



Institute of Management Services

The Home of Productivity Professionals

December 2023 Newsletter

Institute 2023 AGM

On 14th October the Institute held its Fifth-Eighth Annual General Meeting (AGM). It was a well-attended virtual meeting which included members attending from overseas. The formal business consisted of members voting not to increase membership subscriptions in 2024. Members also voted to amend the Institute's Articles of Association. The amendments will effectively enhance the administration of the Institute leading to a more efficient mode of operation with no adverse effect on IMS members.



The meeting also voted to accept the Institute's 2022 accounts which once again show that the Institute is financially in a very healthy state, with a healthy financial surplus at the year end.

The Institute President Professor Colin Coulson-Thomas spoke to the meeting on the strengths of the Institute and the role it played in enhancing productivity worldwide. He indicated that he had in 2022/23 spoken at several overseas conferences and that the Institute was held in high esteem in these countries.

The meeting continued with a discussion on IMS membership and the essential role played by the Institute's education system in recruiting new members. These new members come from many of the large multi-national companies in the UK and abroad.

At the AGM David Blanchflower was thanked for his long service to the Institute as he had taken the decision to stand down from the Institute's Council of Management after serving as an elected member for 46 years. A full report on David's involvement with the Institute appears in the December 2023 Journal.

Winter Journal:
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Institute of Management Services

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Workplace absence soars to highest level in over a decade

The Chartered Institute of Personnel Development (CIPD) has produced a report on the upsurge in sickness absence titled *“Health and wellbeing at work 2023”*.

The report indicates that the average rate of employee absence due to ill health has risen to 7.8 working days per year in the UK. This is considerably higher than the 5.8 days prior to the 2019 pandemic. Around three-quarters of respondents (76%) report some stress-related absence with heavy workloads and management style most commonly to blame.

This report is based on data from 5,139 UK workers, collected between 9 January and 9 February 2023. The figures are weighted and representative of UK.

The report comes at a time when employers are under increasing pressure with recruitment and retention challenges. The report shows that (76%) were stress related absences. Stress was found to be a significant factor for short-term absences and the leading cause for long-term absences.

The full report can be seen at:

[Health and wellbeing at work 2023: Views of employees \(cipd.org\)](https://www.cipd.org/health-and-wellbeing-at-work-2023-views-of-employees)



How Can Exercise Improve Productivity?



With the New Year fast approaching, you might have started considering your resolutions. It's considered cliché to commit to exercising more. There is a reason you may not have considered for doing so, however: exercise has the effect of boosting productivity.

Exercising regularly improves the blood flow to the brain, and with this comes enhanced cognitive functions. Individuals are also likely

to see an improvement in energy levels and the quality of their sleep. Stress, on the other hand, will reduce as a result of the release of endorphins.

Serotonin will also be produced, increasing motivation and lifting mood. The commitment to exercising also requires the implementation of time management skills, which will improve as a result. Additionally, the knock-on effect of better physical health can reduce illness and allow a higher quality of output at work.

With this being taken into account, perhaps exercise becomes a more appealing resolution, regardless of whether you plan to work up to a marathon or simply to take regular lunchtime walks.

Climate, Comfort, and Productivity: the Impact of Weather

The role of comfort when it comes to productivity has long been established. The likes of NASA examined the effects of temperature changes on human performance of tasks in 1968, and the relevance of the topic has not lessened. A frequently mentioned aspect of employee comfort is the temperature of the workplace. Well-regulated temperatures mean happier employees and subsequently a higher productivity rate.

Now, a study suggests that temperature changes far beyond the capabilities of one employer to change are at play in the world of productivity. Even in climate-controlled workspaces, higher outdoor temperatures are suggested to be reducing output. This can be partly attributed to a lower quality of sleep; rest cycles have been seen elsewhere to be damaged by high temperatures at night, and this can in turn affect productivity. However, a hot day is argued to have a negative effect even if the night is cool.

While the study has its restrictions – for example, it examined only a single workplace – it raises questions regarding the impact of climate change on productivity. How true is this trend for other work environments? Does cold weather have a similar effect? What can be done to mitigate this?

Increasing the comfort of workers through thermal regulation remains important. Regardless of external temperatures, the workplace environment remains vital for worker output. The extent of the incursion of outdoor temperatures, though, may be greater than previously thought. Perhaps now, in the middle of winter, is the time to consider planning ahead while the topic is hot and the workers are not.

The full study can be seen here: [How Much Will Climate Change Reduce Productivity in a High-Technology Supply Chain? Evidence from Silicon Wafer Manufacturing](#)



Bulletin Board

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Featured Articles

Leading Change as a Political and Behavioural Process
ESG and Climate Change
Chinese Investments in Africa
Enterprise Operations Management
Humaneering Solves Management's Biggest Challenge
Culture Change

IMS Council

Following the decision by David Blanchflower to stand down from the Council, we are pleased to share our current Council with you:

President: Colin Coulson-Thomas

Chair: Andrew Muir

Deputy Chair: Mark Cooper

Directors:

Chris Elkington

Richard Taylor

Ken Gamble

Stephen Percival

All at IMS would like to take this opportunity to wish you and yours a very happy holiday season



Achieving excellence through people and productivity

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