

1 **Q. Further to CA-NP-150, please explain why NP seconded these personnel to other**  
2 **Fortis Inc. companies. Please also detail who carried out the functions of these**  
3 **personnel while on secondment.**  
4

5 A. For Newfoundland Power, the principal benefit of a secondment arises from the career  
6 development opportunity it provides for the seconded employee.  
7

8 Secondments expose employees to new work situations and, often, to different challenges  
9 than their regular jobs. Seconded employees return to their regular employment with new  
10 skills, knowledge and experience, which ultimately benefits both Newfoundland Power  
11 and the individual employee.  
12

13 Due to the temporary nature of the transfers in question, Newfoundland Power was able  
14 to absorb the duties of the seconded employees, in two of the four instances, by spreading  
15 the work among the employee's co-workers. In the remaining two cases, other  
16 employees were temporarily reassigned to cover the seconded employees'  
17 responsibilities.  
18

19 The assumption of new responsibilities on a temporary basis resulting from a co-worker's  
20 secondment provides other workers with an opportunity for broader work experience and  
21 exposes them to new challenges. This contributes to their career development as well.