

1 Q. NLH uses the phrase “Permanent Complement” when describing its  
2 workforce. Does this term mean the same thing as the phrase “Full Time  
3 Equivalent” used by Newfoundland Power to describe its workforce? If not,  
4 please explain the difference.  
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6 A. During the period 1992 – 2002 NLH referred to its permanent workforce as  
7 “permanent complement”. This phrase refers to all permanent positions with  
8 approved position descriptions budgeted for an indeterminate period of time.  
9 It assumes full-time hours worked. It does not mean the same as Full Time  
10 Equivalent. Since January 1, 2003 NLH has defined its workforce in terms of  
11 Full Time Equivalent (FTE). Hydro’s definition of an FTE, is the sum of all  
12 paid hours (worked and unworked) divided by the baseline annual hours  
13 (1950 for corporate headquarters positions and 2080 for all other positions).  
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15 The phrase “Full Time Equivalent” used by Newfoundland Power to describe  
16 its workforce, was explained by Ms. Nora Duke during the NP Capital Budget  
17 Hearing in November, 2002:  
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19 “An FTE is a calculation that we use to just basically come up with a  
20 mathematical representation of our workforce, so for example, if we had two  
21 employees on that are on for six months, that would represent one FTE.....”  
22 (reference: NP Capital Budget Hearing Transcript – November 22, 2002,  
23 page 17).