



Title:	Information on the Wellington job market		
Report No:	2024-0111		
Date:	11 April 2024	Security Level:	UNCLASSIFIED
Minister and Portfolio:	Hon Nicola Willis, Minister for the Public Service		

Purpose

You have requested information to understand how the Wellington job market is looking, particularly in the context of upcoming job losses, including for example the proportion of the Wellington workforce that is public servants and information about current vacancies.

Current information about the Public Service workforce in Wellington

The Public Service employs about one percent of the population of New Zealand (for the last 30 years, ranging between 0.8 percent and 1.2 percent, currently 1.2 percent in 2023). As at December 2023, there were 65,699 full-time equivalent (FTE) Public Service employees.

Nearly half (45 percent) of the Public Service workforce is based in Wellington, with 21 percent in Auckland and 10 percent in Canterbury. The remaining 24 percent is distributed across the other region.

Public servants comprise 23 percent of Wellington's overall workforce, with the remaining workforce in Wellington comprised of private sector (61 percent) and local government, health, education, state owned enterprise workers (16 percent collectively) (Stats NZ 2023 Business Demography statistics).

Sixty-three percent of Public Service managers are located in Wellington. Other professions with a high proportion of Wellington-based staff are policy analysts (83 percent), information professionals (67 percent), ICT professionals and technicians (85 percent) and legal, HR and finance professionals (61 percent). In contrast, most inspectors and regulatory officers (85 percent) and contact centre workers (69 percent) are based in the regions¹. Tables containing more details on the distribution of roles can be found in the appendix. Note that the regional data will include regional staff based in or around Wellington as well as head offices.

What is currently happening in the Wellington job market?

The number of jobs being advertised is trending down both nationally and in Wellington. The Ministry of Business, Innovation and Employment's (MBIE's) year-on-year data² (to December 2023) shows a 28.6 percent drop in job advertisements at national level. Wellington is experiencing a significant decline in job vacancies, exceeding the national downward trend in the last quarter to December 2023, with a -9.4 percent quarterly change.

While SEEK job advert data is not an official measure, it provides a useful indication of what is occurring in the job market. SEEK reports that Wellington has had the largest job growth decline, of all regions, in the year to January 2024³ (see Table 1).

¹ Data informing paragraphs two, three and five is sourced from [Workforce Data - Regional workforce - Te Kawa Mataaho Public Service Commission](#)

² Jobs Online monitors changes in an index of online job advertisements, not the number of actual online job advertisements. It uses information from online job advertisements from four internet job boards: SEEK, Trade Me Jobs, the Education Gazette and Kiwi Health Jobs - [Jobs Online: December Quarter 2023 \(mbie.govt.nz\)](#)

³ [SEEK NZ Employment Report - January - Newsroom - SEEK](#): (Note that SEEK data is indicative only and not official govt statistics)

Table 1: SEEK National and regional job ad growth/decline comparing January 2024 to: i) December 2023 (m/m), ii) January 2023 (y/y).

	January 2024 vs December 2023 (m/m)	January 2024 vs January 2023 (y/y)
NZ	1%	-24%
Auckland	1%	-24%
Wellington	0%	-34%
Canterbury	-5%	-27%
Waikato	3%	-22%
Bay of Plenty	2%	-21%
Otago	4%	-17%
Manawatu	20%	-13%
Hawkes Bay	8%	-9%
Northland	-7%	-21%
Tasman	4%	-26%
Taranaki	5%	-29%
Southland	7%	-16%
Marlborough	-12%	-30%
Gisborne	4%	4%
West Coast	1%	-13%

MBIE’s Jobs Online: December Quarter 2023 doesn’t include Public Service as a category, however most of these roles are likely to be within ‘Business services and IT industries’. These two industries had year-on-year reductions (to December 2023) of -31 percent and -33 percent respectively. Breaking down by occupation, job advertisements for ‘Professionals’ fell 27 percent in the year to December 2023, with the largest negative quarterly change (-12.1 percent) across all occupations⁴, likely also reflecting the hiring slowdown in the Public Service. Indications are that these numbers will continue to fall.

Nationally, applications per vacancy are at record high indicating a growing pool of job seekers for fewer positions. The Seek NZ Employment Report for January 2024 indicates that the number of applications per job ad is ‘up six percent from November to December, when they were already at the highest recorded levels in SEEK history’⁵.

There are jobs being advertised on the government job site, jobs.govt.nz, but the number being advertised continues to trend down. Nationally, there are about 1850 roles advertised but 85 percent of those roles are based outside of Wellington. Seventy-two percent of all roles advertised are health-related, with just under 30 percent of the roles in Wellington being health-related. As at 11 April 2024, there are 188 non-health-related roles advertised on jobs.govt.nz⁶.

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⁴ [Jobs Online: December Quarter 2023 \(mbie.govt.nz\)](https://www.mbie.govt.nz/jobs-online-december-quarter-2023)

⁵ [SEEK NZ Employment Report - January - Newsroom - SEEK](#)

⁶ [Home | NZ Government Jobs](#) - 11 April 2024

Appendix

Tables 2 & 3: June 2023 Public Service workforce FTE by occupation and region and occupation density across regions

June 2023 Public Service Workforce
FTE by Occupation and Region

HRC Occupational Group	2023	
	Other Regions	Wellington
Managers	3,006	5,053
Policy Analyst	659	3,291
Information Professionals	3,132	6,293
Social, Health and Education Workers	9,140	1,733
ICT Professionals and Technicians	361	2,027
Legal, HR and Finance Professionals	1,274	2,083
Other Professionals not elsewhere included	1,737	1,383
Inspectors and Regulatory Officers	9,571	1,686
Contact Centre Workers	3,149	1,459
Clerical and Administrative Workers	2,763	2,963
Other Occupations	232	123
Grand Total	35,023	28,094

June 2023 Public Service Workforce
Occupation density across regions

HRC Occupational Group	2023	
	Other Regions	Wellington
ICT Professionals and Technicians	15.10%	84.90%
Policy Analyst	16.68%	83.32%
Information Professionals	33.23%	66.77%
Managers	37.30%	62.70%
Legal, HR and Finance Professionals	37.94%	62.06%
Clerical and Administrative Workers	48.26%	51.74%
Other Professionals not elsewhere included	55.68%	44.32%
Other Occupations	65.25%	34.75%
Contact Centre Workers	68.34%	31.66%
Social, Health and Education Workers	84.06%	15.94%
Inspectors and Regulatory Officers	85.02%	14.98%
Grand Total	55.49%	44.51%

Source: [Workforce Data - Regional workforce - Te Kawa Mataaho Public Service Commission](#)