



Institute of Management Services

The home of Productivity Professionals

Newsletter JUNE 2021

THE DUKE OF EDINBURGH

Fellow of Institute of Management Services

Obituary HRH The Duke of Edinburgh Fellow of Institute of Management Services



It is with great sadness that we acknowledge the death of HRH The Duke of Edinburgh on 9th April 2021. During his long-life Prince Philip made a major contribution to British Life, his loss will be felt by many people and organisations including our own Institute as he was an Honorary Fellow of the Institute of Management Services.

The Institute of Management Services is honoured that His Royal Highness had a long association with our Institute. At a special ceremony held in the Cholmondeley Terrace at the House of Lords on 24th November 1999 the Duke formally became an Honorary Fellow of the Institute of Management Services.

His Royal Highness first became associated with the Institute of Management Services when in 1972 he agreed to become President of our Institute, a position he held until 1976. In accepting the Role of Institute President, he stated *"I stood for election because I believe that the aims and purposes of the Institute are extremely valuable to any organisation which hopes to be truly efficient. Anything which can save people wasting their time has my whole-hearted support."*

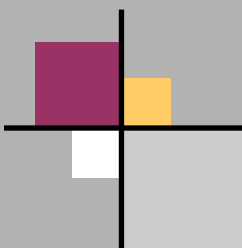
The first formal presidential duty of His Royal Highness was to preside at the 1972 Institute's National Conference held on 29th November at London's Hilton Hotel with 450 delegates in attendance.

In October 1999 His Royal Highness continued his involvement with the Institute by agreeing to be Patron of the 11th World Productivity Congress. This is the biennial event of the 'World Confederation of Productivity Sciences', and was held in Edinburgh, 3-6 October 1999.



[Summer Journal 2021](#)

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Remote working is popular



Traditionally some companies have assumed that they achieve the highest output when staff work longer hours or under close supervision, but remote working is now causing some to re-evaluate this. Professional services group PwC, have been sufficiently impressed to make remote working a permanent option for their staff.

PwC is rolling out a flexible working policy that will allow its 22,000 UK staff to split their working time between their home and office after the Covid pandemic.

The accounting firm expects staff to spend 40-60% of their time with colleagues – either in the office or out on client visits – once restrictions are lifted, with the freedom to work remotely the rest of the week.

Staff can also personalise the structure of their working day, by starting or ending earlier. At the peak of summer, in July and August, employees will also be allowed to condense their working week so that they can clock off at lunchtime on Fridays.

A survey by Boston Consulting Group, found that 53% of workers have said they would prefer a hybrid working week model in future. A separate poll by the recruiter Robert Half found that 89% of firms expected some form of hybrid working after the Covid pandemic.

UK full-fibre broadband could deliver £25bn boost to productivity



Despite concerns regarding the hardest-to-reach parts of the country, the continued pace of UK gigabit broadband roll-out. In a time being struck by Covid, research is now predicting that the new extended gigabit infrastructure could bring up to a million people back into the workforce by supporting remote workers across the UK.

The study by the Centre for Economic and Business Research (CEBR), commissioned by BT broadband provision division Openreach shows that as many as 400,000 people could return to the workforce with full-fibre availability across the UK, but that more than double that number could actually benefit from the ultrafast broadband technology.

It makes the point that the combined effects of the pandemic and a nationwide roll-out of full-fibre could also see nearly two million more people working mainly at home, compared with 2019 numbers, half a million of whom could be brought back into the workforce through enhanced connectivity. This is 850,000 more than the impact of full-fibre roll-out alone as estimated in CEBR's previous study.

Institute of Management Services

Notice of Annual General Meeting

NOTICE IS HEREBY GIVEN

of the fifty-sixth Annual General Meeting of the Institute to be held as a virtual meeting on Friday 8th October 2021 at 10.30 am to conduct the following business.

- 1) To receive the 2020 Annual Report and Accounts.
- 2) To confirm the following Bye-Law No 1/2021.

Membership subscription for 2021 shall be for Life Membership at a rate of **£355.00** for all members. An Affiliate Membership fee of **£235.00**.

- 3) To authorise Council to appoint Auditors and fix their remuneration for the ensuing year.
- 4) To note elections to Council.

Institute members wishing to participate in the meeting should indicate their intention to do so and request the Virtual Meeting access code by emailing: admin@ims-productivity.com by Friday 1st October 2021

By Order of Council of Management

Institute of Management Services

FORM OF PROXY – FOR CORPORATE MEMBERS ONLY

I (full name).....of (full address).....

Membership Grade..... Membership No

Hereby appoint Dr A Muir, 1 Berryhill, Finglassie, Glenrothes, Fife KY7 4TQ or failing him the Chairman of the meeting to vote for me and on my behalf in accordance with the directions, if any, given hereunder at the fifty-sixth Annual General Meeting of the Institute to be held as a virtually meeting on Friday 8th October 2021 at 10.30 am and at every adjournment thereof.

RESOLUTION NO 2
(Bye-Law No: 1/2021)

FOR / AGAINST *

RESOLUTION NO 3
(Appointment of Auditor)

FOR / AGAINST *

*delete as applicable

as witness my hand the.....day of2021

Signed.....

This proxy form must be delivered to Dr A Muir, 1 Berryhill, Finglassie, Glenrothes, Fife KY7 4TQ **by no later than 10 am on Friday 1st October 2021**.The name of Dr A Muir has been inserted (or chairman of the meeting) to ensure that your vote is cast in the way you have indicated. You may however, insert another proxy holder if you wish who must be a corporate member of the Institute, but your vote will not be recorded if he or she is not present at the meeting.



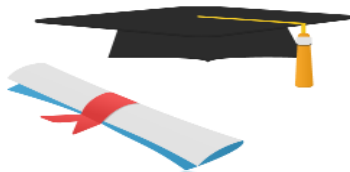
A new report from the Trades Union Congress highlights the need for new legal protections to regulate the use of artificial intelligence in UK workplaces and prevent workers being hired and fired by algorithm.

The TUC feels that employment law is dated and needs updating to take account of new technology. It is considered that the Coronavirus pandemic has accelerated the adoption of Artificial Intelligence (AI) tools into personnel functions with hiring techniques becoming increasingly automated. In the view of the TUC increasingly managers are using AI to recruit, check employees performance and monitor productivity.

The TUC argues that employment law has failed to keep pace with the rollout of new technology and wants employers, tech companies and government to take action to address the issues. It is seeking a new legal right for workers to have a human review of decisions made by AI algorithms, so that they can challenge any decision that appears unfair or discriminatory.

One of the lawyers commissioned by the TUC feels that employers should never forget the importance and value of personal relationships, stressing that the human factor in employment decisions is of paramount importance.

New Institute Examination Qualification



On page six of the Institutes June 2021 Journal you will find full details of the Institutes new **IMS Productivity Analyst Qualification.**



“Achieving excellence through people and productivity “

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