



**Fred Rennison**

Senior IT Professional, Yorkshire Water Services  
Member of their SAP Reporting and Support Services Team  
SIG Chair - Payroll

Employed by Yorkshire Water Services – 'Utility Company of the Year' winner 2004, 2005 and 2006 – for nearly 30 years, Fred is a member of the SAP Reporting and Support Services Team, and is very experienced in SAP HR, Payroll, Travel Management, and CA-TS Time Sheet configuration. As part of this team he is responsible for the implementation of HR Support Packages (HRSPs), the development and delivery of new business solutions, and the support and maintenance of the SAP system at Yorkshire Water.

Fred also represents Yorkshire Water at the SAP UKI HR Payroll SIG, is the volunteer Chair of the Group, and is an active participant in the User Group, serving on the Conferences organising sub-committee.

Fred has many years experience of systems design, development, and support at Yorkshire Water. In particular he had close involvement with Cyborg, Yorkshire Water's previous HR and payroll system as a designer, developer, and end-user. For a number of years Fred was also Yorkshire Water's payroll manager, responsible for all aspects of practical payroll and travel expenses administration, and PAYE and NICs compliance, for all Yorkshire Water's directors, expatriate, and UK employees.