,150	60	560	3,760	3,250	60	540	3,860	3,370	70	510	3,950
Education, Health and Other Services	4,810	140	500	5,450	4,810	140	440	5,390	5,000	120	530	5,650	4,970	120	450	5,530	5,300	130	500	5,930
Total staff	40,040	1,160	8,100	49,310	39,520	1,120	6,110	46,750	41,270	1,150	7,750	50,170	40,480	1,140	5,530	47,150	41,680	1,180	6,750	49,610

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