

1 **Q. Further to the previous question, please indicate why those who are not entitled to**
2 **use a vehicle at their own discretion should not have marked company vehicles?**

3
4 **A. General**

5 With the exception of vehicles assigned to the employees listed in Table 1 in the response
6 to Request for Information CA-NP-456, after-hours use of Company vehicles is restricted
7 to: (i) Company personnel required to be available for work on a scheduled stand-by
8 basis; and (ii) key Company employees who, by virtue of their expertise and/or
9 experience, are required to respond on short notice in a variety of circumstances affecting
10 the electrical system after normal working hours.¹

11
12 ***Stand-by Employees***

13 Certain Company employees are required to be available for call-out in accordance with a
14 scheduled stand-by rotation. When on stand-by, these employees are required to be
15 immediately available and ready for call-out at any time.

16
17 To enable them to respond immediately to electrical system problems when required,
18 employees on the stand-by rotation are provided with a marked Company vehicle for
19 after-hours use.

20
21 ***Other Key Employees***

22 Newfoundland Power has a number of key employees who may be called upon at any
23 time to respond to a variety of circumstances affecting the operation of the electrical
24 system after normal working hours. These are typically more senior employees of long
25 experience or special expertise who tend to fulfill a variety of roles in responding to after-
26 hours electrical system problems that are larger in scope, or which involve extraordinary
27 circumstances.

28
29 These key employees are not part of a scheduled stand-by rotation. However, they are
30 expected as part of their normal duties to be available after hours when required.

31
32 These key employees are provided with unmarked Company vehicles for after-hours use
33 to enable them to respond promptly to electrical system problems. Whenever these key
34 employees are not available to respond to electrical system problems, they are not
35 permitted to use their unmarked vehicles after hours.

36
37 ***Marked vs. Unmarked Vehicles***

38 Newfoundland Power has determined that it is appropriate for employees in specific
39 circumstances to take unmarked vehicles home after normal hours and to use those
40 vehicles for personal purposes in the interest of being available to respond promptly to
41 electrical system problems that occur after normal hours.

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¹ This does not include the employee classifications listed in Table 1 of the response to Request for Information CA-NP-455 who are permitted to take marked Company vehicles home for productivity or operational reasons.

1 The use of marked vehicles for personal errands by employees who are authorized to use
2 the vehicles for such purposes can and does create misperceptions in the public mind that
3 there is impropriety in such use. Newfoundland Power's experience of such
4 misperceptions has informed management's judgment that the use of unmarked vehicles
5 in specific circumstances is appropriate.