

1 **General**

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3 **Q. Reference: “2025/2026 General Rate Application,” Newfoundland Power Inc.,**
4 **December 12, 2023, vol. 2, Reports, “Labour Forecast 2024–2026,” sch. A., p. 1, f.n.**
5 **16.**

6 **a) What assumptions, including attrition rates, are used to determine partial year**
7 **adjustments?**

8 **b) What is Newfoundland Power’s average time to fill a position from the date of**
9 **vacancy? Please provide a breakdown separately for internal candidates and**
10 **external candidates.**

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12 A. a) Partial year adjustments include full-time equivalents and labour adjustments
13 necessary to account for employees who start or resume their employment part way
14 through a given year.¹ Partial year adjustments forecast for 2024 account for: (i)
15 employees who are forecast to start or resume their employment in 2024; (ii)
16 employees who left the Company in 2023; and (iii) the Company’s weighted labour
17 rate to account for inflationary increases.²

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19 Newfoundland Power does not use attrition rates to determine labour forecast
20 requirements.

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22 b) Since January 1, 2023, the estimated average time to fill a position is 52 days.³ This
23 reflects 49 days for internal candidates and 62 days for external candidates.

¹ See Newfoundland Power’s *2025/2026 General Rate Application, Volume 2, Supporting Materials, Tab 1, Labour Forecast 2024-2026, Schedule A*, page 1, footnote 16.

² See Newfoundland Power’s *2025/2026 General Rate Application, Volume 1, Application, Company Evidence and Exhibits, Section 2, Customer Operations*, page 2-31, footnote 57 for more information on the weighted labour rate.

³ The time to fill a position is calculated from the date the approval to hire is received to the date the offer of employment is accepted.