

1 Q. Further to the response to PUB-NLH-222 explain why, beginning in 2010, billable
2 hours are used in the calculation of the bill rate, rather than total hours as
3 previously.

4

5

6 A. The bill rate was revised in 2010 to use billable hours to ensure that all salary costs
7 paid are included in the bill rate for cost recovery purposes. For instance, annual
8 leave, sick leave, training and statutory holidays are not billable hours. Therefore
9 bill rates are increased such that all salary costs are appropriately charged based on
10 hours billed.