

Barrie May

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Professional Profile

Job Title	Managing Director (BGM Consulting Ltd)
Qualifications	MSc in Human Resource Management Chartered Fellow of the CIPD European Computer Driving Licence

Barrie has gained extensive experience by managing a career which has spanned the paths of HR specialist and full-time trade union official. This gives him the unique ability to view issues from all angles of the employment spectrum and has enabled him to deliver significant change programmes including introducing single status for a large complex authority and numerous reorganisations at every level of the organisation. An experienced manager operating at Board level he has managed led and developed professional HR teams of up to 55 staff with budgets in excess of £3M pa. He has extensive skills in communication and engagement of staff, partners and stakeholders to deliver key results. Pragmatic and with an inclusive manner he has an outstanding ability to work with teams and individuals to achieve organisational priorities. He adapts quickly to new organisations and environments and connects with the key issues and challenges they face to identify practical solutions.

Experience

Culture Change and Workforce Planning

- Whilst employed by Hull City Council Barrie was Programme Director for the council's organisational development agenda. He designed the culture change project known locally as "Creating Conditions for Success". He introduced new change techniques including "Appreciative Inquiry" and managed the summit that agreed the council's new values and behaviours. He used his political awareness skills to ensure support from both council and partner organisations for the new values.

- As Head of Service, Barrie led the achievement of Investors in People accreditation throughout the council. He formulated and oversaw the implementation of a rolling programme of support for managers and with the support of internally trained facilitators worked with them to make the necessary improvements.
- He initiated an employee survey and developed an action plan to address emerging issues resulting in improved employee satisfaction and improved employee participation in the survey.
- He introduced the council's first HR strategy and Protocol linked to the strategic objectives of Hull City Council and ensured embedding through the business planning process.
- He introduced workforce, career, and succession planning techniques enabling the council to more effectively predict and meet future requirements. He developed tools for managers to use the techniques and provided the relevant training and briefing sessions culminating in improved management capacity throughout the council.

Organisation Review and Restructuring

- As Head of Profession at Hull City Council Barrie supported the Chief Executive to rationalise the corporate management team providing a more flexible and responsive organisation achieving the transition without disruption to services.
- He also managed the displacement of corporate and senior staff through effective redeployment and exit strategies. Achieving £600k pa saving on the salary-bill and avoided any industrial action or Employment Tribunal claims.
- Barrie project managed the introduction of a new HR strategic service, transferred transactional elements to an internal shared services provider, reduced staffing numbers and achieved £500k pa savings on the salary bill while improving service delivery.
- In consultation with users he developed and rolled out HR service standards which improved the client understanding and satisfaction levels.

Employee Relations

- Barrie led the team of HR specialists who negotiated with recognised trade union representatives, the outsourcing of 1300 employees from Hull City Council to three partnership organisations within the constraints of TUPE providing a mixed economy of service provision.

- He worked with managers and recognised trade union representatives to reduce the council's absence levels by 8%. Achieving £800k pa saving on the salary bill and further modernising the role of the manager as people managers.

Single Status/Equal Pay

- Barrie formulated and implemented the strategy that led to the settling of over 2,000 actual and potential equal pay claims reducing the potential legal liability facing the council by 48%. He used his organisational skills to ensure a coordinated approach from legal, finance, payroll, and HR services was provided. He personally led the negotiations with recognised trade unions and independent solicitors. He advised both cabinet and individual port folio holders on the most appropriate strategy to deal with single status and equal pay throughout the council.
- He has successfully represented Hull City Council at various Employment Tribunals including equal pay and unfair dismissal.

Career Summary

2009 – Present Managing Director , BGM Consulting Ltd

2006 – 2009 Head of Workforce Strategy, (Human Resources) Hull City Council A Unitary Authority employing 14,500 employees providing a diverse range of services to the community

2005 – 2006 Deputy Chief Human Resources Officer, Hull City Council

2002 – 2005 Group Human Resources Manager, Hull City Council

1999 – 2002 Head of Personnel Training and Safety, Hull City Council

1984 – 1999 Regional Industrial Officer, Transport & General Workers Union
The largest trade union of its day representing and providing services to some 750,000 members