

**MANPOWER REPORT FOR THE PERIOD 1ST OCTOBER 2000
TO 31ST DECEMBER 2000**

**Presented to the States on 3rd April 2001
by the Industries Committee**



STATES OF JERSEY

STATES GREFFE

150

2001

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Price code: C

THE JERSEY LABOUR MARKET AT DECEMBER 2000

This report consolidates and reconciles as far as possible the different sources of information about employment and vacancies in Jersey at the end of December 2000, the main sources being the quarterly Manpower Survey and the 6-monthly Human Resources Manpower Report.

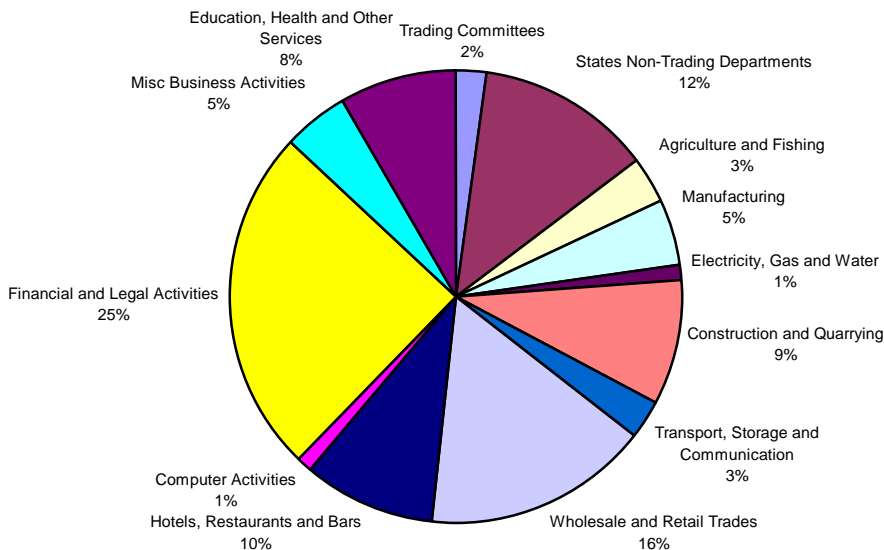
Employment

Employment in the private sector¹ on a headcount basis was reported at 43,830. In the public sector it was reported at 6,210, giving a total of people in employment, either full-time or part-time, of 50,040. This should be regarded as a minimum estimate of the total number of jobs occupied, as in the private sector some of the smallest businesses do not have to make returns and in the public sector temporary staff, retained firemen, supply teachers and health bank staff are not included in the figures. There are thought to be at least 300 of these staff, mainly part-time, who were actually employed at some time in the month preceding the snapshot date.

Figure 1 shows the sectoral distribution of people employed. Almost a quarter (24.7 per cent) of the total (12,360) were working in financial and legal services, followed by wholesale and retail distribution (7,980 - 15.9 per cent). One cannot treat the public sector as a comparable grouping because it includes certain activities, notably education and health, which are also undertaken to a substantial extent in the private sector.

¹ Including States Trading Committees, the Financial Services Commission and the Family Nursing and Home Care Service. These bodies account for a total of 1,450 staff.

Figure 1 - Jersey Employment
December 2000 - Headcount



Vacancies

3,410 vacancies were reported by the private sector, 7.8 per cent of the number employed. In the public sector there were 310 vacancies reported, 5.0 per cent of the number employed. Public sector vacancies broadly represent the difference between posts approved and staff actually employed. In the private sector, however, vacancies are only counted if the employer is actively trying to recruit staff to fill them. It is difficult to draw conclusions about differences in labour market pressures in the public and private sectors because of the different mechanisms for obtaining approval for the recruitment of staff under different regimes. The total figure of some 3,700 vacancies, however, when viewed in comparison with registered unemployment of 146 at the end of December, indicates a high degree of pressure in Jersey's labour market,

likely to generate wage competition, inflation and an unhealthy rate of staff turnover.

A snapshot sample survey of employers who had entered into 3-year agreements under the Regulation of Undertakings and Development Law was also carried out at the end of December 2000. This obtained responses from more than 350 employers accounting for some 28 per cent of private sector employment. Those employers reported that they were actively seeking to fill about 1,200 vacancies, 8.6 per cent of the total number of staff they had engaged. This figure, close to the 7.8 per cent obtained by all respondents to the Manpower Survey, tends to confirm the accuracy of the overall vacancies figure. A unique feature of this sample enquiry, however, is that it sought information about the breakdown of staff between locally qualified and non-qualified people, and about whether the vacancies were for qualified or non-qualified staff. (It should be noted that the flexibility inherent in 3-year agreements means that it is not always possible to state definitively that a vacancy is for a particular category of employee). The survey found that 80 per cent of existing staff were locally qualified, and that almost the same proportion of vacancies (76 per cent) were for locally qualified people. Interpretation of these figures is challenging, but they seem to suggest that recruitment is equally difficult for qualified and non-qualified personnel.

International comparisons

It may be helpful, for comparative purposes, to note that in the United Kingdom in the fourth quarter of 2000 it is estimated that there were 28.0 million people employed, 1.0 million people claiming unemployment benefits and 1.1 million vacancies. Thus vacancies were some 3.9 percent of employment, half the Jersey rate, while jobseekers were about 3.6 per cent of employment in the United Kingdom as compared to 0.3 per cent in Jersey. It should be kept in mind, however, that this latter comparison is likely to be distorted by the absence of unemployment benefits in Jersey, reducing the incentive to register as unemployed.

JOHN C IMBER

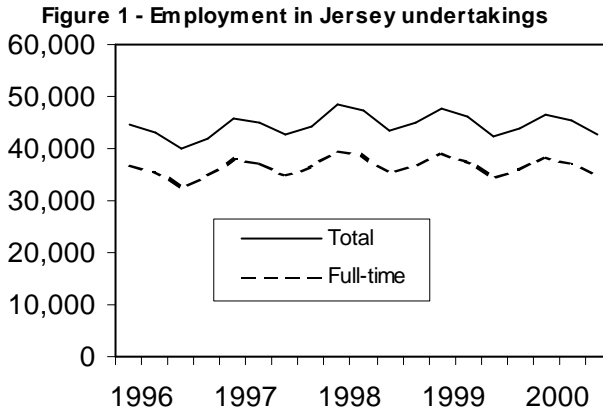
Head of Statistics.

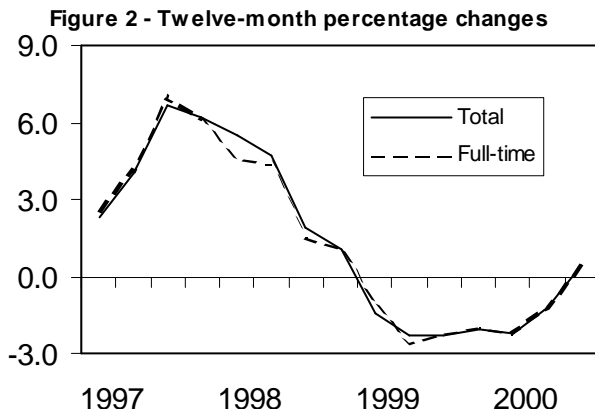
REPORT

The analysis of the Manpower Survey returns for December 2000 shows that in the 12 months to December full-time employment in Jersey undertakings increased by 130 to 34,810, and part-time employment rose by 50 to 7,800. Thus the underlying trend in employment in Jersey has moved slightly upward in the fourth quarter of 2000 after falling for the preceding 18 months.

The rise in full-time employment, when viewed together with the ongoing low level of registered unemployment (146 at the end of December 2000) suggests that the net outflow of working age people leaving Jersey has ceased, and the Island's population, after taking births and deaths into account, is rising again. The 130 increase in the number of vacancies in the quarter to December (see figure 3), however suggests that the high degree of pressure in the labour market intensified once more in the fourth quarter of 2000.

In the fourth quarter itself full-time employment decreased by 2,530 while part-time employment decreased by 340. These short-term decreases, however, are largely attributable to seasonal factors, as can be seen from Figure 1. Figure 2 shows the underlying trend.

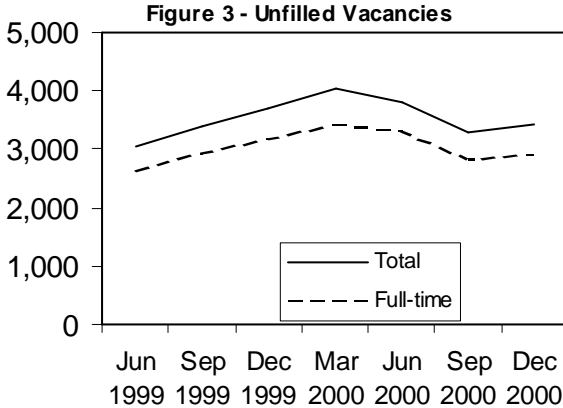




Because they have not been consistently recorded in the past, these comparisons do not include single-person undertakings, of which there were 1,130 reported in December 2000, 170 more than a year earlier. Detailed figures excluding single-person undertakings are shown in Appendix 1 and including single-person undertakings in Appendix 2.

Vacancies

Since March 1999 undertakings reporting to the Manpower Survey have provided figures for the number of vacancies they have. It is possible that, in the past, there has been some over-reporting of the number of vacancies because some businesses may have reported vacancies they have no immediate intention of filling. From September 2000, however, the survey form was revised to make clear that only vacancies which businesses are actively seeking to fill should be included. The fall in vacancies in the third quarter is probably largely attributable to this reporting change, but the increase of 130 vacancies to a total of 3,410 in December 2000 shows that the pressure in the labour market was still growing in the fourth quarter. Vacancies, full and part-time, were 7.8 per cent of total employment in December. This represents 2,930 full time and 480 part time unfilled posts.



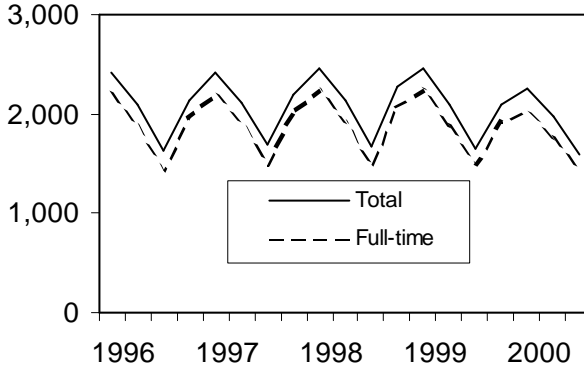
Using total vacancies as a proportion of employment in the sector (including one-person businesses) as an indicator, labour shortages are still most severe in the computing sector (12 per cent), followed by agriculture and fishing (11 per cent), and miscellaneous business activities (9 per cent) and, financial and legal activities and wholesale and retail trades (all 8 per cent). Staff shortages were least evident in electricity, gas and water and education, health and other services (both 6 per cent) and manufacturing (5 per cent).

Sectoral analysis of employment - general

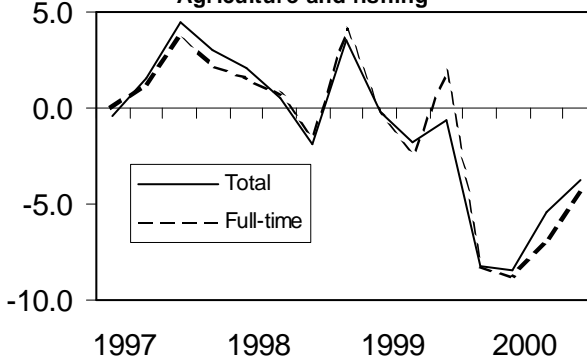
The total number of staff employed in all businesses increased by 370 over the 12 months to December 2000, with the largest increases in computer and related activities (13 per cent), financial and legal activities and miscellaneous business activities (both 4 per cent). In contrast, there was a 4 per cent decrease in employment in agriculture and fishing and 2 per cent decreases in manufacturing, construction, wholesale and retail trades and hotels, restaurants and bars.

Agriculture and fishing

Figure 4 - Employment in Agriculture and fishing



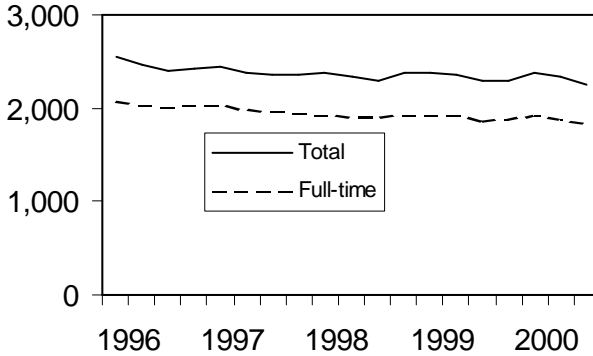
**Figure 5 - Twelve-month percentage changes
Agriculture and fishing**



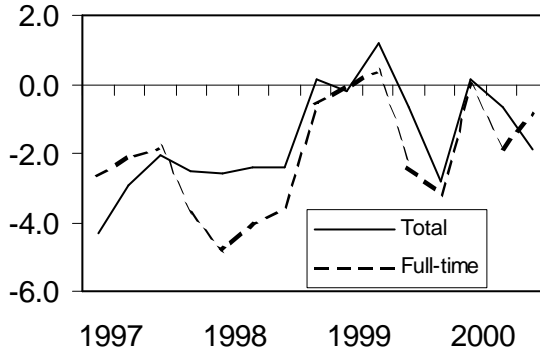
Employment in agriculture is highly seasonal, as may be seen in figure 4, and the peak number employed rose to 2,460 in June 1999, but fell to 2,250 in June 2000. The fall in agricultural employment continued throughout 2000 (Figure 5), reaching a 5-year low of 1,600 in December 2000. The rate of decrease has slowed in the last two quarters.

Manufacturing

Figure 6 - Employment in Manufacturing



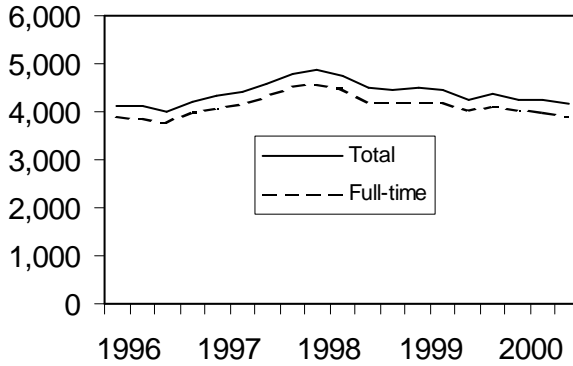
**Figure 7 - Twelve-month percentage changes
Manufacturing**



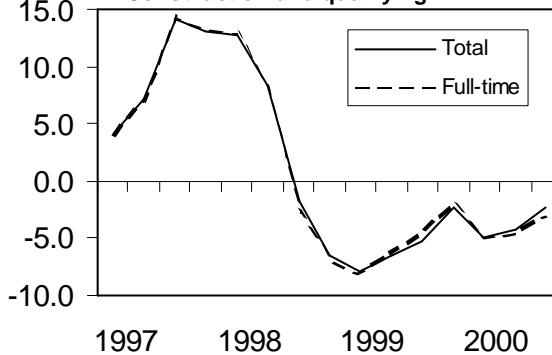
Employment in manufacturing has been declining slowly for several years (Figure 6). The decline has continued, still very slowly, in the last few quarters.

Construction and quarrying

Figure 8 - Employment in Construction and quarrying



**Figure 9 - Twelve-month percentage changes
Construction and quarrying**



A period of growth in construction employment up to mid-1998 was followed by a similar decline as major projects were completed (Figure 8). The industry is now showing a slow annual decline in employment of 2 to 3 per cent (Figure 9).

Electricity, gas and water

Figure 10 - Employment in Electricity, gas and water

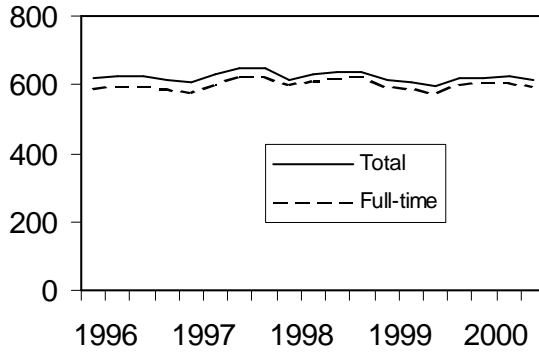
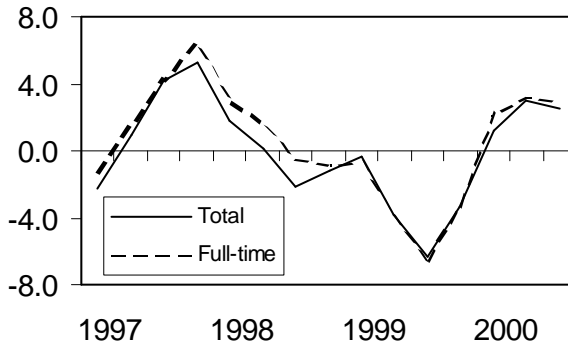
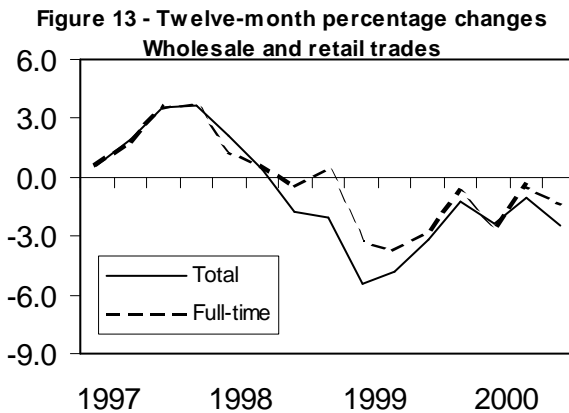
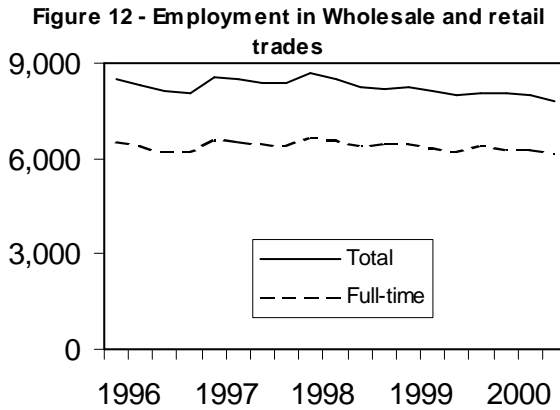


Figure 11 - Twelve-month percentage changes
Electricity, gas and water



A small seasonal pattern in the utilities sector conceals a downward trend through 1999 (Figure 10). The 12-month comparison (Figure 11) shows that staff numbers have risen slightly during the year 2000.

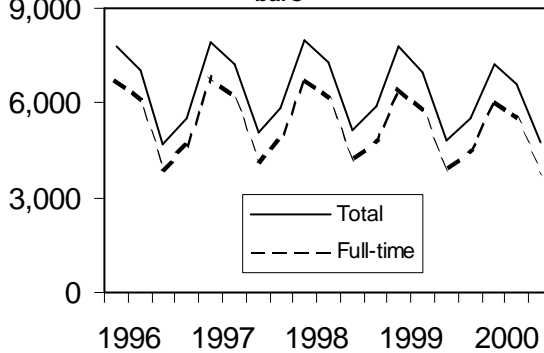
Wholesale and retail trades



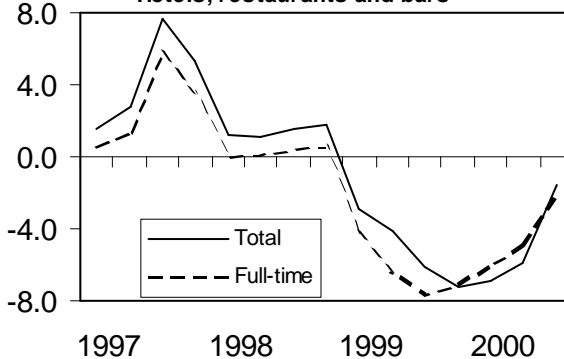
Seasonal factors tend to obscure the growth that occurred in this sector up to June 1998 (Figure 12). The pattern of 12-month changes, however, (Figure 13), suggests that employment in the sector has been declining slowly since that time.

Hotels, restaurants and bars

Figure 14 - Employment in hotels, restaurants and bars



**Figure 15 - Twelve-month percentage changes
Hotels, restaurants and bars**



This is the most seasonal of all sectors, with growth of some 3,000 staff between winter and summer. The underlying increase in employment that occurred up to late 1998 is nevertheless apparent (Figure 15). In 1999, however, recruitment difficulties and reduced demand led to a significant drop in full-time employment. This decline has slowed over the last couple of quarters with a fall of only 90 full-time staff in the year to December 2000 (Figure 14). Part-time working rose marginally in the same period, resulting in a net reduction of 80 staff in total.

Transport, storage and communication

Figure 16 - Employment in Transport, storage and communication

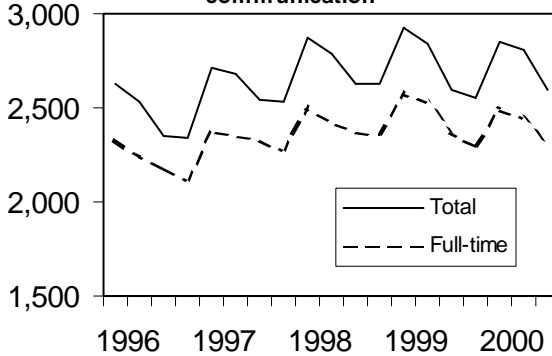
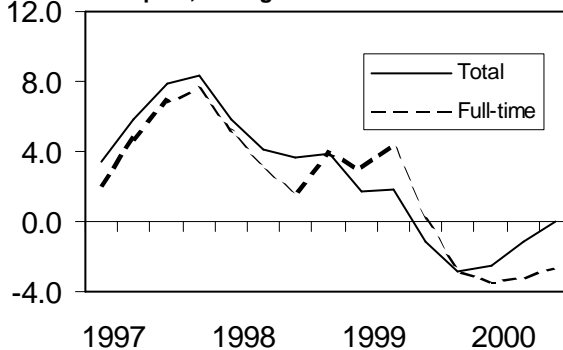
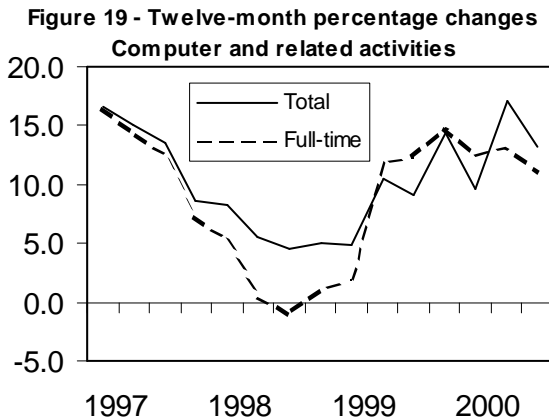
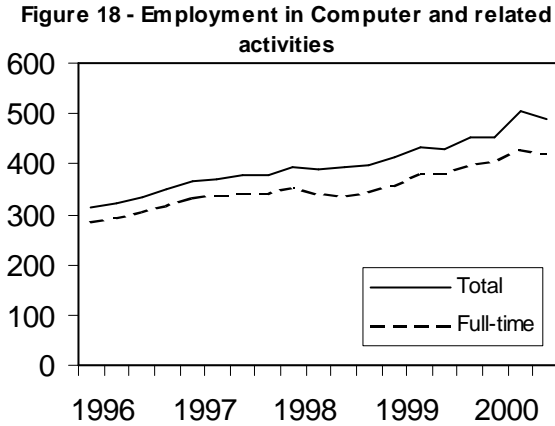


Figure 17 - Twelve-month percentage changes Transport, storage and communication



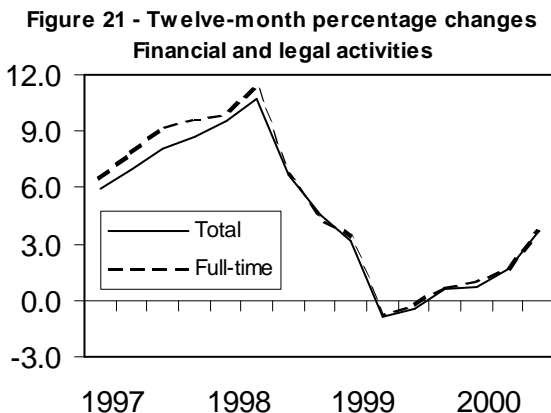
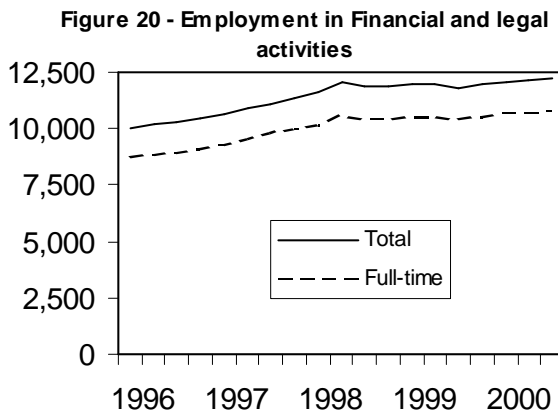
The figures shown for this sector include all the Trading Committees of the States: Harbours and Airport, Jersey Post and Jersey Telecoms. The strong seasonal pattern (Figure 16) reflects the importance of tourism to road, sea and air transport. The underlying upward trend apparent until late 1999 has since turned into a decline for every quarter up to December 2000 (Figure 17).

Computer and related activities



Computing is a sector that has shown an annual increase, averaging 10%, every quarter since 1996. In this time employment has grown from 310 to 490 (Figure 18).

Financial and legal activities



“Financial Activities” include banking, investment, insurance and accounting. With legal activities also included, employment in the sector passed 10,000 in 1996, there was then rapid growth until 1998 (Figure 20). Since that time, employment in the sector grew rather slowly, but appears to have accelerated again in the latest quarters, reaching 12,250 in December 2000.

Miscellaneous business activities

Figure 22 - Employment in Miscellaneous business activities

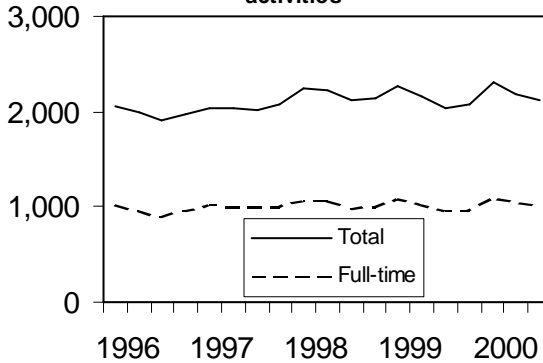
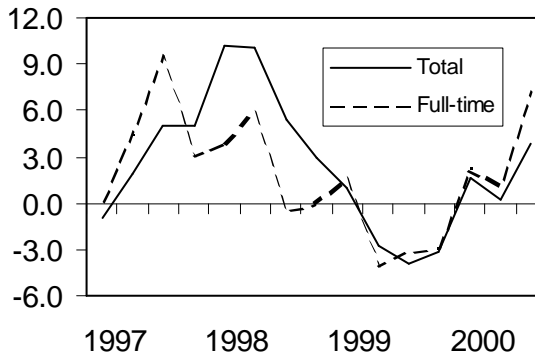


Figure 23 - Twelve-month percentage changes Miscellaneous business activities



This sector includes estate agency, architecture, car hire, security services and a wide range of other activities, and has a very high proportion of part-time staff. The car hire element accounts for most of the seasonal pattern apparent in Figure 22. The 12-month changes (Figure 23) show increasing growth until mid 1998, a decline during 1999, and then quite rapid growth in 2000.

Education, health and other services

Figure 24 - Employment in Education, health, and other services

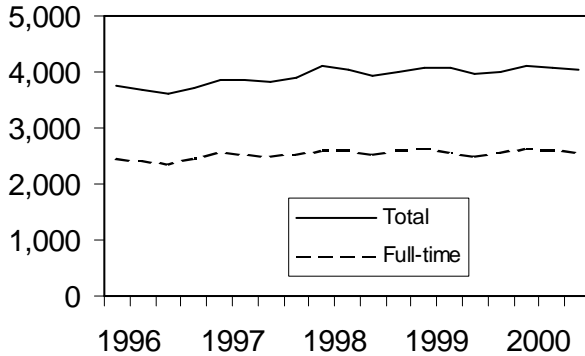
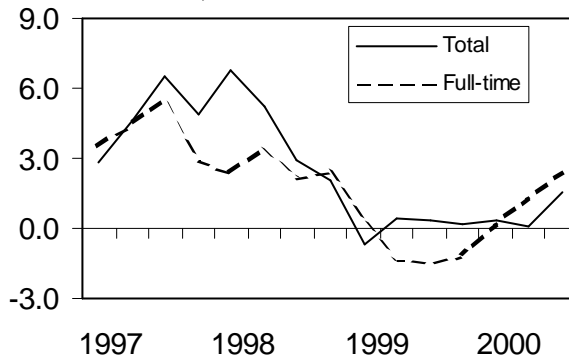


Figure 25 - Twelve-month percentage changes Education, health and other services



This sector comprises only the private sector activities in these fields: general practitioners, dentists, private schools and welfare organisations. As in most sectors, the trend in employment has been upward from 1996 to early 1999 (Figure 24). Since that time the total employment has grown slowly to 4,020 (Figure 24).

Notes:

1. The manpower survey is carried out quarterly and covers over 4,400 undertakings in Jersey employing a total of nearly 44,000 staff at December 2000, including more than 8,100 part-time staff who may have more than one job. The survey is conducted and analysed by the Statistics Unit of the Policy and Resources Department of the States of Jersey on behalf of the Industries Committee.
2. Further information about the survey is available from the Statistics Unit, telephone 603401. Enquiries about the requirements of the Regulation of Undertakings and Development Law should be addressed to the Regulation of Undertakings Unit, telephone 603710.

Statistics Unit
Policy and Resources Department
March 2001

Manpower engaged by sector

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

	<i>Jun-96</i>	<i>Sep-96</i>	<i>Dec-96</i>	<i>Mar-97</i>	<i>Jun-97</i>	<i>Sep-97</i>	<i>Dec-97</i>	<i>Mar-98</i>	<i>Jun-98</i>	<i>Sep-98</i>	<i>Dec-98</i>	<i>Mar-99</i>	<i>Jun-99</i>	<i>Sep-99</i>	<i>Dec-99</i>	<i>Mar-00</i>	<i>Jun-00</i>	<i>Sep-00</i>	<i>Dec-00</i>
Full-time staff																			
Agriculture and Fishing	2,200	1,880	1,440	1,960	2,200	1,900	1,490	2,000	2,240	1,920	1,470	2,080	2,230	1,870	1,500	1,910	2,030	1,740	1,430
Manufacturing	2,090	2,040	2,010	2,030	2,030	1,990	1,970	1,950	1,940	1,910	1,900	1,940	1,930	1,920	1,860	1,880	1,930	1,880	1,840
Construction and Quarrying	3,920	3,880	3,790	3,990	4,070	4,150	4,340	4,520	4,600	4,490	4,220	4,220	4,230	4,200	4,030	4,130	4,020	4,020	3,910
Electricity, Gas and Water	590	590	600	590	580	600	620	630	600	610	620	620	600	590	580	600	610	610	600
Wholesale and Retail Trades	6,570	6,430	6,240	6,210	6,610	6,550	6,460	6,450	6,700	6,590	6,430	6,480	6,490	6,340	6,250	6,430	6,310	6,320	6,170
Hotels, Restaurants and Bars	6,730	6,080	3,870	4,630	6,780	6,160	4,100	4,800	6,780	6,170	4,120	4,820	6,490	5,770	3,800	4,480	6,100	5,490	3,710
Transport, Storage and Communication	2,330	2,250	2,180	2,120	2,380	2,350	2,330	2,280	2,500	2,430	2,370	2,370	2,580	2,530	2,370	2,300	2,490	2,450	2,310
Computer and Related Activities	290	300	300	320	330	340	340	340	350	340	340	350	360	380	380	400	400	430	420
Financial and Legal Activities	8,750	8,870	8,990	9,150	9,320	9,570	9,820	10,040	10,230	10,660	10,480	10,480	10,580	10,570	10,450	10,560	10,690	10,750	10,830
Miscellaneous Business Activities	1,030	970	910	970	1,030	1,010	1,000	1,000	1,070	1,070	990	1,000	1,090	1,030	960	970	1,110	1,040	1,030
Education, Health and Other Services	2,480	2,420	2,360	2,460	2,560	2,520	2,480	2,530	2,620	2,610	2,540	2,590	2,630	2,580	2,500	2,560	2,640	2,610	2,560
Total full-time staff	36,970	35,700	32,690	34,430	37,890	37,150	34,960	36,530	39,630	38,790	35,480	36,940	39,190	37,790	34,680	36,210	38,330	37,340	34,810
Part-time staff																			
Agriculture and Fishing	230	200	190	180	220	210	210	200	230	210	200	200	230	220	160	180	220	230	170
Manufacturing	460	420	400	400	410	390	380	420	440	410	400	430	440	440	430	430	450	460	400
Construction and Quarrying	230	220	220	230	250	250	250	260	270	270	280	260	260	250	240	230	240	260	260
Electricity, Gas and Water	30	30	30	30	20	30	30	20	20	20	20	20	20	20	20	20	10	20	20
Wholesale and Retail Trades	1,910	1,880	1,860	1,860	1,920	1,920	1,920	1,920	2,010	1,910	1,800	1,710	1,750	1,750	1,720	1,660	1,720	1,690	1,600
Hotels, Restaurants and Bars	1,040	930	820	890	1,130	1,040	960	1,020	1,230	1,120	1,020	1,090	1,270	1,210	1,020	1,010	1,140	1,080	1,030
Transport, Storage and Communication	290	280	170	220	330	320	200	250	370	360	260	260	350	310	230	250	360	360	290
Computer and Related Activities	30	30	30	30	30	30	40	40	40	50	60	50	50	50	50	60	50	80	70
Financial and Legal Activities	1,270	1,290	1,300	1,300	1,300	1,300	1,310	1,330	1,390	1,380	1,390	1,410	1,420	1,360	1,360	1,400	1,390	1,390	1,420
Miscellaneous Business Activities	1,030	1,020	1,010	1,010	1,010	1,010	1,020	1,080	1,170	1,160	1,130	1,140	1,180	1,140	1,080	1,100	1,190	1,130	1,090
Education, Health and Other Services	1,270	1,260	1,240	1,270	1,290	1,320	1,350	1,380	1,490	1,430	1,410	1,400	1,460	1,490	1,460	1,430	1,460	1,460	1,460
Total part-time staff	7,780	7,560	7,260	7,400	7,900	7,830	7,660	7,890	8,670	8,330	7,960	7,950	8,420	8,230	7,750	7,770	8,230	8,140	7,800
All staff																			
Agriculture and Fishing	2,420	2,080	1,630	2,140	2,410	2,120	1,700	2,200	2,470	2,130	1,670	2,280	2,460	2,090	1,660	2,090	2,250	1,980	1,600
Manufacturing	2,550	2,460	2,410	2,430	2,440	2,380	2,360	2,370	2,380	2,330	2,300	2,370	2,370	2,360	2,280	2,300	2,380	2,340	2,240
Construction and Quarrying	4,140	4,110	4,010	4,220	4,320	4,400	4,580	4,780	4,870	4,760	4,500	4,470	4,480	4,460	4,270	4,360	4,270	4,270	4,170
Electricity, Gas and Water	620	620	630	620	610	630	650	650	620	630	640	640	610	610	600	620	620	620	610
Wholesale and Retail Trades	8,480	8,310	8,090	8,070	8,530	8,470	8,380	8,360	8,710	8,500	8,240	8,190	8,230	8,090	7,970	8,090	8,040	8,010	7,770
Hotels, Restaurants and Bars	7,780	7,010	4,700	5,520	7,900	7,200	5,060	5,810	8,000	7,290	5,130	5,910	7,770	6,990	4,820	5,490	7,230	6,570	4,740
Transport, Storage and Communication	2,620	2,530	2,350	2,340	2,710	2,680	2,540	2,530	2,870	2,790	2,630	2,630	2,920	2,840	2,600	2,550	2,850	2,810	2,600
Computer and Related Activities	310	320	330	350	360	370	380	380	390	390	390	400	410	430	430	450	450	510	490
Financial and Legal Activities	10,020	10,160	10,290	10,450	10,610	10,870	11,120	11,360	11,630	12,030	11,870	11,890	11,990	11,940	11,810	11,960	12,080	12,130	12,250
Miscellaneous Business Activities	2,060	1,990	1,920	1,980	2,040	2,030	2,010	2,080	2,240	2,230	2,120	2,140	2,270	2,170	2,040	2,070	2,300	2,170	2,120
Education, Health and Other Services	3,750	3,670	3,600	3,730	3,850	3,840	3,830	3,910	4,120	4,050	3,950	3,990	4,090	4,060	3,960	3,990	4,100	4,070	4,020
Total staff	44,750	43,260	39,950	41,830	45,790	44,980	42,610	44,420	48,290	47,120	43,440	44,890	47,610	46,020	42,430	43,980	46,560	45,470	42,610

Note: Figures are rounded independently to the nearest 10

APPENDIX 2

Staff numbers and vacancies

(all businesses, including one-person businesses)

	<i>Staff numbers</i>					<i>Vacancies</i>					<i>Vacancies as percent of staff employed</i>				
	<i>Dec-99</i>	<i>Mar-00</i>	<i>Jun-00</i>	<i>Sep-00</i>	<i>Dec-00</i>	<i>Dec-99</i>	<i>Mar-00</i>	<i>Jun-00</i>	<i>Sep-00</i>	<i>Dec-00</i>	<i>Dec-99</i>	<i>Mar-00</i>	<i>Jun-00</i>	<i>Sep-00</i>	<i>Dec-00</i>
Full-time staff															
Agriculture and Fishing	1,550	1,960	2,080	1,790	1,480	200	150	80	90	170	12.8	7.6	3.9	4.7	11.4
Manufacturing	1,890	1,910	1,960	1,920	1,870	200	140	160	90	120	10.5	7.1	7.9	4.9	6.1
Construction and Quarrying	4,230	4,340	4,230	4,240	4,150	410	470	410	320	350	9.6	10.8	9.6	7.5	8.5
Electricity, Gas and Water	580	600	610	610	600	20	30	50	50	30	3.8	4.3	8.2	8.3	5.5
Wholesale and Retail Trades	6,380	6,550	6,420	6,440	6,320	500	520	510	530	490	7.8	8.0	7.9	8.2	7.7
Hotels, Restaurants and Bars	3,840	4,500	6,120	5,510	3,760	470	510	430	360	330	12.1	11.3	6.9	6.5	8.9
Transport, Storage and Communication	2,400	2,340	2,520	2,500	2,360	140	170	180	150	160	5.7	7.2	7.2	5.8	6.8
Computer and Related Activities	410	430	440	470	470	50	60	70	60	70	11.2	13.4	15.6	13.0	14.0
Financial and Legal Activities	10,520	10,630	10,760	10,830	10,910	910	1,040	1,070	940	930	8.6	9.8	10.0	8.6	8.5
Miscellaneous Business Activities	1,050	1,070	1,240	1,130	1,130	90	100	150	90	90	8.7	9.1	12.3	7.6	7.8
Education, Health and Other Services	2,580	2,650	2,720	2,710	2,660	230	260	210	180	190	8.8	9.6	7.9	6.7	7.2
Total full-time staff	35,420	36,980	39,100	38,140	35,690	3,190	3,430	3,320	2,840	2,930	9.0	9.3	8.5	7.4	8.2
Part-time staff															
Agriculture and Fishing	170	190	230	240	180	0	10	10	10	10	1.7	5.3	2.7	2.1	3.9
Manufacturing	440	440	460	470	420	10	10	0	0	10	1.8	1.4	0.9	0.9	1.2
Construction and Quarrying	260	260	260	270	280	10	20	10	10	10	2.3	8.6	3.4	3.0	3.6
Electricity, Gas and Water	20	20	10	20	20	0	0	10	0	0	0.0	22.2	42.9	17.6	18.8
Wholesale and Retail Trades	1,770	1,710	1,780	1,750	1,660	130	150	150	150	160	7.1	9.0	8.5	8.3	9.3
Hotels, Restaurants and Bars	1,020	1,010	1,140	1,090	1,030	30	50	40	30	40	2.9	4.6	3.7	2.3	3.5
Transport, Storage and Communication	240	260	370	370	300	30	40	30	30	30	12.1	15.6	8.4	8.9	9.9
Computer and Related Activities	70	80	70	100	90	20	20	10	10	0	27.9	21.3	13.7	8.7	3.3
Financial and Legal Activities	1,390	1,440	1,420	1,430	1,450	50	60	50	70	50	3.4	4.4	3.8	4.6	3.6
Miscellaneous Business Activities	1,130	1,160	1,270	1,190	1,150	190	150	100	90	110	16.6	13.2	7.9	7.9	9.6
Education, Health and Other Services	1,530	1,500	1,530	1,540	1,550	70	90	70	50	70	4.2	5.9	4.6	3.4	4.5
Total part-time staff	8,040	8,060	8,540	8,470	8,140	520	610	480	440	480	6.5	7.5	5.7	5.2	5.9
All staff															
Agriculture and Fishing	1,720	2,150	2,300	2,040	1,670	200	160	90	90	180	11.7	7.4	3.8	4.4	10.6
Manufacturing	2,330	2,340	2,420	2,380	2,290	210	140	160	100	120	8.8	6.1	6.6	4.1	5.2
Construction and Quarrying	4,490	4,600	4,500	4,510	4,420	410	490	420	330	360	9.2	10.7	9.3	7.2	8.2
Electricity, Gas and Water	600	620	620	620	610	20	30	60	50	40	3.7	4.8	9.0	8.5	5.9
Wholesale and Retail Trades	8,140	8,260	8,200	8,190	7,980	620	680	660	670	640	7.6	8.2	8.0	8.2	8.0
Hotels, Restaurants and Bars	4,860	5,520	7,260	6,600	4,790	500	560	470	380	370	10.2	10.1	6.4	5.8	7.7
Transport, Storage and Communication	2,640	2,600	2,890	2,870	2,660	170	210	210	180	190	6.3	8.0	7.4	6.2	7.2
Computer and Related Activities	480	510	510	570	560	70	80	80	70	70	13.6	14.6	15.4	12.2	12.3
Financial and Legal Activities	11,910	12,060	12,180	12,250	12,360	950	1,100	1,130	1,000	990	8.0	9.1	9.2	8.2	8.0
Miscellaneous Business Activities	2,180	2,230	2,510	2,330	2,280	280	250	250	180	200	12.8	11.2	10.1	7.7	8.7
Education, Health and Other Services	4,120	4,150	4,250	4,250	4,210	290	340	280	230	260	7.1	8.3	6.7	5.5	6.2
Total staff	43,460	45,040	47,640	46,600	43,830	3,710	4,030	3,800	3,280	3,410	8.5	8.9	8.0	7.0	7.8