

1 **Q. Reference: Table 2-2 Newfoundland Power Workforce FTEs (at p. 2-12): In the last**
2 **test year (2008) NP had 551 Regular FTEs and 77 Temporary FTEs for a total of**
3 **628 FTEs. For the 2010 (f) test year NP is forecasting 579 Regular FTEs and 72**
4 **Temporary FTEs for a total of 651 FTEs. Please provide a detailed explanation for**
5 **the expansion of NP's workforce from 628 FTEs in 2008 to 651 FTEs in 2010 (f).**
6

7 A. Newfoundland Power's workforce is managed to respond to annual work requirements
8 and to ensure sufficient workforce development to maintain least cost reliable service to
9 its customers. The increase from 628 FTEs in 2008 to 651 FTEs in 2010F is primarily
10 driven by new work requirements and the need to address workforce demographics.
11

12 Implementation of the Conservation Plan in 2009 will result in an increase of 6.0 FTEs
13 from 2008 to 2010. This reflects the addition of an Energy Conservation Engineer, a
14 Marketing Specialist, an Energy Efficiency Analyst, an Energy Efficiency Specialist and
15 two Customer Account Representatives specifically assigned to conservation activities.
16

17 An increase of approximately 3.0 FTEs from 2008 to 2010 is attributable to the addition
18 of temporary Engineering Technologists to perform work related to third party
19 provisioning services and planned capital work.
20

21 The number of Apprentice Powerline Technicians is forecast to increase from 19 in 2008
22 to 26 in 2010, an increase of approximately 5.5 FTEs from 2008 to 2010. Apprentice
23 employment at this level is necessary to address workforce demographics and ensure
24 continuity in this skilled trade.
25

26 The remaining increase in FTEs from 2008 to 2010 is primarily due to timing differences
27 during transitions of individual employees joining or leaving the Company's active
28 workforce. This includes the net effect of employees on leave of absence (such as long-
29 term disability or maternity leave). It also includes the net effect of retirements,
30 terminations and new hires.
31

32 Detailed explanation of all changes in FTEs from 2008 to 2009 and 2009 to 2010, are
33 contained in the *Labour Forecast 2009 – 2010* found in *Volume 2: Supporting Materials,*
34 *Tab 1, Schedule A and Schedule B.*