



Institute of Management Services

The home of Productivity Professionals

Newsletter April 2021

REMINDER

Institute Elections

Institute Corporate Members please give active consideration to putting your name forward to serve on the Institutes Council of Management . This is an excellent opportunity to help the Institute and gain knowledge of managing both a charity and a professional Institute.

There will be four vacancies to fill in the 2021 elections to the Institutes Council of Management will take place to fill four vacancies on the Institute's Council. Those elected will serve for a period of four years.

On page 3 of this newsletter you will find the official notice seeking nominations from corporate members of the Institute who wish to stand in the election. On page 4 you will find a nomination form to be completed by those wishing to stand in the election. As indicated on the forms each candidate needs to have their nomination form signed by two corporate members of the Institute. If unable to physically sign the form nominators may email the Institute confirming their candidates nomination.

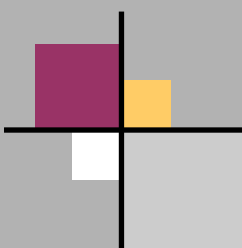
Candidates may if they wish submit their 50 and 150 word descriptions by email in a word document together with the completed form.

Candidates need to have the following qualities and skills and be prepared to play an active role in the management of the Institute.

- **Make an active contribution and have intelligent thinking skills.**
- **Capacity and capability to take on some workload.**
- **Clear desire to actively contribute and influence.**
- **Be active in productivity or associated fields.**
- **Have practical skillsets/ mindsets that demonstrate commercial skills.**
- **Willingness to play an active role in the management of the Institute.**

Work Ethic

A good work ethic is not simply one about being a worker who delivers but one that re-constitutes the employee's



SPRING 2021 JOURNAL

[Click on above links to View Journals](#)

Choose a job you love, and
you will never have to
work a day in your life.

-Confucius

Home working is popular

Only 25% of office workers in the UK plan on returning to their workplace on a full-time basis once normality returns, according to a study.

Digital coaching provider [Ezra](#) found that 46% of people felt they were as equally productive at home, while 35% stated they were even more productive than they were at the office.

Just 19% of Brits, in a survey of 2,175 office workers in the country, said remote working had a detrimental effect to their productivity during the COVID-19 pandemic.

Some 22% said they would remain working from home full-time, with just over half of office workers planning to split their time and work part-time from the office.

ESPORTS CAN ENHANCE PRODUCTIVITY



A number of large companies in the USA are turning to esports to strengthen teams and increase productivity. This approach can be better than the physical sports often used for teambuilding, improving trust between employees, and boosting productivity. While this benefit is particularly pronounced during the pandemic, the benefits could extend to when we aren't stuck at home.

This practice is becoming so popular that there is now a formal Corporate Esports Association that handles the games much as company baseball, football, and basketball teams are handled, making them a regular part of employees' work/life balance.

British managers need to learn business skills

British workers used to get the blame for the nation's economic woes. Less so now. The finger of suspicion is at least as likely to be pointed at the British workers' bosses and their lack of business skills.

Increasingly the shortcomings of British managers are being recognised. There is a push to ensure that managers acquire the business skills they lack and also to better understand how to use productivity to improve efficiency and boost productivity.

The Institute training courses are an excellent way to gain productivity skills.

**SKILL IS THE UNIFIED
FORCE OF EXPERIENCE,
INTELLECT AND
PASSION IN THEIR
OPERATION.**

John Ruskin

PICTUREQUOTES.COM



Institute of Management Services

Lichfield Business Village, Staffordshire University Centre, Friary Way, Lichfield WS13 6QG

To All Corporate Members

1 March 2021

Elections to Council of Management

At the Annual General Meeting to be held in October 2021 the following members of the Institute's Council of Management will retire. They are, however, all eligible for re-election:

Andrew Muir Richard Taylor

Nominations for the four vacancies so caused may be made by submission to me at IMS BALLOT 206 Bescar Lane, Scarisbrick, Ormskirk L40 9QT not later than 5pm on Thursday 22 April 2021 on the nomination form. Will you please note that the nominee must be a corporate member of the Institute and be nominated by two other corporate members. Nominees must sign the undertaking to accept office if elected and provide details of themselves which may appear on the ballot paper.

In the event of the number of nominations exceeding the number of vacancies, ballot papers will be available for Corporate Members by email request to admin@ims-productivity.com from the Institute's Head Office on Wednesday 16 June 2021. The closing date for receipt of voting papers will be 1 August 2021 and the results of the election will be declared at the 2021 Annual General Meeting. An acknowledgement will be sent to the nominees as soon as the form is received.

The following notes outline the general duties and responsibilities of a Council member:

The Institute is a company limited by guarantee and is governed by the provisions of the Companies Acts. Its Memorandum and Articles of Association specify what it may do and how it should conduct its affairs. The business of the Institute is managed by the Council of Management who may do anything within the Memorandum and Articles of Association which is not contrary to any statute or is not required to be done by members in general meeting. This responsibility is a collective one and Council normally act through Council meetings. Council may of course delegate to individual Council Members, but it has the final responsibility.

Council members are in a fiduciary relationship to the Institute and must exercise their powers for its benefit using reasonable diligence and care. They are required to take proper account of the interests of the Institute, as well as its members. They act as agents of the Institute and only become personally liable if they authorise any act or expenditure outside the Constitution. They may not receive any remuneration or benefit as Council members except out-of-pocket expenses; this includes benefit of any contract with the Institute by a company of which they own 100th of the share capital or more.

Apart from presenting annual reports and accounts and appointing certain officers, the Memorandum and Articles of Association lay no specific duties on the Council. Its responsibility is a general one of running the affairs of the business. Any individual responsibility springs from authority given by the Council and this will clearly vary from time to time. Council members are expected to serve a four-year term of office and to attend all Council meetings (normally three each year). To assume responsibility for at least one area of Institute administration and management.

David Blanchflower
Secretary

IMS Members Contact Details

Do we have the Correct contact details for you?

It would help if members updated the Institute's office with any recent changes to their contact details be they postal addresses, phone numbers or email addresses. Up to date email contact details are essential to notify members when our on-line journal is available to view on our website. Email: admin@ims-productivity.com



The right to equal pay for the same work or work of equal value between female and male workers has been a founding principle of the European Union since the 1957 Treaty of Rome.

A 2006 Directive (Directive 2006/54/EC) on equal treatment of women and men in matters of employment and occupation already requires employers to ensure equal pay for equal work or work of equal value between women and men. It was complemented in 2014 by a Commission Recommendation on pay transparency. Despite this legal framework, the principle of equal pay is not fully implemented and enforced. The gender pay gap in the EU remains at 14.1%, according to the latest Eurostat findings.

Lack of pay transparency is one of the key obstacles to enforcing this right. It stops workers from knowing how their pay, on average, compares to that of their colleagues of the other sex doing equal work or work of equal value. This puts them in a position where they lack information on whether they are remunerated in accordance with the right to equal pay. In addition, without pay transparency, employers do not necessarily review their payrolls, nor check if their pay systems and job grading do not omit the valuation of relevant skills (e.g. in the service economy). Lack of pay transparency thus creates a grey zone favouring the perpetuation of gender bias in the setting of salaries.

IMS Website Knowledge Bank



We are asking members to submit write-ups on specific topics for use in the Institute's website [Knowledge Bank](#). Please email submissions to admin@ims-productivity.com



“Achieving excellence through people and productivity “

Institute of Management Services
Lichfield Business Village
Staffordshire University Centre
Friary Way, Lichfield
WS13 6QG

Phone: 01543 308605

E-mail: admin@ims-productivity.com

Website: www.ims-productivity.com

Management Services Journal

Now Available online only

If you wish to receive a printed Journal by post at a cost of £25.00 per year (4 issues) please contact our Administrator

Email: admin@ims-productivity.com



[Visit our website](#)