

RESUME

LEWIS J. BURPEE

Organization and Classification Consultant

Professional Experience: I have worked in the field of organization and classification for thirty years, predominantly within the federal public service but in the private (NavCanada) and union (Professional Institute of the Public Service) sectors. Work has encompassed virtually all aspects of the field, both prior and post-retirement in 1996; specifically:

- ▭ 1977 - 1982. Attended TBS class #34 to qualify in classification and organization studies, subsequently worked as classification advisor in Corrections Canada, received TB accreditation in 1979. Worked on initial impact of HRA re: EG-HOT - NU transition.
- ▭ 1982 - 1987. Corporate Classification Advisor, Indian Affairs. Provided training, served as grievance officer, monitored regional classification trends and consulted with management on organization design issues. Managed the FI and EG Group conversions. Seconded to TB re: EX evaluation. Contributed to GT and CO standard review.
- ▭ 1987 - 1996. Agriculture & Agri-Food Canada, Audit, Monitoring, Training and Grievance Officer. Managed function post -'92. Managed triennial audit, conversion grievances, EG, FI, PI, Seconded to TB re: UJEP and subsequent attempt to develop standard. No UCS involvement.
- ▭ post-retirement: 1996 -present: 1 year classification advisor, NavCanada, 1.5 years Grievance Officer PIPSC, consulting services to (predominantly) RCMP, PWGSC and other departments. Many varied contracts for different Branches having widely divergent operations, groups and classification issues. Conducted organization and work analysis, prepared job descriptions in contemporary format for clarity and relevance to the appropriate standard. Prepared detailed rationales based on work substance.

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Note: more comprehensive information as to background and skills available under
NMSO #E60ZG/0030001/046-ZG