

1 Q. **Reference: NP-NLH-047, Issue Topic: Operating Efficiencies.**

2 For the years 2019 to 2027 test year, as well as the 2019 test year, please provide (i) a table
3 showing how vacancies are factored into Hydro's total FTEs and (ii) a table showing how
4 vacancies are factored into Hydro's total labour costs.

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7 A. Please refer to PUB-NLH-022, Attachment 1 for a table outlining Newfoundland and Labrador
8 Hydro's ("Hydro") full-time equivalents and vacancy factors from 2019 Test Year to 2027 Test
9 Year.

10 Table 1 has been adapted from Hydro's response to NP-NLH-047 of this proceeding and
11 demonstrates the dollar value of Hydro's vacancy allowance and actual vacancy experience.
12 These costs are excluded from Hydro's total labour costs each year and have been deducted
13 from Hydro's 2027 Test Year operating cost forecast.

Table 1: Vacancy by Year (\$ Millions)

	2019TY	2019A	2020A ¹	2021A	2022A	2023A	2024A	2025A	2026F	2027TY
Vacancy Allowance/Actual Vacancy	4.9	4.1	7.8	5.7	5.6	6.4	6.7	6.5	5.9	6.0

14 Please refer to Hydro's response to NP-NLH-143 for further discussion on how Hydro manages
15 its vacancy allowance.

¹ Vacancy experience in 2020 is considered an anomaly due to the impact of the COVID-19 pandemic on operations.