



Institute of Management Services

The home of Productivity Professionals

March 2023 Newsletter

INSTITUTE ELECTIONS

In 2023 elections to the Institute's Council of Management will take place to fill four vacancies on the Institute's Council of Management. Those elected will serve for a period of four years. Contained in this newsletter are details of the election process and the official notice seeking nominations from corporate members of the Institute who wish to stand in the election. To stand for election you need to be a Corporate member of the Institute holding the grade of Member (MMS) or Fellow (FMS).

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.
- Have the capacity and capability to take on a small but essential workload.
- Have a clear desire to actively contribute and influence.
- Possess practical skillsets/mindsets that demonstrate commercial skills.
- A willingness to play an active role in the management of the Institute.
- Possess the necessary business skills to make a positive contribution.

Please give active consideration to standing for election and using your skills and knowledge to benefit the Institute. If you require further information or assistance in obtaining a nominator or seconder for your application please email admin@ims-productivity.com and arrange to speak to an existing Council member.

Spring Journal

[Click Here](#)



Institute of Management Services

Telephone: 01543 308605

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Institute of Management Services

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

To All Corporate Members

1 March 2023

Elections to Council of Management

At the Annual General Meeting to be held in 2023 the following member of the Institute's Council of Management will retire.

David Blanchflower

Nominations for the vacancy so caused may be made by submission to me c/o Cygnul, 8/9 Acorn Business Park, Hanley Swan, Worcestershire, WR8 0DN on the nomination form, no later than 5pm on Thursday 20 April 2023. 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 14 June 2023. The closing date for receipt of voting papers will be 1 August 2023 and the results of the election will be declared at the 2023 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.

Chris Elkington
Secretary

Note: Candidates must enclose a good quality photograph of themselves and up to 50 words indicating why they wish to be elected to Council. This, together with the photo, will be published in the Summer Journal and on the Institute website. Candidates must also provide a maximum of 150 words giving details of their skills and business knowledge, industrial/public service/professional experience relating to Management Services and/or past service to the Institute which will appear on the ballot form. If necessary, please add an additional sheet to accommodate your details.



Institute of Management Services

Nomination for Council of Management

Closing Date for nominations 5.00pm Thursday 20 April 2023

Surname		Forenames		Age
Address				Grade
Postcode		Daytime Tel.		
Employer on 1 April 2023			Job Title	

Current office(s) in the Institute

Why I wish to be elected to Council (50 words max.)

Business skills, Industrial/Public Service/Professional experience relating to Management Services and/or service to the Institute. (150 words max.- words in excess of 150 will be deleted)

I hereby agree to serve on Council should I be elected thereto. The details given about Myself are true and correct in all respects.

Signature:

Date:

NOMINATED BY			
Surname	Initials	Grade	Signature
1			
2			

The 4 day week campaign

It has been six months, are there any results?

The international not for profit organisation, **The 4 Day Week campaign**, has invited more firms in the UK to sign up to the study after very positive first results from a study in England.

According to results published by the think tank, after the six month pilot scheme, which had participation from 61 companies and approximately 2900 workers, a lot of the companies are reporting overwhelmingly positive outcomes. 56 companies have opted to extend the experimental working week, with 18 making a permanent change.

Joe Ryle, the director of the 4 Day Week Campaign, called the trial a "major breakthrough moment", adding: "Across a wide variety of sectors, wellbeing has improved dramatically for staff; and business productivity has either been maintained or improved in nearly every case. We've had 100 years of the 9-5, five-day working week and it's time for change. Moving to a four-day week would give us all the time to be able to live happier and more fulfilled lives."

Surveys of staff taken before and after found that 39% felt they were less stressed, 40% were sleeping better and 54% said it was easier to balance work and home responsibilities.

The number of sick days taken during the trial fell by about two-thirds and 57% fewer staff left the firms taking part, compared with the same period a year earlier.

Both business productivity and business performance scored a 7.5/10 on two separate scales.

In the trial, employees are expected to follow the "100:80:100 model" - 100 per cent of the pay for 80 per cent of the time, in exchange for a commitment to maintaining at least 100 per cent productivity.

In Scotland, a government trial is due to start in 2023 while Wales is also considering a trial. The decision was the culmination of a campaign promise made by the ruling Scottish National Party (SNP).

Workers will have their hours reduced by 20 per cent, but won't suffer any loss in compensation. The SNP will support the participating companies with about £10 million (€11.8 million).

The government pointed to a recent poll conducted by Scottish think tank the Institute for Public Policy Research (IPPR) that showed 80 per cent of the people responding to the idea were highly positive of the initiative.

The respondents said the programme would greatly enhance their health and happiness.

Scotland pointed to Iceland and its strong results as a big reason for taking a chance with the four-day working week. Some Scottish businesses have already started their own truncated workweeks, with Glasgow-based UPAC Group recently saying its employees will enjoy a four-day week with the same salary after running a successful pilot programme.

In Wales, the Petitions Committee within the Senedd (Welsh parliament) recommended, on January 24, that the Welsh government conduct a pilot scheme, following the publication of a report into the idea.

Jack Sargeant, Member of the Senedd and chair of the committee told the website Nation.Cymru that Wales should lead the way in exploring the four-day week.

"It is a bold proposal but no bolder than those campaigners who fought for a five-day week, paid holiday and sick pay which we now take for granted," he said.

"When we're calling for a four-day week we're (talking about) reducing the working hours within an organisation, but not a reduction in the rate of pay. There are a number of trials out there which suggests that productivity increases". It is now up to the Welsh government to consider the proposal.

Sophie Howe, the Future Generations Commissioner, has also called on the government to introduce a similar four-day working week trial, at least in the public sector.

The benefits seem to outweigh any previous concerns that business leaders might have had, with employees in all represented industries benefitting from the 4-day week, though there were some differences. People in non-profits and professional services had a larger average increase in time spent exercising, while those in construction/manufacturing had the biggest increases in mental health and job satisfaction and enjoyed the largest reductions in burnout and sleep problems.

The study has not yet concluded, but at this stage, and by using data from other countries, the research consortium behind the 4 Day Week seem to be uncovering compelling evidence of a need of a change to how we fundamentally work.





Bulletin Board

Spring Journal Content

Featured Articles

- Student of the Year Awards
- Pursuit of Excellence in Service Quality, Part II
- A Safe Space Part II
- Competing Economic Models
- Contact Styles
- Risk - Led Innovation
- Digital Transformation Breakthrough Part I



Join the Council of Management
(see pages 2 and 3)

Help requested

IMS Website

The new website is under construction. If you would like to support the team who are overseeing this please let us know on admin@ims-productivity.com



Contributions

If you would like to contribute to our quarterly newsletter, please send your questions and comments to: admin@ims-productivity.com



Achieving excellence through people and productivity

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