

1 **Section 2: Customer Operations/Operating Costs**

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3 **Q. Reference: “2025/2026 General Rate Application,” Newfoundland Power Inc.,**
4 **December 12, 2023, vol. 1, Evidence, sec. 2.4.1, p. 2-35/13–15.**

5 **a) Please define “regular labour,” “standby labour,” and “temporary labour.”**
6 **What costs are included within each category?**

7 **b) In a chart, please provide the regular, standby, and temporary labour costs**
8 **Budgeted and Actuals over the past three years (2021, 2022, and 2023) and the**
9 **variances for each year.**

10
11 **A. a)** Regular operating labour costs relate to the Company’s full-time employees for work
12 that is operating in nature and associated payroll overhead costs.

13
14 Standby operating labour costs relate to Company employees who are on call for a
15 period of time during the year.

16
17 Temporary operating labour costs relate to the Company’s temporary employees for
18 work that is operating in nature and associated payroll overhead costs.

19
20 **b)** See Attachment A for the requested information.

Labour Costs

**Table 1:
Regular, Standby and Temporary Labour Costs
2021 to 2023
(\$000s)**

	2021F ¹	2022TY	2023TY	2021A	2022A	2023A	Variance - Actual vs. Budgeted		
							2021	2022	2023
Regular Labour	30,040	30,968	32,445	31,561	34,095	34,247	1,521	3,127	1,802
Standby Labour	663	683	703	682	699	705	19	16	2
Temporary Labour	1,990	2,050	2,108	347	541	697	(1,643)	(1,509)	(1,411)

¹ See the 2022/2023 General Rate Application, Volume 1, Application, Company Evidence and Exhibits, Section 2: Customer Operations, page 2-37, Table 2-11.