

- 1 **Q. Reference: “2022/2023 General Rate Application,” Newfoundland Power, May 27,**
2 **2021, Volume 2, Section 1, Schedule B, Page 1 of 2, Footnote 18.**
3
4 **a) What assumptions, including attrition rates, are used to determine partial year**
5 **adjustments?**
6
7 **b) What is Newfoundland Power’s average time to fill a position from date of**
8 **vacancy? Please provide breakdown separately for internal candidates and**
9 **external candidates.**
10
11 A. a) Partial year adjustments include FTE and labour adjustments necessary to account for
12 employees who start or resume their employment part way through a given year.¹
13 Partial year adjustments forecast for 2022 account for: (i) employees who start or
14 resume their employment in 2022; (ii) employees who left the Company in 2021; and
15 (iii) the Company’s weighted labour rate to account for inflationary increases.²
16
17 Newfoundland Power does not use attrition rates to determine labour forecast
18 requirements.
19
20 b) Since January 1, 2021, the estimated average time to fill a position from date of
21 vacancy is 61.4 days. This reflects 46.5 days for internal candidates and 88.2 days for
22 external candidates.³

¹ See the *2022/2023 General Rate Application, Volume 2, Supporting Materials, Tab 1, Labour Forecast 2021-2023, Schedule B*, page 1, footnote 18.

² See the *2022/2023 General Rate Application, Volume 1, Application, Company Evidence and Exhibits, Section 2.4.1: Operating Costs*, page 2-38, footnote 83 for more information about the weighted labour rate.

³ The estimated average time to fill a position in 2021 for external candidates was impacted by public health restrictions related to the COVID-19 pandemic. See response to Request for Information NLH-NP-009.