

1 Q. **Other**

2 Further to CA-NLH-104 (Revision 1, December 18-14), why has Hydro used a  
3 vacancy assumption of 40 FTEs for 2015 that is consistent with Hydro's 2014  
4 forecast when as of November, 2014 Hydro was trending around 50 FTEs and Hydro  
5 was anticipating it would exceed its budget of 40?  
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8 A. The 2015 Test Year (budget) was completed mid-2014 and was based on  
9 information available at that time. Hydro's method for forecasting vacancies  
10 remained consistent with that reported in Hydro's response to CA-NLH-104. While  
11 Hydro's 2014 experience was considered, other elements including consultation  
12 with the various departments, consideration of anticipated retirements, leaves of  
13 absences, voluntary resignations, and new hires were also included in the vacancy  
14 analysis.

15 The higher than anticipated vacancy in 2014 resulted from the deferral of new  
16 apprentice and graduate engineer hires to replenish vacancies left by those  
17 completing their training and transitioning into permanent placements within  
18 Hydro. The reasons for the unanticipated deferrals are as follows:  
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- 20 • In 2013, Hydro increased its apprentice complement by ten additional positions  
21 as a result of special funding received through the provincial government.  
22 Hydro was advised in October of 2014 that funding would no longer be available  
23 for government's fiscal year of April 1, 2014 to March 31, 2015. This resulted in  
24 a decision to defer hiring of several positions in the 2014 budget associated with  
25 the funding;

- The hiring of several Power Systems Operator Apprentice positions was deferred to early 2015 to allow sufficient time for a working group to provide recommendation on eligibility requirements for program entry that could potentially improve attraction and long-term retention of candidates within specific areas; and
- The incremental work that was required of operational staff as a result of the interruption of power supply in January of 2014 impacted Hydro's planned work and its ability to support the recruitment of graduate engineers and apprentices in the fall of 2014 which also resulted in some additional deferrals.

Hydro recognizes that the Apprentice and Graduate Engineer training programs are critical to ensuring a pool of candidates to meet its future workforce requirement. Hydro has already initiated recruitment activities for 2015 for these programs consistent with its 2015 budget. Hydro's vacancy excluding the unanticipated deferrals described above would have been approximately 40 FTEs.