

1 Q. Further to CA NLH-104, Hydro states that in 2012 it budgeted for 27 vacancies;
2 however the actual vacancy was 52 full time employees. Hydro also states that in
3 2012 there were 34 retirements and 11 voluntary resignations and three employees
4 commenced a leave of absence. How many retirements, voluntary resignations and
5 leaves of absence, respectively, did Hydro forecast in its 2012 budget?

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8 A. Hydro estimated 32 retirements, eight voluntary terminations, and two leaves of
9 absences in forecasting its 2012 vacancy allowance of 27. Hydro expected that it
10 would fill a portion of its anticipated vacancies with new hires. However, the
11 tightening labour market and associated difficulty in recruiting trades and
12 technology positions (particularly in rural areas), in conjunction with the domino
13 effect of filling many positions internally, resulted in a higher than budgeted
14 vacancy rate in 2012.

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16 Hydro therefore increased its forecasted vacancies from 27 FTEs in 2012 to 40 FTEs
17 in 2013 in recognition of the tightening labour market but also with consideration
18 to offsetting this impact through recruitment and retention initiatives described in
19 CA-NLH-213.