

Staff profile

Elizabeth Freemantle MCIPD Performance Director

A MCIPD qualified human resources professional and senior manager with extensive experience and a comprehensive and strategic understanding of HRM, business awareness and organisational change. Elizabeth's HR and strategic management experience brings a significant benefit to the business and ensures all staff have development pathways in place that allow them to use our business resources to meet current and future business and personal objectives. This approach, combined with Elizabeth's inimitable talent for creating robust employee relations, is an important part of the strategy that will see us become a first choice Mechanical and Electrical supplier at Heathrow.

With significant employee relations exposure including large scale organisational change, reorganisations and restructuring, TUPE transfers, remuneration, redundancies and employment tribunals. Pragmatic, versatile and results orientated with a proven ability across the HR disciplines and commitment to continuous improvement. An effective strategic senior member of the management team, able to generate ideas, exceed deadlines and targets, maximise performance and analyse complex problems into workable solutions.

Core skills



Employee relations



Change management and facilitation



Recruitment and selection



Policy development



Organisational development



Learning and development



Performance management and strategic leadership



Workforce planning

Main areas of experience



Public Sector



Commercial



Private Sector

Time served



Career history

January 2014 - Current

RL Freemantle Electrical Ltd

Performance Director

August 2010 - May 2014

Virgin Care

HR Business Partner

Key Responsibilities

- To advise the executive team, locality director, managers, heads of service and other customers within the business area on HR strategies and plans to meet business objectives, leading the business area in implementing effective strategies, change programmes and workforce remodelling.
- To lead the HR business aligned team in investigating and advising on highly complex and sensitive employee relations issues, resourcing and management, planning and implementing organisational change and ongoing policy development. Working in collaboration with HR colleagues, HR services, end external partners to deliver effective and innovative ways of working.
- Working with the senior executive team and locality management team in developing the workforce plan, leading on the provision of robust workforce information to support decision making and performance targets and indicators.
- To support the associate director in the delivery of strategic HR and advice and support on the implementation of European, national and local level legislation and strategies.

June 2009 – August 2010

Hampshire County Council

Human Resources Manager

Key Responsibilities

- Managed a range of specific projects within the department of culture, community and rural affairs across a number of multi-functional teams. Supported the department with a range of large scale restructurings, TUPE transfers and reorganisations enabling senior managers to make informed decisions and maximise employee performance. Support the strategic executive team in the development of creative and innovative HR

strategies and policies which complement and support the department.

March 2009 – June 2009

Poole Hospital NHS Foundation Trust

Interim position, Strategic HR Adviser

2003 – 2009

Working overseas

2000 - 2003

East & North Herts NHS Trust

Senior HR Manager & Business Partner

Key Responsibilities

- Responsibility for the management and delivery of a comprehensive, pro-active and professional human resources consultancy and support service to the anaesthetics and surgical services clinical directorate, contributing to the improvement of patient care by developing and increasing the capacity and capability of the workforce.
- Provided HR leadership and strategy across the clinical directorate working with the trust board and directorate senior management team to enable the achievement of service development plans, cost improvement programmes, and national and trust wide objectives. To ensure that HR strategies and objectives were planned and implemented within the business context of the directorate. Managed a HR team and provided a pro-active and professional human resources consultancy service to a clinical directorate of approximately 1,500 employees. Ensured that engaged and motivated employees supported the business strategy and developed and implemented HR policies and initiatives in accordance with corporate policy, legislation and best practice principles.

1999 – 2000

Social Services, Luton Borough Council

Senior Personnel Officer

Key Responsibilities

- Responsible for providing a human resources consultancy service to the adults services division and senior management team within the social services department, covering all aspects of employee relations, organisational change and personnel policy and procedures.



RL Freemantle Electrical Limited, 326 High Street (Rear Yard Entrance), via West End Lane, Harlington, Hayes, Middlesex, UB3 5DU. 0208 5648217 info@freemantlelectrical.co.uk www.freemantlelectrical.co.uk

Registered in England & Wales. Registered office: 97 Leigh Road, Eastleigh, Southampton, SO50 9DR Registered number: 06759962



Career history - *continued*

1989 - 1999

The Metropolitan Police Service

Divisional Senior Personnel Manager

Key Responsibilities

- Supporting the divisional management team on all aspects of personnel management for police officers and civilian support staff within Kentish Town police station, Kilburn police station and New Scotland Yard. Work streams included implementation of tenure programme across the MPS, review of shift patterns to meet WTD implications, developing HR plans to move to borough based policing, developing and implementing E&D strategies, local implementation of pension plans reforms and absence management policy and regulations and supporting implementation of PFI initiatives.
- Successful achievement of IIP status for the clinical directorate, development of IIP sub-group and action plan ensuring implementation prior to assessment.
- Developed and implemented various HR policies, developed action plans and consulted with trade unions and employees.
- Worked with senior management team to develop and implement innovative HR policies and management development framework which led to organisational shift in performance management.
- Conducted various organisational service reviews and re-organisations including implementing new ways of working initiatives e.g. seven day working, implementation of 12 hour shifts, implementation and roll out of RFID technology within libraries, theatre department review in order to optimise usage and reduce waiting list targets, large scale review of support workers and implementation of new workforce model across social services.

Achievements

- Successful workforce remodelling, restructure and implementation of new management structure affecting 300 posts and realising over £2m savings.
- Supported CCRA directorate transition to a new senior management team including handling sensitive exit strategies.
- Managed various tupe projects (transferor and transferee)
- Successful delivery of various key HR projects including eCRB, ESR programme board, payroll demerge, IWL/Practice plus, AfC, flexible working.
- Implemented improved recruitment and retention processes including large scale overseas recruitment initiative.
- Worked with the executive team to deliver transformational plans and HR action plans linked to HR/OD and CIP/QIPP to achieve future improvement programmes and savings targets.
- Carried out service reviews to implement workforce efficiency and labour productivity programmes resulting in savings and improved revenue opportunities.
- Reduction of sickness absence levels of over 9% within the clinical directorate and achievement of the 3.5% trust target.
- Led the HR implementation of transfer to a new single site sterile services department and successful conclusion of the decontamination project.

Qualifications/Courses

- MCIPD (2010)
- Graduate CIPD (1999)
- HND Business and Finance (1996)
- O'Levels (1985)



RL Freemantle Electrical Limited, 326 High Street (Rear Yard Entrance), via West End Lane, Harlington, Hayes, Middlesex, UB3 5DU. 0208 5648217 info@freemantlelectrical.co.uk www.freemantlelectrical.co.uk

Registered in England & Wales. Registered office: 97 Leigh Road, Eastleigh, Southampton, SO50 9DR Registered number: 06759962

