



**Management Services Journal**

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**Institute News**

At the February Council meeting it was reported that the Institutes stock market investments had increased in value adding to the financial viability of the Institute.

It was also noted that Jafcon a consultancy training organisation based in Bahrain had been appointed as an official IMS Education Provider. Kevan Kelly recently appointed to the Council was welcomed to his first meeting.

**Zero Hours Contracts**



The Chartered Institute of Personnel & Development (CIPD) is recommending the UK Government ban employers from using exclusivity clauses for zero hours contract workers unless they can demonstrate a compelling business reason for using them.

The CIPD also recommends the Government consider introducing a right for zero hour's contract workers to request a minimum number of hours per week after they have been working for an organisation for at least 12 months.

The CIPD is calling for an amendment to the Employment Rights Act to require that workers and not just employees have the right to receive a written copy of their terms and conditions not later than two months in employment. This would help provide greater clarity on behalf of both parties on the issue of employment status and the associated employment rights.

**IT Investment Improves Productivity**



National Windscreens, the UK's largest independently owned windscreen specialist, have reported a 25% increase in daily productivity in the South West region which has been directly attributed to the installation of a cutting-edge digital job booking system.

Over 80% of National Windscreens' jobs are carried out by its mobile glazing technicians - ensuring they are engaged with the company and working as productively as possible is vital for the future of the business.

Regional Sales and Marketing Director, Martyn Bennett, comments, "The introduction of the digital system ensures the whole job process is joined up and frees up our mobile technicians to concentrate on completing windscreen repairs and replacements, rather than time consuming administration processes."

**Poor utilisation of skills undermining UK productivity**

The poor understanding of how to best utilise skills in the workplace is undermining the UK's productivity, according to new research from The Chartered Institute of Personnel and Development.

According to the research, there is too much focus on increasing the supply of skills and neglecting the need to increase demand among employers meaning the UK has the second highest level of what the OECD refer to as 'over qualification'. 30 per cent of workers believe they are over-qualified for their jobs and there are far fewer graduate jobs than graduates, meaning that too many people's skills are being under-utilised in the economy.

The problem of low skilled jobs and under utilisation of the higher skills workers are major factors in the UK's poor productivity levels. Productivity is the key to increasing real wages above the rate of inflation, the study states.

The CIPD believes that a forum or Workplace Commission is needed to coordinate policy development relating to work, the workforce and the workplace across government and with employers and employee representative bodies. The proposed Workplace Commission must also address three decades of misaligned skills policy.

## Rubber Production in India – Productivity Falls

Vietnam and China have outstripped India as the world's third biggest producer of natural rubber in 2013, according to the data released by the Association of Natural Rubber Producing Countries (ANRPC).

The slide has made ATMA (Automotive Tyre Manufacturers Association) and AIRIA (All India Rubber Industries Association) push the Rubber Board for an annual assessment of the age profile of the rubber trees. "Age profile of trees

is imperative from the perspective of planting, re-planting and determining productivity," said Rajiv Budhreja, director-general, ATMA. "Annual assessment should be made a regular practice."

The India rubber industry has expressed anxiety over the fall in productivity in 2013, India saw a 7.6% decrease in Natural Rubber (NR) production that stood at 8.49 lakh tonnes.

In the same period, Vietnam saw a stupendous growth of more than 20% and production crossed the coveted 10-lakh tonne mark that India has been aspiring to achieve. China has also picked up momentum and its NR production has overtaken that of India.

It is not just production that has fallen the India Rubber Board's provisional figures show that productivity too has also declined.

## Mobile Phone Access For Disadvantaged Could Increase World Productivity



A report commissioned by Vodafone found that women given greater access to mobile phones and services could lead to a multi-billion increase in annual global productivity from 2020 – as a result of greater female participation in the workforce.

The report, by Accenture and Oxford University, found that 91 million fewer women than men have access to a mobile phone across the markets where the mobile phone company operates, estimated to rise to 142 million in 2020.

Preventing this number from increasing could have an annual economic benefit to women and society of \$22.3 billion from 2020.

### Ireland's Productivity Highest in EU

Ireland topped the EU leader board for industrial production posting growth of 13.2% in the year to November.

The country's growth rate was far ahead of the European growth rate of 3%, with Ireland posting the one of the biggest gains in productivity of 11.7% in a single month between October and November. Slovakia posted a 12.7% gain, the Czech Republic was 8.8%, while Romania saw industrial production grow by 8.7%. The strong gains, recorded by these countries was offset by falls in productivity in countries still reeling from the European debt crisis including Malta and Greece.

### Do the French work harder than the British?

The French Ambassador to Britain has stated the French workers work harder than the British. France's labour productivity stands at a healthy €45.4 (£38) per hour worked according to the European Commission, well ahead of the EU average of €32.1, while the Organisation for Economic Co-operation and Development (OECD) reports that the average number of hours per week worked in France stood at 38 hours for 2011, compared to 36.4 in the UK and 35.5 in Germany. Productivity per hour in France is 15% higher than in the UK.

## Conveyor Sensor Productivity

SICK UK has announced the launch of the DeltaPac, the first ever photoelectric sensor able to detect individual packs on a conveyor without a gap between them. The DeltaPac will help production teams achieve high levels of accuracy and throughput speeds whilst reducing the risk of pile-ups and stoppages. Prior to this development a clear gap had to be left between packs in order for an optical sensor's beam of light to be returned by the reflector positioned on the opposite side of the conveyor. This development will considerably enhance productivity.



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