

PERCY JOHN FISHER

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CAREER HISTORY

P. FISHER & ASSOCIATES CONSULTING LTD

PRESENT

Provide consulting and project management services related to classification and organizational design and training for government and private organizations such as PWGSC, DND, CIC, DFAIT, EC, DCMA/America's, PSHRMAC, Research Council Employees Association (NRC), VAC, and SC.

Experience includes performing organizational, job and responsibility analysis, reviewing/revising existing work descriptions and making recommendations on changes, preparing organizational change proposals and implementation plans, providing classification advice and guidance related to classification tools, policy and relativities and applying Central Agency and Departmental policies and guideline for reclassification of positions, performed many onsite reviews, provided feedback to clients on the results of decisions, chair and participate on classification committees, prepare committee reports, worked with PWGSC and DND classification trainees on a variety of projects sharing expertise.

Experience includes participating in various capacities with PSHRMAC Classification Monitoring Division conducting monitoring activities with organizations such as Canadian Status of Women (CSW), Information Privacy Commission (IPC), and Transportation Safety Board.

Developed a feasibility assessment in conjunction with PSHRMAC Policy and Standards Review Division for the ship repair (SR) standard review and successfully presented it to Senior PSHRMAC and DND management.

NATIONAL RESEARCH COUNCIL-

Manager Classification and Organizational Design-Ottawa ON

2002-2004

Manage a staff of 6 employees

Managed all aspects of the Classification and Organizational Design services for the National Research Council (comprising 4500 employees). Activities included classification operations including the NRC executive group (MG) or EX equivalent, organizational design consultation, training, grievances and monitoring.

DEPARTMENT OF NATIONAL DEFENCE

Project Management Office, Universal Classification Standard (UCS)

Ottawa, ON

UCS Project Manager

1996-2002

Manage a staff of 30, indeterminate term, agency, and consultants .Budget of 6 Million

- UCS Project Manager involved with all activities associated with this Government wide initiative including all related training.
- Developed the overall strategy, action plan for UCS Implementation in DND.
- Delivered various position papers on handling of UCS Redress in DND-, Development of Meeting Governance Structures, and development of Information Systems for UCS data management in DND.

DEPARTMENT OF NATIONAL DEFENCE

Ottawa, ON

Senior Class Advisor

1995-1996

Supervise, Classification Specialists & Support Staff

- Responsible for managing all ongoing classification services in ADM (Per) (2700 positions), including cyclical reviews of positions, documentation, policy, procedures, directives, monitoring and training.
- Participate in conjunction with DG Classification and senior management on national review committees and organisational changes.
- Responsible for the GE NUCLASS conversion for ADM (Per).

DEPARTMENT OF NATIONAL DEFENCE

Trenton ON – Central Region

Senior Staff Officer Civilian Classification

1986-1995

(Exclude 1991-1992)

- Responsible for managing all ongoing classification and organizational design services in Central Region (7 Bases, 7000 positions), including cyclical reviews of positions, documentation, policy, procedures, directives, monitoring and training.
- Participate in conjunction with DG Classification and senior management on national review committees and organisational change committees.
- Responsible for the GE NUCLASS conversion in central Region.
- Acted as the Regional Director Civilian Personnel (EX) level on numerous occasions.

DEPARTMENT OF NATIONAL DEFENCE

Canadian Forces Base Trenton, ON

Personnel Manager- Special Assignment

1991-1992

Supervised PE generalist staff, Administrative Officer & Support Staff

- Responsible for managing a multi-disciplinary personnel programme, ie. Staffing, Staff Relations, Pay and Benefits, Classification for CFB Trenton (population approximately 1000 civilian positions and 2200 military).
- Responsible for providing consultative advice to Senior Base Management, both military and civilian, concerning organisation, training, multi-year human resource planning, employment equity, and official languages.

DEPARTMENT OF NATIONAL DEFENCE

Winnipeg Manitoba – Prairie Region

Staff Officer Classification

1984-1985

- Responsible for the classification and organizational design for an organization comprising 2000 positions. This involved the conducting of on-site reviews and monitoring of classification process and decision implementation.
- Designed and presented Classification Training for identified DND supervisors and managers.

TRANSPORT CANADA – CANADIAN COAST GUARD

Toronto Central Region

Regional Classification Officer

1982-1984

- Managed the Regional Classification & Organizational Design Programme (Time 50%)
- Personnel Generalist/Staff relations (Time 50%)
- Developed and delivered Classification training to various line organizations

TRANSPORT CANADA AIR

Toronto Ontario Region

Classification Officer

1980-1982

TRANSPORT CANADA AIR

Toronto Ontario Region

Regional Training Officer

1976-1979

NATIONAL REVENUE TAXATION

Ottawa, ON

Training Officer

1972-1976

- Designed, presented and evaluated Non-Technical training courses, Tax Paper Contact, interpersonal skills, instructional methods, first level supervision.

EDUCATION/TRAINING/ 1972-2001-10-25

- Organisational Analysis & Design, Training & Development Canada, Michel Leoun, Nov 2000.
- Advanced Alternate Dispute Resolution Training, University of Windsor, Faculty of Law, Sept 2000.
- Alternate Dispute Resolution Workshop, Intro, University of Windsor, Faculty of Law, June 2000.
- Juran Institute – Total Service Quality, Kingston, Dec 1991.
- Designing Organisation Structures, Ottawa, February 1989.
- Middle Management Course, Dalhousie University, Halifax, NS, May 1988.
- Designing More Effective Organisations, Cornwall, Ontario, John J. Cotter, Bernard Mohr, March 1985.
- Training and Development Certification, Treasury Board, 1985.
- **Classification Accreditation, August 8, 1983 (Treasury Board Accreditation No. 792).**
- Staff relations, Treasury Board Canada, Ottawa, Ontario, March 1983.
- French Language Training, Public Service Commission of Canada, Toronto, Ontario, 1979.
- **Bachelor of Applied Arts Degree, Ryerson Polytechnic University, Toronto, Ontario, 1977.**
- Human Relations Training, National Training Labs, North Carolina, U.S.A., 1974.
- Instructional Techniques, Cantra Training, Ottawa, Ontario, 1974.
- Systems Approach to Training, Freisen-Kaye and Associates, Ottawa, Ontario, **1973.**
- Radio and Television Arts Diploma, Ryerson Polytechnical Institute, 1972.