

HR and Payroll Experience

Australia

2015-16 and 2006-2008

Involvement with several time capture and attendance applications and provision of advice on possible solutions for a variety of organisations.

New Zealand (mostly).

Self Employed Consultant.

Personally designed, jointly developed, marketed and supported the Paypak400 payroll /personnel system, which was installed in numerous locations throughout NZ, the leading IBM midrange solution competing with JD Edwards and Nellers, at the time.

The package design included award based pay rates, allowances and leave entitlements and was arguably ahead of its time in terms of functionality, flexibility and reliability. The system was eventually sold to SSA (BPCS) New Zealand and technology approved by IBM as an early AS/400 approved product. Initial clients included Auckland Milk Corporation (later NZ Coop Dairy Company, a predecessor of Fonterra), NZ Wire Industries (part of Fletcher Challenge, NZ's largest enterprise at that time), Holeproof, Endeavour Services, Elders NZ, Sky TV, Mainland Cheese, Montana Wines and others. Also provided various support and development services (non-payroll) 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/co-ordination and stakeholder management.

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.

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.

Auckland Milk Corporation.

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.

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United Kingdom/Europe.

Accounting Answers, Southampton.

Telesales role for Sage accounting and payroll systems.

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.

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.

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.

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.

Bradford City Transport.

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

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