

1 Q. Further to response to Request for Information NP-NLH-095:
2 In response to Request for Information NP-NLH-095, on lines 10 and 12, Hydro
3 states “a composition of the engineering team of 60% permanent resources, 20%
4 term engagements with external resources, and 20% temporary engagements of
5 less than 12 months is seen as optimal”. Please provide the composition of the
6 engineering team for 2007 to 2015 forecast.

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9 A. Table 1 below provides the composition of the engineering team for 2007 to 2015
10 forecast. Hydro’s mix has changed since 2007 toward its more optimal mix as
11 described above. Hydro has reduced its permanent complement and has increased
12 its variable workforce with temporaries and term employment arrangements as
13 well as increasing the number of external contract engagements. The goal is to
14 provide flexibility in its engineering workforce to meet the increasing demand of its
15 capital program, which is also variable by year. Hydro will continue to review
16 opportunities presented through attrition and achieve a balance of having a core
17 team with the necessary knowledge and expertise in its systems and operations.

Table 1

	Year	Permanent	Term	Temporary	Contract
Actual	2007	91.5%	1.0%	7.5%	0.0%
	2008	84.8%	0.4%	14.8%	0.0%
	2009	75.4%	0.7%	23.8%	0.0%
	2010	71.2%	7.5%	21.3%	0.0%
	2011	71.0%	7.2%	21.8%	0.0%
	2012	71.7%	8.5%	14.4%	5.4%
Forecast	2013	70.6%	7.8%	14.0%	7.6%
	2014	70.6%	7.8%	14.0%	7.6%
	2015	70.6%	7.8%	14.0%	7.6%