

**Q. On page 4 of Corporate Overview Evidence it states that Newfoundland Power has reduced its workforce by approximately 33% since 1992. Please provide a breakdown between management and non-management positions that have been eliminated.**

**A** Since 1992, the overall number of regular employees has decreased at all levels of the company. With an increased emphasis on productivity, efficiency, and technology, the company's core workforce requirements have also declined. Attrition through early retirements and employees leaving the organization has resulted in a smaller workforce.

Table 1 below provides the total number of FTEs, and the total number of regular employees at year-end, for each year from 1992 to forecast 2002. A breakdown of regular employees between managerial and union positions is provided for years 1996 through forecast 2002. Managerial positions include executive, manager and supervisory positions. In addition, managerial positions include front line technical staff, non-union clerical staff and professionals. A similar breakdown of positions for years prior to 1996 is not readily available.

<b>Table 1</b> <b>Newfoundland Power</b> <b>Corporate Staffing Levels</b> <b>1992-2002F</b>				
Year	FTEs	Number of Regular Employees (at year-end)		
		Managerial <sup>1</sup>	Union	Total
1992	1,004	n/a	n/a	950
1993	910	n/a	n/a	815
1994	879	n/a	n/a	807
1995	868	n/a	n/a	822
1996	856	351	452	803
1997	832	295	410	705
1998	776	307	398	705
1999	768	300	395	695
2000	704	281	365	646
2001	675	270	347	617
2002F	665	273	341	614

1. Managerial positions include executive, manager and supervisory positions. In addition, managerial positions include front line technical staff, non-union clerical staff and professionals.