

1 **Q. Further to CA-NP-428, as per that reply, Newfoundland Power is forecasting 29**
2 **new hires in 2013 and 35 new hires in 2014. For each year, which of these new hires**
3 **(by position) are forecast to replace a retiring employer and which are not new hires**
4 **to replace a retiring employee?**

5
6 A. Newfoundland Power manages its workforce to effectively match overall capacity and
7 capability with anticipated work requirements.
8

9 In 2013 and 2014, the Company anticipates increasing work requirements related to
10 management of the ongoing workforce demographic transition and expansion of
11 customer energy conservation programming. To support these increasing work
12 requirements, the Company forecasts hiring of seven Powerline Technician (“PLT”)
13 Apprentices, a Human Resources Advisor and two Energy Efficiency Analysts in 2013,
14 as well as seven PLT Apprentices and three Energy Efficiency Analysts in 2014.¹
15

16 The PLT Apprentices forecast to be hired in 2013 and 2014 are required for future
17 replacement of retiring employees. To maintain continuity of the workforce and
18 continued service reliability to customers, the Company is hiring additional PLT
19 Apprentices in advance of the anticipated retirements of Journeypersons to allow a
20 smooth transition of knowledge and job skills. This is reflected in an increase in the
21 number of PLTs employed by the Company from 148 to 153 from 2010 to 2014F. This
22 is an example of the increase in the size of the Company’s workforce related to
23 management of demographics, which is expected to be transitional in nature.
24

25 All other forecast new employee hires are effectively required as a result of employee
26 retirements or employees leaving the Company for other reasons. These new hires are
27 required to maintain the Company’s capability to deliver service over the long term.
28

29 Variations from forecast retirements are not expected to have a material impact on
30 Newfoundland Power’s cost of service for the reasons indicated in the response to
31 Request for Information CA-NP-599.

¹ See Volume 1, Application and Company Evidence, Section 2.2.3 Workforce Management, page 2-22, Table 2-12. The Company’s workforce is forecast to increase from 651 FTEs in 2012 to 657 FTEs in 2014. This increase of 6 FTEs reflects increasing work requirements primarily related to PLT Apprenticeship and customer energy conservation programs.