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HR and Payroll Experience

United Kingdom/Europe 1997-date

Emerson Process Management, March 2002 – July 2003. Business Support Analyst.

Although this was not my principal role, I was involved in monitoring of HR procedures, assessing performance reviews, and monitoring manager's adherence to procedures and policies. Limited role with redundancy agreement negotiating.

Autobar Industries, June 2001 – Feb 2002.

Project co-ordinator, France and Holland. Part of this role required dealing with local site staffing and requirements issues and resolving these during the new system implementation. Negotiations concerning travel, expenses monitoring and redundancy terms.

Accounting Answers, Dec 2000 - Jan 2001.

Telesales role for Sage accounting and payroll systems.

New Zealand (mostly), 1981 - 1997

Self Employed Consultant, Sept 1985 – Dec 1997.

I designed, developed, marketed and supported the IBIS payroll /personnel system, which is installed in numerous locations throughout NZ, the leading solution competing with JD Edwards, at one time. The system was eventually sold to SSA (BPCS) New Zealand and technology approved by IBM. I also provided various support services to 20-30 different, major organisations in Auckland, Hamilton, Wellington, Christchurch and Dunedin and briefly in Sydney. These roles covered all aspects of business information systems and services, specialising in systems and application support, implementations, pre and post sales support and project management or co-ordination.

1993/94, Computer Resources Group, Leeds, IBM consultancy.

As a project manager for this company, I was required to oversee the implementations and upgrades of their standard payroll package at Dantex and Jeromes Textiles in West Yorkshire. The role required systems and business analysis, project co-ordination, technical (RPG) and implementation tasks user training and documentation.

Aug 1985 - Aug 1987, New Zealand Wire Industries, Auckland , NZ.

Part of this role included converting a Wang VS based payroll system to a new system that I designed on an IBM platform. The role included systems and business analysis, project co-ordination, technical (RPG and Cobol) and implementation tasks user training and documentation.

Feb 1982 – Aug 1985, Auckland Milk Corporation, Dairy company, NZ,

Part of this role included updating an in-house developed payroll system to support interactive entry, new tax and other statutory changes. The role required systems and business analysis, project co-ordination, technical (RPG) and implementation tasks, user training and documentation.

United Kingdom/Europe 1967-1981

Feb 1978 – Aug 1981, UMM (UK) Ltd, Leeds, textiles.

Part of this role included updating an in-house developed payroll system to support interactive entry and user control for several pay frequencies. The role required systems and business analysis, project co-ordination, technical (RPG) and implementation tasks, user training and documentation.

May 1976 – Feb 1978, Dunlop & Ranken, Leeds, steel stockholders.

Part of this role included implementing Peterborough payroll system. The role required systems and business analysis, project co-ordination, technical (Cobol) and implementation tasks, user training and documentation.

Oct 1969 – May 1976, Associated Weavers, Bradford and Belgium, major carpet manufacturer.

Part of this role included implementing an in-house payroll system for 2000+ employees in 2 countries and 3 or 4 sites. The role required systems analysis, project co-ordination, technical (Assembler) and implementation tasks, user training and documentation.

Jan 1972 – December 1972, Wm. Morrison Supermarkets Ltd, Bradford.

Part of this role included developing and implementing an in-house payroll system for all personnel. The role required systems analysis, project co-ordination, technical (RPG) and implementation tasks, user training and documentation.

Oct 1967 – Sept 1969, Bradford City Transport.

The major part of this role was the calculation and payment of several hundred bus drivers, conductors and associated maintenance and other staff. The payroll was manual, however I did assist in transferring the data to a computer based system.

In addition to these specific roles, I have also been required to negotiate with tax authorities in the UK and NZ on tax issues for PAYE and self employed persons, for both corporate and charity based activities.