

1 **Q. Reference: NP-NLH-034, Issue Topic: Operating Efficiencies.**

2 Please describe the increased work requirements in the following functions requiring increases
3 in FTEs from 2024 to 2027 test year:

4 (i) Finance & Treasury – 13.2 FTEs to 18.0 FTEs; (ii) Human Resources Hydro – 34.3 FTEs to 42.4
5 FTEs; and (iii) TRO Labrador – 80.1 FTEs to 86.6 FTEs.

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8 **A.** As outlined in Newfoundland and Labrador Hydro’s (“Hydro”) response to NP-NLH-143 of this
9 proceeding, during the period of 2021–2023, Hydro experienced increased attrition rates which
10 directly impacted vacancy experience and had a lag effect on future years as the organization
11 worked to fill roles. As a result, the increase in full-time equivalent’s (“FTE”) through the 2027
12 Test Year within the departments is largely a result of Hydro’s successful or planned hiring for
13 these vacant positions.¹ Therefore, the FTEs associated with these vacancies are not necessarily
14 new or increased work requirements.

15 The portion of FTEs related to increased work requirements within these areas is as follows:

- 16 i. An increase of approximately 3.0 FTEs of labour recharge into Hydro’s
17 regulated business segment related to an increase in capital work. The labour
18 recharge was incorrectly coded to Finance and Treasury instead of
19 Production.
- 20 ii. An increase of approximately 5.0 FTEs within Hydro’s apprenticeship
21 program, which is held in a Human Resources business unit, to support the
22 growth of the organization and increased capital investment.

¹ As described in NP-NLH-044 of this proceeding, as part of establishment of its annual labour budget, each department is provided with a list of existing positions and was asked to justify the requirement for each additional, vacant, and/or temporary term position.

- 1 (iii) An increase of approximately 1.0 FTE of labour recharge into Hydro's
- 2 regulated business segment for operations support based on historical
- 3 experience.