

## Jersey Labour Market at June 2008

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

This report presents information on employment in Jersey at the end of June 2008, bringing together the results of the Manpower Survey (private sector)<sup>1</sup> and the report on public sector manpower produced by the States Treasury<sup>2</sup>.

### Headlines

The principal features of the Jersey Labour Market at June 2008 were<sup>3</sup>:

- **total employment was 56,630, about 1,520 higher (3%) than a year previously;**
- the **overall increase** in total employment in the twelve months to June 2008 was made up of a **net increase of 1,520 in the private sector** and essentially **no change in the public sector;**
- of total employment: **49,900 (88%) were in the private sector** (including the States Trading Committees) and **6,730 (12%) were in the public sector**<sup>2</sup>;
- in the private sector, the number of **locally qualified staff was 940 higher** than in June 2007, the number of **j-category employees was up by 140** (about two-thirds of the increase from the Finance sector), whilst the number of **non-locally qualified staff increased by 440** over the same period;
- the **Finance sector accounted for about 40% of the overall net annual increase in private sector employment**, up by 600 on the previous June; locally qualified staff accounted for 520 (more than 85%) of the increase seen by this sector;
- **total employment in the Finance sector**, at 13,260 in June 2008, was the highest figure recorded for this sector by the Manpower Survey;
- some 2,260 people were engaged in **one-person businesses**, up by 90 on June 2007;
- registered **unemployment** stood at **440** in June 2008; the preliminary measure of the ILO unemployment rate for Jersey in summer 2008 is slightly greater than 2%.

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

<sup>2</sup> For more information see Report on Public Sector Manpower, June 2008: States Treasury & Resources.

<sup>3</sup> Throughout this report employment, registered unemployment and vacancy numbers are rounded independently to the nearest 10.

## **Overview: Total Employment**

The total number in employment in Jersey in June 2008, either full-time or part-time, was 56,630 which is 1,520 (2.8%) more than in June 2007.

The private sector, including States Trading Committees (see Note 2) and single-person enterprises, employed 49,900 people; this total is 1,520 (3.1%) more than a year earlier and the largest annual increase for ten years. The public sector headcount was reported at 6,730, which is approximately the same as a year earlier.

**Table 1: Employment (headcount) in the private and public sectors<sup>4</sup>.**

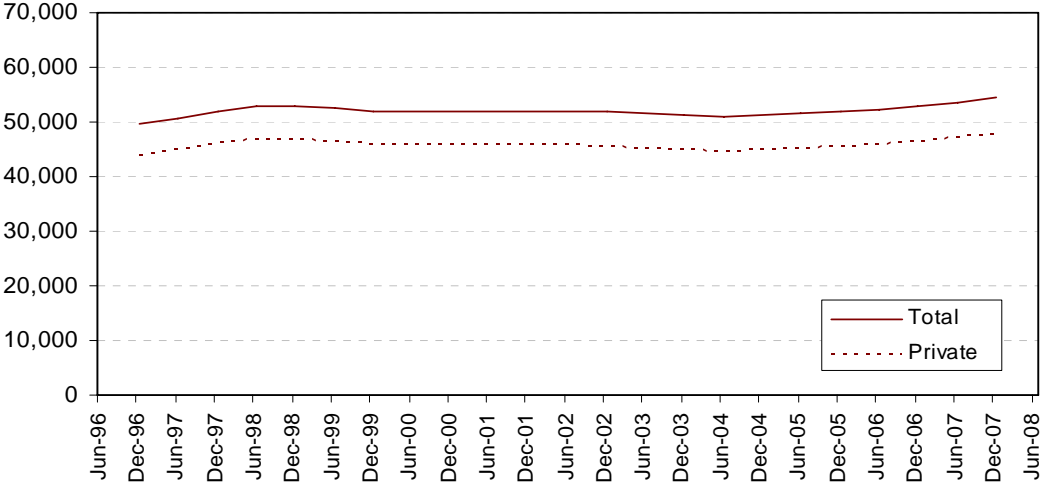
		<b>Private</b>	<b>Public</b>	<b>Total</b>
<b>1997</b>	Jun	47,010	5,970	<b>52,970</b>
	Dec	43,800	5,840	<b>49,640</b>
<b>1998</b>	Jun	49,480	5,970	<b>55,450</b>
	Dec	44,640	5,970	<b>50,610</b>
<b>1999</b>	Jun	48,770	6,170	<b>54,940</b>
	Dec	43,610	6,010	<b>49,620</b>
<b>2000</b>	Jun	47,760	6,110	<b>53,870</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	49,900	6,730	<b>56,630</b>

Numbers are rounded independently to the nearest 10.

<sup>4</sup> The public sector headcount figure reported since December 2007 is based on the new States of Jersey reporting system (see Note 7).

The total number of people in employment rose rapidly from 51,800 at June 1996 to a peak of more than 55,000 at June 1998. Figure 1 shows the behaviour of total and private sector employment since 1996 (see Note 3): total and private sector employment in Jersey was substantially constant between 1999 and December 2002 but decreased during 2003 and 2004. Since 2005, however, total employment has seen an ongoing increase: June 2008 represents the highest June figure for at least a decade.

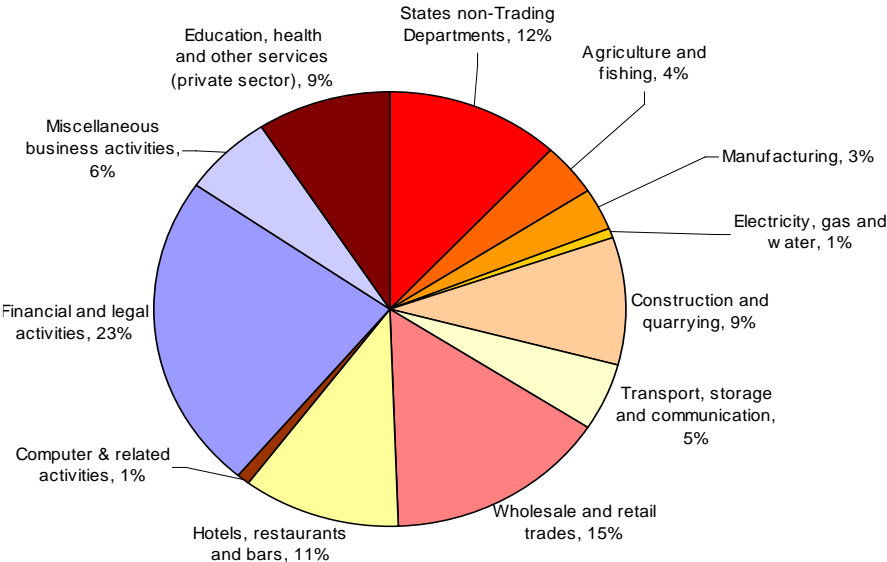
**Figure 1 - Total and Private sector Headcount**  
(12-month moving average)



**Sectoral Breakdown**

Figure 2 shows the sectoral breakdown of employment at June 2008.

**Figure 2 - Jersey employment June 2008 headcount**



- quarter (23%) of the total were engaged in the Finance sector (13,260)
- nearly a sixth (15%) were in Wholesale and retail trades (8,680);
- the public sector (excluding Trading Committees) accounted for around one in eight (12%) of Jersey’s labour force.

## Overview: Private sector

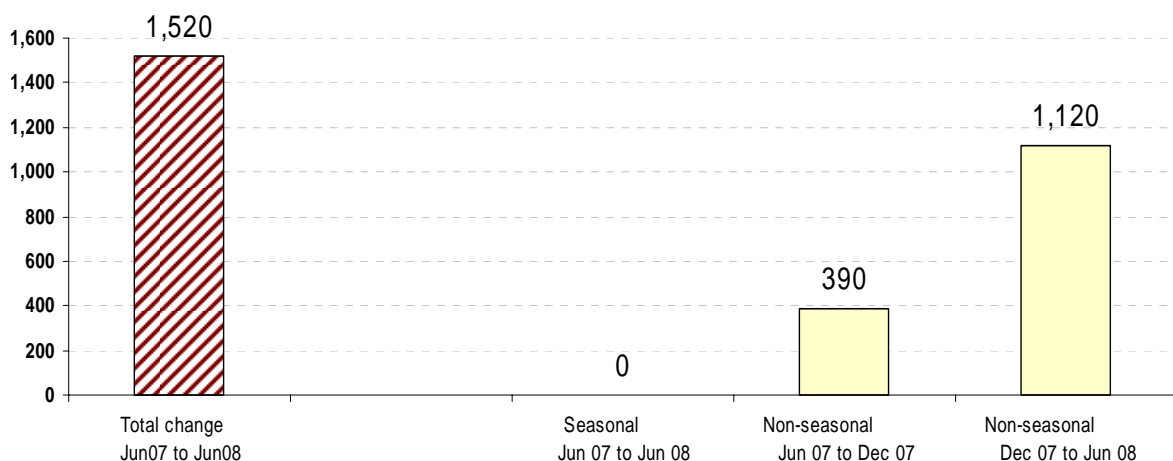
The number of people employed in Jersey businesses in June 2008 was 49,900, comprising 40,510 full-time and 9,400 part-time employees, and a net increase of 1,520 from June 2007.

The overall annual rise of 3.1% is the largest June twelve-month increase in private sector employment for ten years and follows an annual increase of 3.0% in December 2007.

The latest net increase of 1,520 on an annual basis consisted of (see Figure 3):

- an increase of 390 jobs in the predominantly non-seasonal sectors in the period June 2007 to December 2007;
- an increase of 1,120 in the predominantly non-seasonal sectors between December 2007 and June 2008;
- no significant increase in the seasonal industries compared to the previous June.

**Figure 3- net changes June-07 to June-08**



The net increase in employment of 390 in the non-seasonal sectors during the last six months of 2007, apparent in Figure 3, was driven by increases of 440 in Finance and of 260 in the fulfilment area of Wholesale & retail. A net decline for the remainder of this category is indicative of residual seasonal influences within some sectors, e.g. car hire in Miscellaneous business activities and sporting and entertainment activities in Education, health and other services.

The net increase of 1,120 staff in the first six months of 2008 for the non-seasonal sectors included notable increases for Miscellaneous business activities (+280, across the sector) and private sector Education, health and other services (+250) particularly for residential homes and nurseries as well as the seasonal effects of some leisure activities included in this sector. Both the Construction and Finance sectors saw increases of around 160 employees in the first six months of 2008.

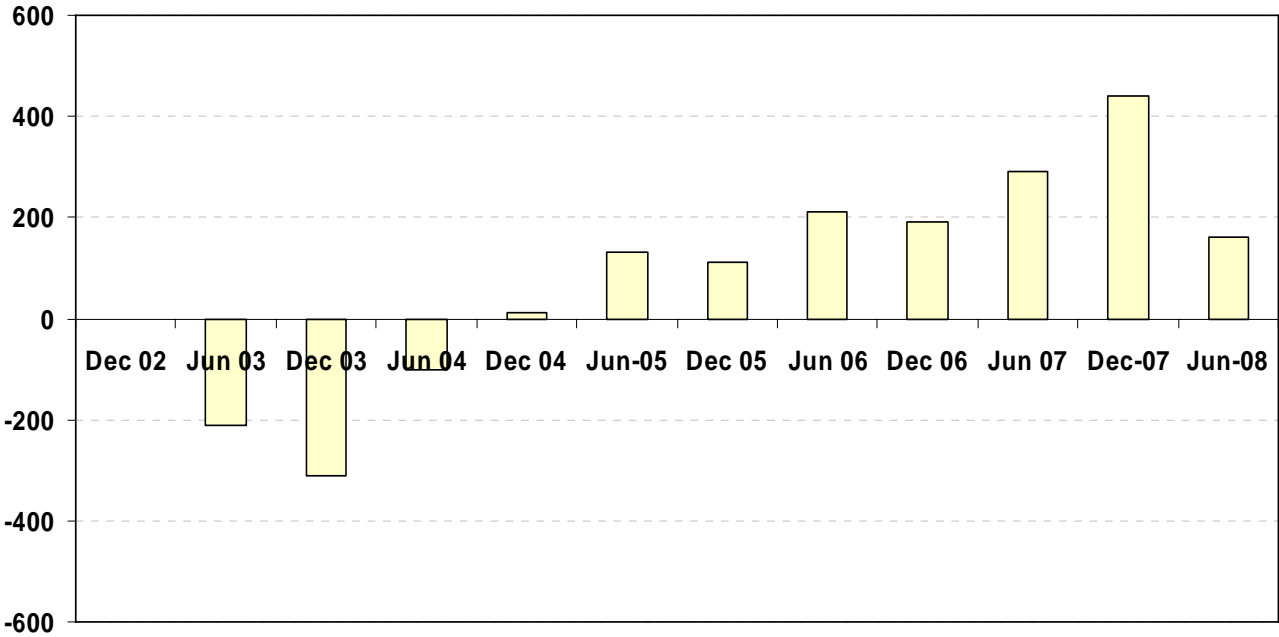
In the twelve months to June 2008, Finance recorded the largest increase of any sector (up by 600 employees, corresponding to a 5% increase). Other notable annual increases occurred in Miscellaneous business activities (up 300 employees, 9%) and Wholesale and retail (up 240 employees, 3%). Within the Wholesale and retail sector, a total of 660 employees were employed in fulfilment activities in June 2008, a decrease of 160 on the previous December, reflecting the seasonal nature of this sub-sector, but up by almost 100 on June 2007. Hotels, bars and restaurants reported small net decreases on an annual basis while Electricity, gas and water remained at essentially the same level of total staff.

During the first six months of 2008, the Finance sector showed an increase of 160 employees (Table 2), following the increase of 440 during the last six months of 2007 (see Figure 4). The most recent rise was driven by increased employment in the Trust administration and Legal sub-sectors. In June 2008, total employment in the Finance sector stood at 13,260, the highest figure recorded for this sector since the inception of the Manpower Survey.

**Table 2: Employment in the Financial services sub-sectors: Jun-03 to Dec-08.**

	Jun-03	Dec-03	Jun-04	Dec-04	Jun-05	Dec-05	Jun-06	Dec-06	Jun-07	Dec-07	Jun-08
Banking	5,940	5,660	5,550	5,570	5,570	5,460	5,510	5,910	5,840	6,100	6,100
Trust & Co Admin	2,510	2,480	2,480	2,430	2,470	2,560	2,660	2,360	2,670	2,790	2,850
Legal	2,010	2,030	2,050	2,050	2,150	2,250	2,300	2,320	2,390	2,500	2,560
Accountancy	780	730	720	780	790	810	830	840	830	870	880
Other	900	930	920	900	900	900	880	930	940	840	870
<b>Total</b>	<b>12,130</b>	<b>11,820</b>	<b>11,720</b>	<b>11,730</b>	<b>11,860</b>	<b>11,970</b>	<b>12,180</b>	<b>12,370</b>	<b>12,660</b>	<b>13,100</b>	<b>13,260</b>

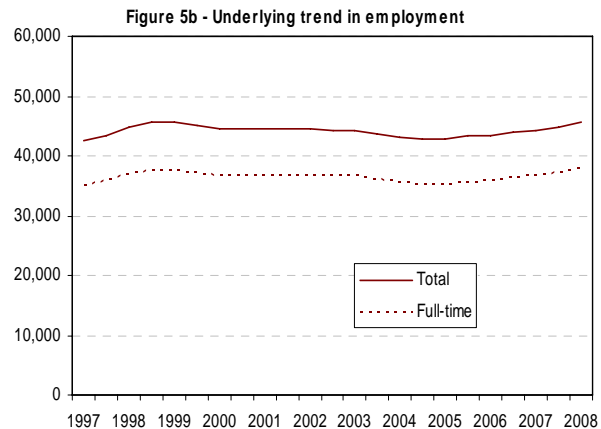
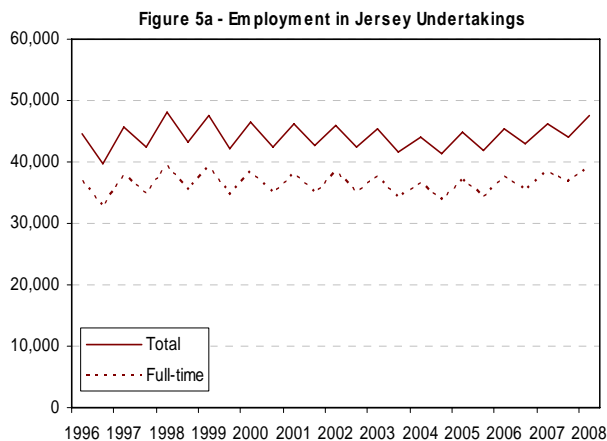
**Figure 4 –Six-month changes in Finance sector employment 2002-2008**



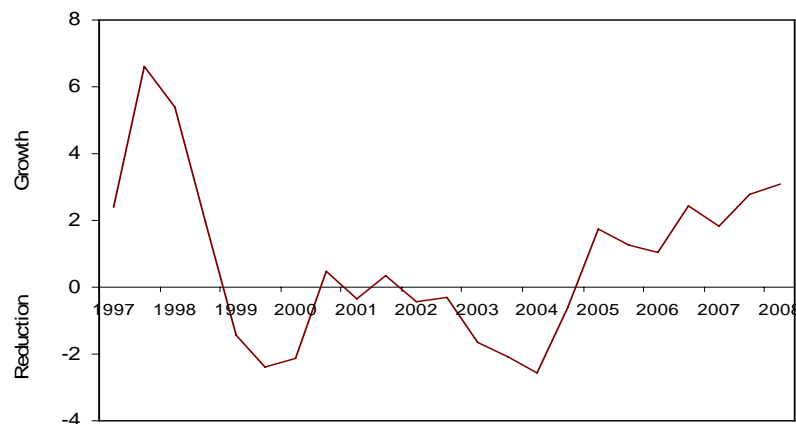
## Employment excluding one-person businesses<sup>5</sup>

Excluding one-person enterprises, there were a total of 3,400 active undertakings in Jersey in June 2008. The number in employment in such undertakings increased by 1,430 over the twelve months to June 2008, to stand at 47,650, an increase of 3.1%.

On a shorter time-frame, between December 2007 and June 2008, employment increased by 3,560. Such shorter-term changes are heavily influenced by seasonal factors, as can be seen from Figure 5a. The underlying trend, excluding seasonal and other short-term variations, is shown by Figure 5b (see Note 3); twelve-month percentage changes are shown in Figure 6.



**Figure 6 - Twelve month percentage changes in private sector employment**



## Employment in one-person businesses

In June 2008 there were 2,260 reported single-person undertakings, about 90 more than a year earlier. Single-person undertakings were not being consistently recorded prior to 2000, so detailed figures excluding single-person undertakings are presented in Appendix 1; those including single-person undertakings are shown in Appendix 2.

<sup>5</sup> These data are shown in order to obtain a longer term view of employment in Jersey since one-person undertakings were not consistently reported before 2000.

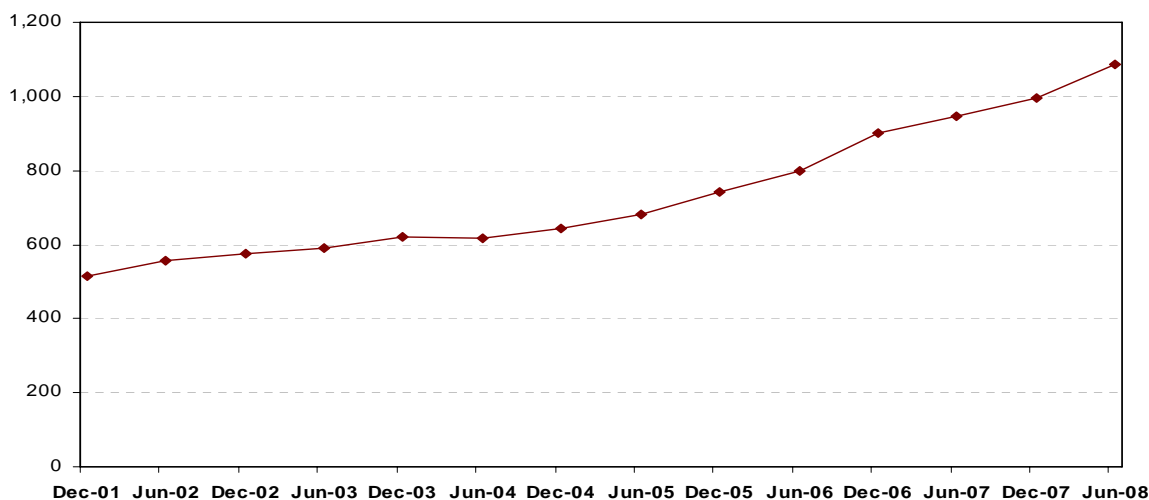
## Residential qualifications

Overall, 81% of people employed in Jersey in June 2008 were locally qualified (as defined by the Regulation of Undertakings and Development Law, see Note 4), more than 3% were j-category and 16% (around one in six) were not locally qualified.

Of the 49,900 people employed in the private sector in June 2008, about four-fifths (80%) were locally qualified. A further 2% (1,090 staff) were qualified as j-category. The remaining 18% (9,140), more than one in six of all private sector staff, were not locally qualified.

The number of locally qualified staff in the private sector in June 2008 was 940 more than in June 2007, more than half of this net increase being from the Finance sector. Over the same period, the number of j-category employees in the private sector increased by 140 (Figure 7), almost two-thirds of the increase occurring in the Finance sector. The number of j-category employees in the private sector has more than doubled since the Manpower Survey first recorded the residential qualifications of employees in December 2001

**Figure 7- Private sector j-category employees**

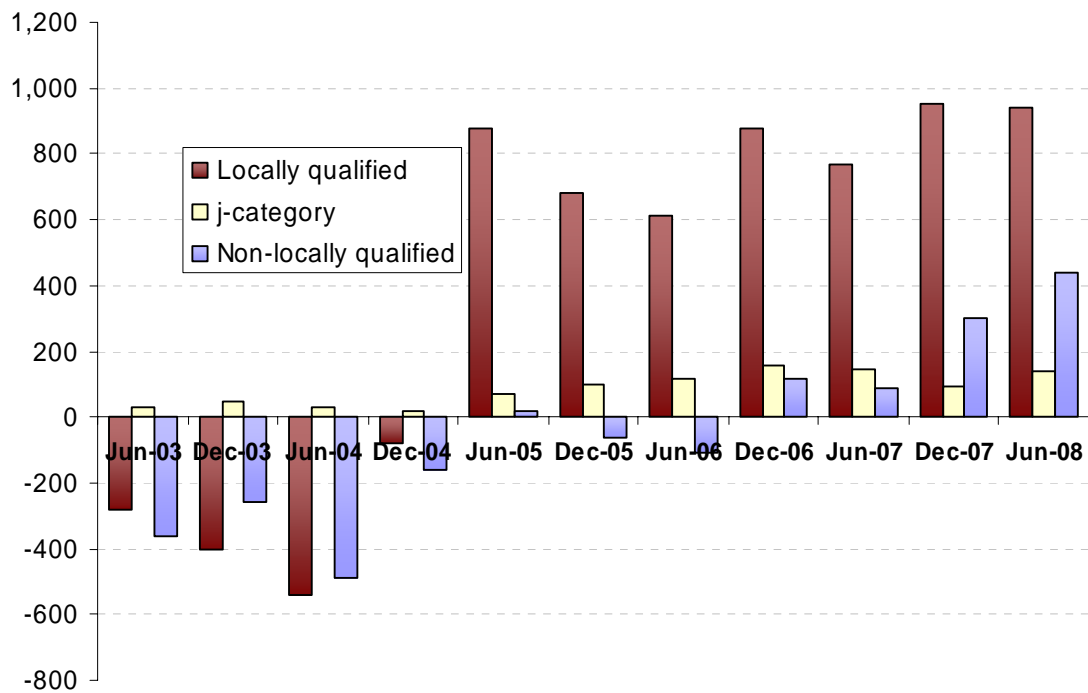


The number of private sector staff who were not locally qualified in June 2008 was 440 higher than a year earlier, with increases particularly seen in Miscellaneous business activities and Wholesale and retail. In contrast, Financial and legal activities and Education, health and other services reported small net reductions in non-locally qualified staff on an annual basis, even though both these sectors saw increased staff numbers in total.

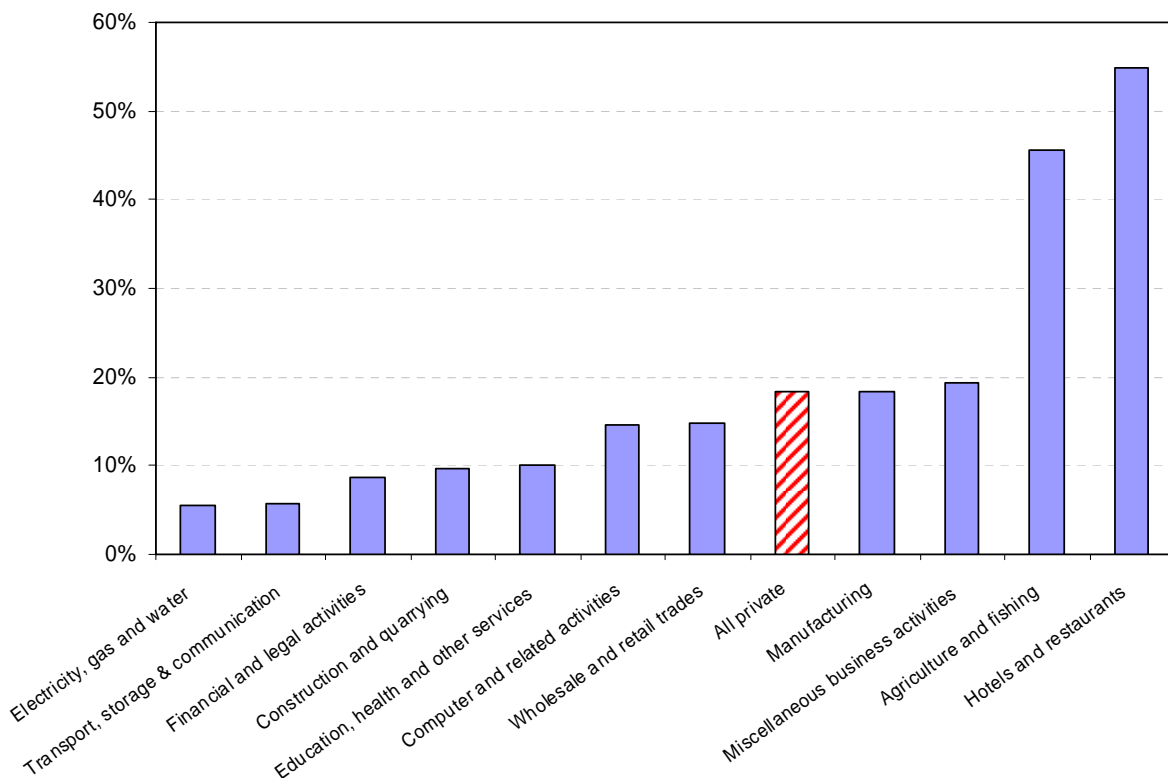
As Figure 8 shows, the number of locally qualified staff has increased on an annual basis since mid-2005 whereas the number of non-qualified staff has seen increases on a shorter timescale, since the end of 2006.

Within the private sector in June 2008, the highest proportions of non-qualified employees (excluding j-category) was in Hotel, restaurants & bars (55%) and Agriculture & fishing (45%); whilst the Electricity, gas and water sector had the lowest proportion at 5% (see Figure 9). About 9% of employees in Finance and 10% of Construction were non-locally qualified.

**Figure 8 - Annual change in private sector employment by residential qualification**



**Figure 9 – Percentage of non-qualified employees by private sector**



The number of j-category staff in the public sector in June 2008 was 690, representing about one in ten public sector employees, and down by 40 on June 2007 largely due to the reclassification of j-category employees with in excess of ten years service.



## Employment by nationality

Utilising data from the Department of Social Security (DSS) it is possible to get an insight into the make up of Jersey's workforce by nationality<sup>6</sup>. However, in using these data it is important to understand a number of key points.

Firstly, the nationality data compiled by DSS is based on contributions (i.e. the number of actual contributions paid in a given quarter) paid on behalf of contributors (employees only, excluding the self-employed and non-employed contributors). The number of contributions from unique contributors will differ from the number employed primarily because the data on social security data refer to contributions paid *over the entire quarter*, 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 as the former will always be higher by definition<sup>7</sup>.

Furthermore, nationality recorded by DSS is self-reported and historically has not been a key variable for social security purposes. As a result it is not possible to separate Jersey and United Kingdom nationals. Since these two groups are the largest two nationalities working in Jersey, the fact that they are combined does limit the usefulness of the data in examining migration trends.

Table 3 provides a breakdown of contributors by nationality. The ongoing increase in total contributors, and the seasonality, is clearly evident.

**Table 3: Number of unique Social Security contributors by nationality**

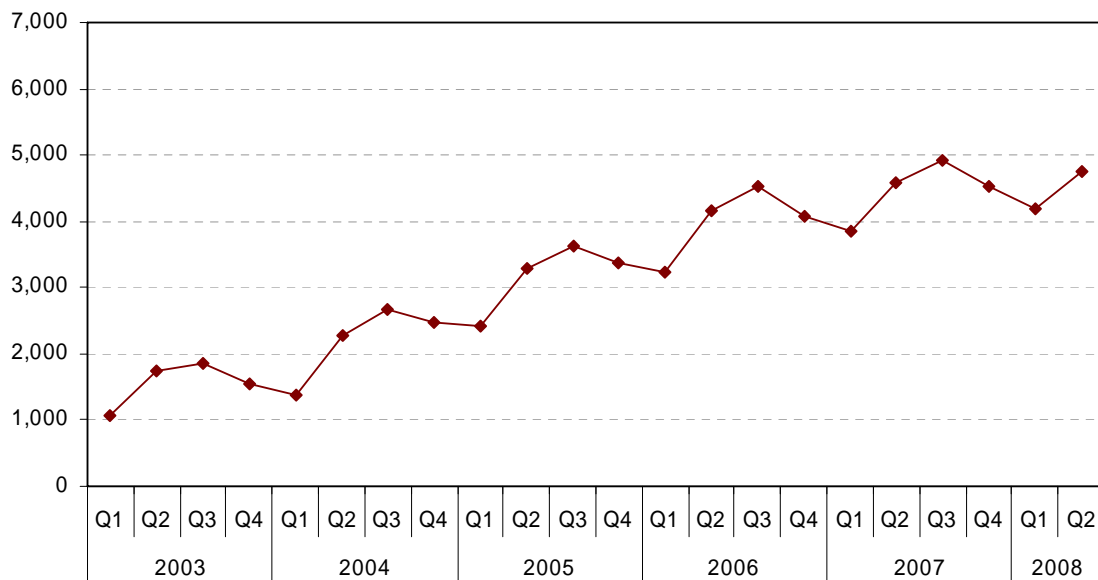
	2005		2006				2007				2008	
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
UK/Jersey	37,410	36,150	35,600	36,500	37,840	36,980	36,110	36,950	38,400	37,260	36,730	37,380
Portuguese	6,500	6,320	6,020	6,510	6,600	6,420	6,190	6,650	6,760	6,700	6,620	7,120
Accession 8	3,610	3,380	3,240	4,150	4,530	4,090	3,850	4,590	4,910	4,530	4,190	4,740
<i>of which Polish</i>	<i>3,500</i>	<i>3,270</i>	<i>3,130</i>	<i>3,980</i>	<i>4,320</i>	<i>3,890</i>	<i>3,660</i>	<i>4,330</i>	<i>4,620</i>	<i>4,280</i>	<i>3,960</i>	<i>4,440</i>
Other	6,640	6,390	6,030	6,250	6,360	6,200	6,000	6,250	6,450	6,340	6,130	6,440
<b>Total</b>	<b>54,170</b>	<b>52,230</b>	<b>50,900</b>	<b>53,410</b>	<b>55,330</b>	<b>53,680</b>	<b>52,150</b>	<b>54,440</b>	<b>56,520</b>	<b>54,830</b>	<b>53,680</b>	<b>55,670</b>

During Q2 2008 a total of 4,740 unique contributors (almost 9% of the total) were paid from or on behalf of nationals from A8 countries, about 94% of whom were Polish. For reasons given above, the actual number of A8 people in work at a given point in time, many in seasonal jobs, will be lower than the figure based on the number of unique contributors. Nevertheless, the ongoing increase in the number of contributors from A8 nationals over the past five years is apparent in Figure 10.

<sup>6</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>7</sup> Both sources count people with more than one job (with different undertakings) as multiples.

**Figure 10 - Number of unique Social Security contributions for A8 nationals 2003-2008**

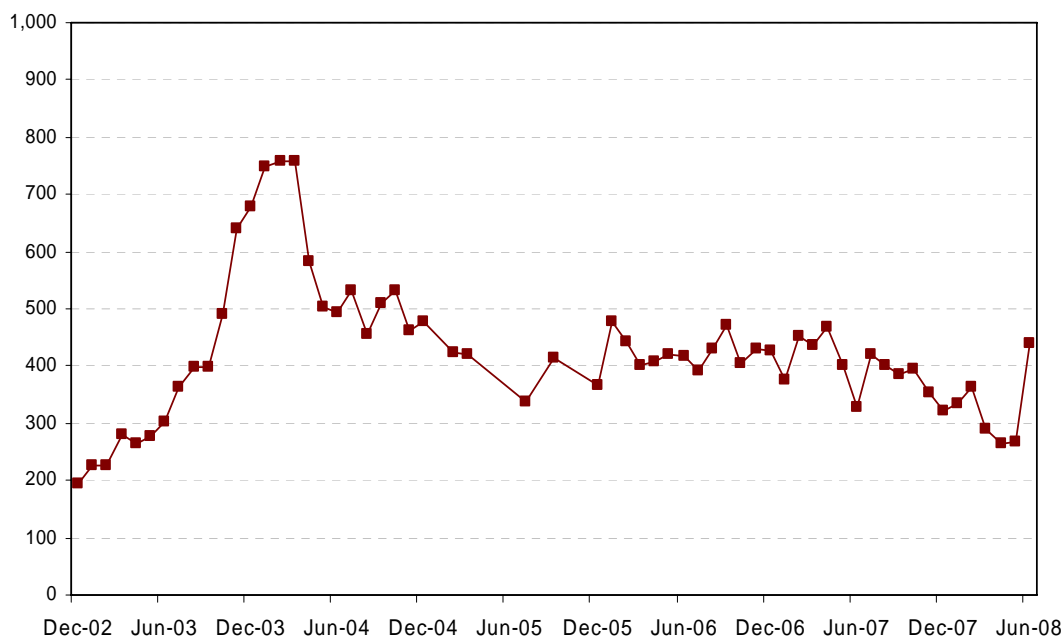


## Unemployment

The number of people registered as unemployed in Jersey in June 2008 was 440. This number is somewhat greater than that seen previously over the past 12 months, the increase being largely the result of definitional changes due to the introduction of the new Income Support system<sup>8</sup>.

Figure 11 shows that registered unemployment in Jersey was relatively stable throughout 2005 and 2006, at around 400 per month, and then fell in 2007 and early 2008 before rising most recently due to the aforementioned definitional changes.

**Figure 11 - Registered unemployment in Jersey 2002-2008**



## International comparisons

<sup>8</sup> Claimants now have to register as unemployed if classified as job seekers or in receipt of Long Term Incapacity Allowance or actively seeking work and not receiving benefit.

In the UK, for the second quarter of 2008 there were 29.6 million people employed and 0.8 million people claiming Jobseeker's Allowance (the Claimant Count). In Guernsey in June 2008 there were 32,830 people in employment (24% in Finance, a similar proportion to Jersey) and 230 people registered as unemployed.

In Jersey there were 440 persons registered as unemployed in June 2008. People *registered* as unemployed were therefore less than 1% of total employment in Jersey and Guernsey in June 2008, compared to about 3% in the UK<sup>9</sup>.

The internationally comparable measure of unemployed is the ILO (see Note 5): for the UK in the second quarters of 2008 the ILO was 5.4% while the preliminary result for Jersey from the Jersey Annual Social Survey (JASS) for the summer of 2008 is slightly greater than 2%.

## **Vacancies**

The total number of vacancies (full- and part-time) in the private sector in June 2008 (2,720) was the highest June figure reported for six years. The Finance sector reported the highest number of vacancies (780) of any individual sector.

*Statistics Unit*

*08 October 2008*

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<sup>9</sup> Figures for the UK are from the Office for National Statistics: Labour market statistics, January 2008.

## Notes

1. The Manpower Survey is a census of some 5,660 undertakings in Jersey, which employ a total of almost 50,000 staff (June 2008) 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 1,470 staff at June 2008.
3. For the six-monthly data of figures 1, 5b and 7, short-term variations (largely due to seasonal factors) were removed by calculating a weighted three-point moving average; entries for June 1996 and June 2008, therefore, do not appear in these plots.
4. 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.
5. 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.
6. 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.
7. As detailed in the complementary Manpower Report published by the States of Jersey Treasury and Resources Department, the public sector employment figures from December 2007 onwards have been determined using the new Human Resources Information System. (HRIS). The resulting headcount figure for the public sector now counts employees working in more than one post within the States of Jersey only once; previously such employees were counted as multiples. Previous total headcount figures reported for the public sector (shown in Table 1) have not been revised on this basis and as such represent upper bounds in terms of the new HRIS reporting methodology.
8. Further information about the Manpower Survey is available from the States of Jersey Statistics Unit, telephone 440403, and about the States of Jersey Manpower Report from the Treasury, telephone 440220. Enquiries about the Regulation of Undertakings and Development Law should be addressed to the Population Office, telephone 448930.

## Appendix 1- Manpower Engaged by Sector

(in businesses in which two or more people are engaged)

	Jun-98	Dec-98	Jun-99	Dec-99	Jun-00	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
<b>Full-time staff</b>																					
Agriculture and Fishing	2,180	1,440	2,170	1,470	1,980	1,420	1,940	1,330	1,870	1,410	1,810	1,360	1,710	1,250	1,910	1,230	1,860	1,280	1,950	1,300	1,570
Manufacturing	1,960	1,940	1,960	1,910	1,970	1,880	1,770	1,740	1,830	1,730	1,700	1,560	1,550	1,380	1,390	1,340	1,280	1,240	1,220	1,170	1,250
Construction and Quarrying	4,610	4,290	4,280	4,100	4,090	3,990	4,320	4,320	4,410	4,280	4,160	3,910	4,050	4,020	4,340	4,290	4,600	4,460	4,550	4,450	4,580
Electricity, Gas and Water	600	620	600	580	610	600	590	580	560	540	530	500	490	490	480	480	490	490	480	490	480
Wholesale and Retail Trades	6,730	6,460	6,520	6,270	6,350	6,190	6,250	6,140	6,200	6,080	6,180	6,140	6,130	6,350	6,330	6,430	6,360	6,520	6,350	6,610	6,410
Hotels, Restaurants & Bars	6,790	4,130	6,510	3,800	6,120	3,720	5,720	3,490	5,530	3,560	5,410	3,550	5,210	3,370	5,080	3,400	5,200	3,430	5,160	3,640	5,090
Transport, Storage & Communication	2,500	2,370	2,570	2,370	2,500	2,300	2,530	2,290	2,490	2,260	2,410	2,210	2,370	2,210	2,370	2,160	2,320	2,220	2,330	2,260	2,340
Computer and related activities	230	210	230	250	280	310	300	300	320	300	320	320	310	320	330	340	350	320	340	360	380
Financial and Legal Activities	9,950	10,180	10,280	10,140	10,400	10,510	10,670	10,890	10,980	11,000	10,730	10,500	10,440	10,420	10,570	10,560	10,800	11,170	11,430	11,840	11,990
Miscellaneous Business Activities	1,340	1,260	1,380	1,240	1,350	1,330	1,370	1,270	1,380	1,330	1,380	1,330	1,380	1,290	1,370	1,300	1,410	1,390	1,520	1,510	1,710
Education, Health and Other Services	2,690	2,570	2,690	2,530	2,710	2,580	2,750	2,610	2,790	2,710	2,860	2,800	2,910	2,790	2,880	2,830	2,950	2,970	3,130	3,070	3,250
<b>Total full-time staff</b>	<b>39,580</b>	<b>35,460</b>	<b>39,180</b>	<b>34,650</b>	<b>38,350</b>	<b>34,820</b>	<b>38,210</b>	<b>34,970</b>	<b>38,340</b>	<b>35,190</b>	<b>37,480</b>	<b>34,180</b>	<b>36,540</b>	<b>33,890</b>	<b>37,060</b>	<b>34,360</b>	<b>37,610</b>	<b>35,460</b>	<b>38,450</b>	<b>36,690</b>	<b>39,050</b>
<b>Part-time staff</b>																					
Agriculture and Fishing	220	200	230	160	210	170	200	180	230	150	240	160	210	170	170	150	230	150	190	160	660
Manufacturing	420	380	420	410	420	380	480	460	430	370	360	320	330	300	320	260	250	250	270	250	330
Construction and Quarrying	270	280	260	240	240	260	260	260	250	280	250	260	300	270	250	250	250	240	240	240	270
Electricity, Gas and Water	20	20	20	20	10	20	20	20	20	20	10	10	10	20	20	10	10	40	40	30	30
Wholesale and Retail Trades	2,010	1,800	1,750	1,720	1,730	1,590	1,560	1,620	1,560	1,560	1,640	1,690	1,640	1,850	1,750	1,860	1,710	1,800	1,710	1,600	1,870
Hotels, Restaurants & Bars	1,180	950	1,180	940	1,030	950	1,000	900	1,010	780	950	800	920	800	1,030	860	960	930	1,050	880	970
Transport, Storage & Communication	370	260	340	230	360	290	320	280	270	240	230	220	220	210	230	230	270	230	300	290	350
Computer and related activities	40	50	50	50	70	70	60	60	60	60	60	50	40	60	60	60	50	50	50	50	60
Financial and Legal Activities	1,300	1,310	1,320	1,270	1,300	1,330	1,360	1,320	1,290	1,270	1,330	1,260	1,210	1,200	1,190	1,180	1,260	1,080	1,110	1,130	1,140
Miscellaneous Business Activities	1,260	1,210	1,270	1,160	1,250	1,180	1,260	1,110	1,170	1,210	1,280	1,240	1,240	1,210	1,310	1,260	1,310	1,290	1,330	1,350	1,420
Education, Health and Other Services	1,490	1,390	1,430	1,450	1,480	1,450	1,540	1,460	1,450	1,380	1,470	1,420	1,480	1,400	1,520	1,400	1,470	1,390	1,480	1,430	1,500
<b>Total part-time staff</b>	<b>8,570</b>	<b>7,850</b>	<b>8,270</b>	<b>7,630</b>	<b>8,080</b>	<b>7,670</b>	<b>8,050</b>	<b>7,670</b>	<b>7,720</b>	<b>7,310</b>	<b>7,830</b>	<b>7,430</b>	<b>7,590</b>	<b>7,460</b>	<b>7,850</b>	<b>7,520</b>	<b>7,770</b>	<b>7,430</b>	<b>7,760</b>	<b>7,400</b>	<b>8,590</b>
<b>All staff</b>																					
Agriculture and Fishing	2,400	1,640	2,400	1,640	2,190	1,580	2,140	1,510	2,100	1,560	2,050	1,530	1,920	1,420	2,080	1,380	2,090	1,430	2,140	1,460	2,220
Manufacturing	2,380	2,310	2,380	2,310	2,390	2,250	2,240	2,200	2,260	2,100	2,060	1,880	1,870	1,680	1,710	1,600	1,530	1,480	1,490	1,420	1,580
Construction and Quarrying	4,880	4,570	4,540	4,340	4,330	4,250	4,570	4,590	4,660	4,560	4,410	4,170	4,350	4,290	4,590	4,530	4,850	4,700	4,790	4,690	4,850
Electricity, Gas and Water	620	640	610	600	620	610	610	600	580	560	540	510	500	510	500	490	500	530	510	520	510
Wholesale and Retail Trades	8,740	8,270	8,270	7,990	8,080	7,780	7,810	7,760	7,750	7,640	7,810	7,840	7,770	8,210	8,080	8,290	8,070	8,310	8,060	8,210	8,280
Hotels, Restaurants & Bars	7,970	5,080	7,690	4,740	7,150	4,670	6,720	4,390	6,530	4,340	6,360	4,350	6,130	4,170	6,110	4,270	6,160	4,360	6,210	4,510	6,060
Transport, Storage & Communication	2,880	2,630	2,910	2,600	2,850	2,590	2,850	2,570	2,760	2,490	2,640	2,420	2,600	2,410	2,610	2,390	2,590	2,440	2,630	2,550	2,690
Computer and related activities	270	260	280	290	350	370	360	360	370	360	380	370	350	370	390	400	400	370	390	410	440
Financial and Legal Activities	11,250	11,480	11,600	11,410	11,700	11,830	12,040	12,220	12,270	12,270	12,070	11,750	11,640	11,620	11,760	11,740	12,060	12,250	12,540	12,970	13,130
Miscellaneous Business Activities	2,600	2,470	2,650	2,400	2,600	2,510	2,630	2,380	2,560	2,540	2,650	2,570	2,610	2,500	2,680	2,560	2,720	2,680	2,840	2,850	3,130
Education, Health and Other Services	4,180	3,960	4,120	3,980	4,180	4,040	4,300	4,070	4,230	4,090	4,340	4,220	4,390	4,190	4,400	4,230	4,420	4,360	4,620	4,490	4,750
<b>Total staff</b>	<b>48,150</b>	<b>43,310</b>	<b>47,450</b>	<b>42,280</b>	<b>46,430</b>	<b>42,490</b>	<b>46,260</b>	<b>42,630</b>	<b>46,070</b>	<b>42,500</b>	<b>45,300</b>	<b>41,600</b>	<b>44,140</b>	<b>41,350</b>	<b>44,900</b>	<b>41,880</b>	<b>45,370</b>	<b>42,900</b>	<b>46,210</b>	<b>44,090</b>	<b>47,650</b>

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- Staff numbers and vacancies

(all businesses, including one-person businesses)

	Staff numbers										Vacancies								Vacancies as % of employed											
	Jun-04	Dec-04	Jun-05	Dec-05	Jun-06	Dec-06	Jun-07	Dec-07	Jan-08		Jun-04	Dec-04	Jun-05	Dec-05	Jun-06	Dec-06	Jun-07	Dec-07	Jun-08		Jun-04	Dec-04	Jun-05	Dec-05	Jun-06	Dec-06	Jun-07	Dec-07	Jun-08	
<b>Full-time staff</b>																														
Agriculture and Fishing	1,780	1,330	1,980	1,300	1,930	1,360	2,030	1,380	1,640	50	70	50	90	30	60	40	60	60	60	3	5	3	7	2	4	2	4	4	4	
Manufacturing	1,600	1,430	1,440	1,400	1,340	1,300	1,280	1,230	1,310	70	80	70	60	60	70	70	100	70	70	4	6	5	4	4	5	5	8	5	5	
Construction and Quarrying	4,350	4,340	4,670	4,650	4,970	4,840	4,940	4,850	4,980	300	290	330	320	260	310	310	330	270	270	7	7	7	7	5	6	6	7	5	5	
Electricity, Gas and Water	490	490	480	480	490	490	480	490	480	30	20	20	20	20	20	20	20	20	20	6	4	4	4	4	4	4	4	4	4	
Wholesale and Retail Trades	6,310	6,530	6,520	6,610	6,550	6,700	6,540	6,800	6,610	390	370	400	380	360	320	370	370	370	370	6	6	6	6	5	5	6	5	6	6	
Hotels, Restaurants & Bars	5,230	3,400	5,100	3,450	5,220	3,480	5,190	3,690	5,120	250	310	250	360	310	370	260	270	260	260	5	9	5	10	6	11	5	7	5	5	
Transport, Storage & Communication	2,450	2,290	2,460	2,250	2,400	2,320	2,450	2,370	2,460	50	70	80	80	90	70	100	80	80	80	2	3	3	4	4	3	4	3	3	3	
Computer and related activities	370	360	380	400	420	390	420	440	460	30	30	30	30	30	30	40	30	30	30	8	8	8	8	7	8	10	7	7	7	
Financial and Legal Activities	10,510	10,490	10,640	10,620	10,870	11,240	11,500	11,910	12,070	580	480	540	630	820	850	810	820	750	750	6	5	5	6	8	8	7	7	6	6	
Miscellaneous Business Activities	1,560	1,470	1,570	1,500	1,630	1,610	1,730	1,730	1,940	120	100	120	110	120	130	130	120	160	160	8	7	8	7	7	8	8	7	8	8	
Education, Health and Other Services	3,060	2,940	3,050	2,980	3,110	3,140	3,310	3,250	3,450	150	150	140	140	150	170	150	170	170	170	5	5	5	5	5	5	5	5	5	5	
<b>Total full-time staff</b>	<b>37,710</b>	<b>35,080</b>	<b>38,300</b>	<b>35,630</b>	<b>38,920</b>	<b>36,860</b>	<b>39,870</b>	<b>38,130</b>	<b>40,510</b>	<b>2,010</b>	<b>1,970</b>	<b>2,020</b>	<b>2,200</b>	<b>2,250</b>	<b>2,400</b>	<b>2,290</b>	<b>2,380</b>	<b>2,240</b>	<b>2,240</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	
<b>Part-time staff</b>																														
Agriculture and Fishing	220	170	180	180	240	170	210	180	670	10	30	10	90	+	+	+	10	10	5	18	6	50	-	-	-	6	1	1		
Manufacturing	340	310	340	280	280	270	300	280	350	+	20	10	20	10	20	10	30	20	-	6	3	7	4	7	3	11	6	6		
Construction and Quarrying	340	310	280	290	280	280	280	280	310	10	20	10	10	10	10	10	20	10	3	6	4	3	4	4	4	7	3	3		
Electricity, Gas and Water	10	20	20	10	10	40	40	30	30	+	+	+	+	+	+	+	+	+	-	-	-	-	-	-	-	-	-	-		
Wholesale and Retail Trades	1,750	1,980	1,890	2,030	1,880	1,980	1,900	1,790	2,070	130	100	90	90	80	100	100	80	70	70	7	5	5	4	4	5	5	4	4	3	
Hotels, Restaurants & Bars	930	810	1,040	880	970	950	1,070	900	990	60	50	50	60	60	60	50	120	140	140	6	6	5	7	6	6	5	13	14	14	
Transport, Storage & Communication	240	230	260	240	290	250	310	310	370	20	20	20	20	10	10	10	20	20	8	9	8	8	3	4	3	6	5	5		
Computer and related activities	80	100	90	90	80	80	80	90	90	10	10	10	10	10	+	+	+	+	13	10	11	11	13	-	-	-	-	-		
Financial and Legal Activities	1,240	1,240	1,230	1,220	1,310	1,120	1,160	1,190	1,190	30	40	20	20	40	30	30	30	30	2	3	2	2	3	3	3	3	3	3		
Miscellaneous Business Activities	1,330	1,310	1,420	1,390	1,430	1,410	1,460	1,480	1,560	120	50	60	40	30	50	90	70	60	9	4	4	3	2	4	6	5	4	4		
Education, Health and Other Services	1,650	1,580	1,710	1,610	1,690	1,610	1,720	1,690	1,740	100	90	100	100	100	100	90	110	110	6	6	6	6	6	6	5	7	6	6		
<b>Total part-time staff</b>	<b>8,120</b>	<b>8,050</b>	<b>8,460</b>	<b>8,210</b>	<b>8,460</b>	<b>8,150</b>	<b>8,520</b>	<b>8,220</b>	<b>9,400</b>	<b>490</b>	<b>420</b>	<b>380</b>	<b>400</b>	<b>360</b>	<b>380</b>	<b>400</b>	<b>480</b>	<b>480</b>	<b>480</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>5</b>	
<b>All staff</b>																														
Agriculture and Fishing	2,000	1,500	2,170	1,480	2,180	1,530	2,230	1,560	2,310	50	100	50	90	30	60	40	60	60	3	7	2	6	1	4	2	4	3	3		
Manufacturing	1,950	1,750	1,780	1,680	1,610	1,560	1,580	1,510	1,670	70	100	90	80	60	90	80	130	80	4	6	5	5	4	6	5	9	5	5		
Construction and Quarrying	4,690	4,650	4,950	4,930	5,250	5,110	5,220	5,130	5,290	310	310	340	330	270	330	320	350	280	280	7	7	7	7	5	6	6	7	5	5	
Electricity, Gas and Water	500	510	500	500	500	530	510	520	510	30	20	30	20	20	20	20	20	20	6	4	6	4	4	4	4	4	4	4		
Wholesale and Retail Trades	8,050	8,510	8,400	8,640	8,420	8,680	8,440	8,590	8,680	520	470	490	470	440	420	470	450	450	450	6	6	6	6	5	5	6	5	5	5	
Hotels, Restaurants & Bars	6,160	4,210	6,140	4,330	6,190	4,430	6,260	4,590	6,110	310	360	300	410	370	430	300	390	400	400	5	9	5	9	6	10	5	8	7	7	
Transport, Storage & Communication	2,690	2,520	2,710	2,490	2,690	2,560	2,760	2,680	2,830	70	90	100	90	100	70	110	100	100	3	4	4	4	4	3	4	4	4	4		
Computer and related activities	450	460	480	490	500	480	500	520	550	40	40	40	30	40	40	50	40	40	9	9	8	6	8	8	10	8	7	7		
Financial and Legal Activities	11,750	11,730	11,860	11,850	12,180	12,370	12,660	13,100	13,260	610	520	560	650	860	880	840	850	780	780	5	4	5	5	7	7	7	6	6	6	
Miscellaneous Business Activities	2,890	2,780	2,990	2,880	3,050	3,020	3,200	3,220	3,500	240	160	170	160	150	190	210	190	230	230	8	6	6	6	5	6	7	6	7	7	
Education, Health and Other Services	4,700	4,520	4,770	4,590	4,800	4,750	5,030	4,940	5,190	250	240	240	240	260	270	250	280	280	280	5	5	5	5	5	6	5	6	5	5	
<b>Total staff</b>	<b>45,830</b>	<b>43,130</b>	<b>46,760</b>	<b>43,850</b>	<b>47,380</b>	<b>45,000</b>	<b>48,380</b>	<b>46,360</b>	<b>49,900</b>	<b>2,500</b>	<b>2,400</b>	<b>2,400</b>	<b>2,600</b>	<b>2,600</b>	<b>2,780</b>	<b>2,690</b>	<b>2,860</b>	<b>2,720</b>	<b>2,720</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>5</b>	

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-06				Dec-06				Jun-07				Dec-07				Jun-08			
	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	980	+	950	1,940	890	+	460	1,360	1,020	+	1,000	2,030	950	+	430	1,380	1,030	+	610	1,640
Manufacturing	1,100	10	230	1,340	1,080	20	210	1,300	1,070	20	200	1,280	1,020	10	200	1,230	1,070	20	230	1,310
Construction and Quarrying	4,340	30	610	4,970	4,270	30	540	4,840	4,430	30	480	4,940	4,370	30	450	4,850	4,440	30	510	4,980
Electricity, Gas and Water	460	+	20	490	460	+	30	490	450	+	20	480	460	+	30	490	450	+	30	480
Wholesale and Retail Trades	5,610	40	900	6,550	5,650	50	1,000	6,700	5,590	50	900	6,540	5,700	50	1,050	6,800	5,450	60	1,100	6,610
Hotels, Restaurants & Bars	2,120	30	3,080	5,220	1,750	20	1,700	3,480	2,230	20	2,940	5,190	1,860	30	1,790	3,690	2,110	30	2,970	5,120
Transport, Storage & Communication	2,250	40	110	2,400	2,180	30	100	2,320	2,280	30	140	2,450	2,220	40	120	2,370	2,260	40	160	2,460
Computer and related activities	370	10	40	420	340	20	40	390	350	20	50	420	360	10	60	440	370	10	80	460
Financial and Legal Activities	9,310	510	1,050	10,870	9,570	590	1,080	11,240	9,740	620	1,150	11,500	10,070	640	1,200	11,910	10,210	710	1,140	12,070
Miscellaneous Business Activities	1,450	30	150	1,630	1,460	30	120	1,610	1,560	40	140	1,730	1,580	40	120	1,730	1,720	40	170	1,940
Education, Health and Other Services	2,640	110	360	3,110	2,660	110	370	3,140	2,750	120	440	3,310	2,720	130	400	3,250	2,870	140	440	3,450
<b>Total full-time staff</b>	<b>30,620</b>	<b>800</b>	<b>7,510</b>	<b>38,930</b>	<b>30,310</b>	<b>900</b>	<b>5,650</b>	<b>36,860</b>	<b>31,460</b>	<b>950</b>	<b>7,460</b>	<b>39,870</b>	<b>31,300</b>	<b>1,000</b>	<b>5,830</b>	<b>38,130</b>	<b>31,980</b>	<b>1,090</b>	<b>7,440</b>	<b>40,510</b>
<b>Part-time staff</b>																				
Agriculture and Fishing	230		10	240	160		10	170	180		30	210	170		+	180	230		440	670
Manufacturing	210		70	280	200		60	270	220		80	300	220		50	280	270		80	350
Construction and Quarrying	270		10	280	260		10	280	270		10	280	270		10	280	310		+	310
Electricity, Gas and Water	10		+	10	30		+	40	40		+	40	30		+	30	30		+	30
Wholesale and Retail Trades	1,760		120	1,880	1,850		130	1,980	1,720		180	1,900	1,660		130	1,790	1,900		180	2,070
Hotels, Restaurants & Bars	570		400	970	560		390	950	610		450	1,070	600		310	900	620		380	990
Transport, Storage & Communication	290		+	290	240		+	250	310		+	310	310		+	310	370		+	370
Computer and related activities	80		+	80	80		+	80	80		+	80	80		+	90	90		+	90
Financial and Legal Activities	1,290		20	1,310	1,100		20	1,120	1,130		30	1,160	1,170		20	1,190	1,180		20	1,190
Miscellaneous Business Activities	1,020		410	1,430	1,110		300	1,410	1,120		340	1,460	990		500	1,480	1,060		500	1,560
Education, Health and Other Services	1,620		70	1,690	1,550		60	1,610	1,620		100	1,720	1,620		70	1,690	1,660		90	1,740
<b>Total part-time staff</b>	<b>7,360</b>		<b>1,100</b>	<b>8,460</b>	<b>7,160</b>		<b>990</b>	<b>8,150</b>	<b>7,280</b>		<b>1,230</b>	<b>8,520</b>	<b>7,120</b>		<b>1,100</b>	<b>8,220</b>	<b>7,700</b>		<b>1,690</b>	<b>9,400</b>
<b>All staff</b>																				
Agriculture and Fishing	1,210	+	970	2,180	1,050	+	470	1,530	1,200	+	1,030	2,230	1,120	+	440	1,560	1,250	+	1,060	2,310
Manufacturing	1,310	10	290	1,610	1,280	20	270	1,560	1,290	20	270	1,580	1,250	10	250	1,510	1,340	20	310	1,670
Construction and Quarrying	4,610	30	620	5,250	4,530	30	550	5,110	4,700	30	490	5,220	4,640	30	450	5,130	4,750	30	510	5,290
Electricity, Gas and Water	470	+	30	500	490	+	30	530	480	+	30	510	490	+	30	520	480	+	30	510
Wholesale and Retail Trades	7,370	40	1,020	8,420	7,500	50	1,130	8,680	7,310	50	1,080	8,440	7,360	50	1,180	8,590	7,350	60	1,280	8,680
Hotels, Restaurants & Bars	2,690	30	3,480	6,190	2,310	20	2,090	4,430	2,840	20	3,400	6,260	2,450	30	2,100	4,590	2,730	30	3,350	6,110
Transport, Storage & Communication	2,540	40	120	2,690	2,420	30	100	2,560	2,580	30	150	2,760	2,530	40	120	2,680	2,630	40	160	2,830
Computer and related activities	450	10	40	500	420	20	40	480	430	20	50	500	440	10	60	520	460	10	80	550
Financial and Legal Activities	10,600	510	1,060	12,180	10,670	590	1,100	12,370	10,870	620	1,180	12,660	11,240	640	1,220	13,100	11,390	710	1,160	13,260
Miscellaneous Business Activities	2,470	30	550	3,050	2,570	30	410	3,020	2,680	40	480	3,200	2,570	40	610	3,220	2,780	40	680	3,500
Education, Health and Other Services	4,260	110	430	4,800	4,210	110	430	4,750	4,360	120	550	5,030	4,340	130	470	4,940	4,530	140	530	5,190
<b>Total staff</b>	<b>37,970</b>	<b>800</b>	<b>8,610</b>	<b>47,380</b>	<b>37,470</b>	<b>900</b>	<b>6,640</b>	<b>45,000</b>	<b>38,740</b>	<b>950</b>	<b>8,700</b>	<b>48,380</b>	<b>38,420</b>	<b>1,000</b>	<b>6,940</b>	<b>46,360</b>	<b>39,680</b>	<b>1,090</b>	<b>9,140</b>	<b>49,900</b>

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