

- 1 **Q. In the last GRA in CA-NP-61, NP advised that there have been no formal studies,**
2 **reviews or reports pertaining to staffing levels and/or staff productivity from 2004**
3 **onward. NP advised that “NP assesses opportunities for organizational change or**
4 **restructuring as opportunities arise and synergies are identified. Restructuring**
5 **opportunities since 2004 have been provided through early retirement programs, re-**
6 **assignment of responsibilities, and staff re-development. Formal studies have not**
7 **been part of this process.”**
8
9 **(a) Has NP still not undertaken a formal study, review or report?**
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11 **(b) What assessments of opportunities for organizational change or**
12 **restructuring has NP undertaken since the last GRA?**
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14 **A. (a)** Newfoundland Power has completed a detailed report concerning the method used
15 by the Company to forecast its test year FTEs and labour expenses. Please refer
16 to *Labour Forecast 2009 – 2010* found in *Volume 2, Supporting Materials, Tab 1*.
17
18 **(b)** Newfoundland Power continues to assess opportunities for organizational change
19 or re-structuring as opportunities arise and synergies are identified. Examples
20 since the last GRA include:
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22 (i) Temporarily reallocating trade and technical staff to meet work
23 requirements in particular geographic areas in lieu of temporary hiring;
24 (ii) Creating opportunities for employee development through the experience in
25 stretch roles;
26 (iii) Cancelling hire of a new civil engineer to replace an employee that resigned;
27 (iv) Transferring responsibility for the safety and environment functions from
28 the Human Resources department to Engineering and Operations, which
29 aligned these functions with operations to provide support for high risk
30 groups; and
31 (v) Reorganizing the Finance department resulting in one less supervisory
32 employee.