

1 Q. Please identify the incremental change in permanent, temporary and embedded  
2 contractor FTEs, and the underlying assumptions/justification for those changes,  
3 associated with combining Hydro and Power Supply Engineering organizations using  
4 two categories (combined to produce a single value for each of): (a) craft and  
5 supervision, and (b) levels from there up to but excluding the director level.

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8 A. In response to this question, the Business Services section (Short Term Planning and  
9 Warehousing) of Power Supply Engineering Services was not included, as this group  
10 is not within the scope of Hydro Engineering Services.

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12 Hydro and Power Supply are committed to ensuring there is an appropriate balance  
13 of permanent FTEs, temporary FTEs and embedded contractor FTEs to ensure work  
14 requirements are completed in a safe, reliable, least cost manner. The combining of  
15 Hydro and Power Supply Engineering organizations will not change the process that  
16 is utilized to determine the appropriate number of temporary and embedded  
17 contractors required to supplement permanent employees in a given year. At this  
18 time, incremental changes in the number of temporary and embedded contractors  
19 cannot be quantified as it is dependent on the work requirements for a given year.  
20 It is anticipated that reductions in the capital program will result in fewer  
21 temporary and embedded contractors. Please refer to Nalcor's response to PUB-  
22 Nalcor-007 for information on the process that Hydro and Power Supply utilizes to  
23 determine the appropriate balance of permanent employees, temporary employees  
24 and embedded contractors required to complete the work requirements for a given  
25 year.

1 It is anticipated that combining Hydro and Power Supply Engineering organizations  
2 could result in the following reduction in permanent FTEs between Hydro and  
3 Power Supply:

4 a) Zero craft and zero supervision roles. It is expected at this time that existing  
5 numbers will still be required. As stated above, it is anticipated that the  
6 number of temporary and embedded contractors will decrease as the  
7 capital program decreases.

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9 b) Three management roles. It is expected at this time, that some management  
10 aspects of both Hydro and Power Supply can be combined for similar roles  
11 and responsibilities, resulting in a reduction of three permanent FTEs.