



Institute of Management Services

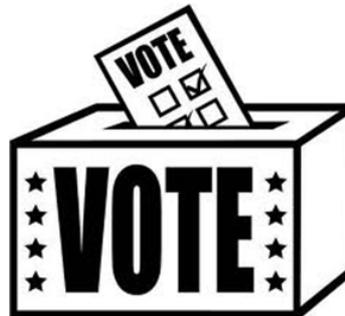
Newsletter February 2015

Institute Council of Management 2015 Elections

In 2015 four vacancies will arise on the Institutes Council of Management. A formal notice of Election will appear in the Spring edition of the Management Services Journal seeking nominations from Institute Corporate Members. These are members that hold the membership grade of Member or Fellow.

The Institutes Council of Management has responsibility for running the Institute and makes all executive decisions. It meets three times a year in Lichfield. Elected Council members also have responsibility for other areas

such as education, membership, finance and media.



Expenses are paid to cover travel costs, but otherwise these are voluntary positions.

The Institute would like to encourage younger members of the Institute to consider standing for election to Coun-

cil as it affords an excellent opportunity to gain experience in running a large voluntary organisation and this will ensure that the Institute is well placed to continue to move forward in the modern world.

If you are interested please fill in the nomination form displayed in the Journal telling us why you would like to be elected and what experience or skills you could bring to the running of your Institute and return it to our head office by the closing date.

WHY NOT UPGRADE YOUR MEMBERSHIP?

All Institute members are urged to consider upgrading their membership. If you have held the grade of Member with the designatory letters, MMS or MMS(Dip) for at least five years and have gained the necessary experience in your profession you could well meet the criteria to apply for the grade of Fellow FMS.

You may have held the grade of Associate AMS for three years and should consider

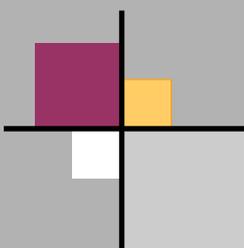
upgrading to a full Corporate Member of the Institute which allows you to use the designatory letters MMS.

"Being entitled to use the term 'Associate', 'Member' or 'Fellow' of the Institute of Management Services is a 'badge' of recognition indicating achievement, impact and high standards as well as the professional standing of those elected," said Andrew Muir IMS Chairman.

Making an application for upgrading your membership of the Institute is straight forward your application will be fully considered by our Membership Panel which consists of three senior Fellows of the Institute.

If you would like to find out more about upgrading your membership with the Institute see the link below.

[Click here](#)





UK Men want to work part time

Almost, one million men (975,000) are now working part time, an increase of 8% or 72,000 in just 12 months, analysis reveals. According to analysis of Office for National Statistics salary data, more men are saying they do not want to work full time with the number of male part-time workers predicted to hit one million for the first time in 2015.

Currently 74% of part time workers in the UK are

women, equivalent to 6,121,000, while just 26% of men (2,149,000) work part time.

The research conducted by Timewise also found that a small number of part time (mostly female) workers were managing to break the norm in expectations of what a part time job is, with these individuals beginning to reach the highest levels of their organisation.

The report pointed out that it was well established UK part time workers earned far less per hour than their full time colleagues, often because jobs in the part time sector were made up of manual and less-skilled roles. However, its report, the 2014 Power Part Time List, identified a number of individuals working in senior high level, executive roles and managing to achieve successful careers while working part time.

“A lot of companies offer flexible working but the onus should be on businesses to presume in favour”

Flexible Working

Businesses still need to do more to commit to flexible working practices and introduce meaningful diversity policies, according to the Confederation of British Industry (CBI).

While nine in 10 businesses offer some form of flexible working, too many workers were hesitant to ask their employer about the options.

According to a YouGov poll

of nearly 1,300 workers carried out for the CBI, more than four in 10 (42%) workers said they would feel uncomfortable asking their employer more about working flexibly.

CBI deputy director-general Katja Hall said: “A lot of companies offer flexible working but the onus should be on businesses to presume in favour, challenge outdated assumptions and give their employ-

ees more confidence to ask about the options. The CBI called on businesses to commit to meaningful diversity policies and, where possible, publish aspirational diversity targets in order to boost flexible working practices. It added that employers should demonstrate presumption in favour of flexibility from the job stage onwards and show greater openness to job-sharing in more senior roles.

Tablets are driving UK business productivity levels upwards



Tablets are helping to drive productivity levels upwards in UK and Euro businesses, according to recent research undertaken by Dynamic Markets (for Panasonic Toughpad) which surveyed over 2,300 tablet buyers and users across European firms with

50 or more employees.

In the UK, 70 % of employers said that their staff had benefited from “substantial” improvements to productivity from using tablets, and the estimate of how much productivity levels had risen were no less than 44

% this being the highest reported figure of the nine European nations surveyed.

Friends working together are more productive

Recent studies indicate that having work friends increases productivity. The research indicated that friends working together were more productive and effective than the collaborations between co-workers with a solely professional relationship. Employees with a good friend at work are usually more focused, passionate, and loyal to their company.

A study published in the Journal of Personality and Social Psychology indicates that Professors at the University of Pennsylvania and the University of Minnesota broke up a

large course into 53 three-person groups consisting of either three friends or three acquaintances. They then assigned the groups two projects, one based on decision-making and collaborative thinking, and the other based on using motor skills and performing manual labour.

The groups of friends performed better on both projects because they were more committed, communicated better, and were able to give each other honest feedback. Individuals in the groups of acquaintances tended to work

alone, weren't comfortable seeking help, and didn't offer feedback to other group members. Because of their lack of communication, they also weren't able to take advantage of each other's strengths.



Low Productivity hinders Russia's space industry

In a bid to tackle the low productivity afflicting Russia's space industry, the state-owned conglomerate has proposed doubling wages and implementing incentive systems to triple the efficiency of its workforce.

The Soviet space program at its height in 1989 employed over a million people and ac-

counted for 1.5% of Soviet gross domestic product. But today after years of industrial decay, low wages and brain drain, the industry is struggling to recruit fresh talent and move forward with new projects.

The United Rocket and Space Corporation (URSC) was created by presidential decree in 2014 and charged with the task

of reforming and consolidating the Russian space industry. Reforms are expected to begin in 2015, and will affect the industries 196,000 employees.

The plan will be to increase productivity threefold, while real wages will double by 2025.

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Freelance Directory of Management Services Practitioners

The Institute is considering developing a section of its website to have a facility for a directory of Institute members who are able to offer their services on a freelance basis to companies and organisations .

This directory will list freelance members of the Institute of

Management Services who offer a wide range of productivity services.

The members contact details will be provided with a list of their specialist areas of knowledge.

If you would be interested in having your details listed on this IMS directory please email Lynette Gill .

Click here to register your interest.



“Achieving excellence through people and productivity “



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Current Issue

Now Available online

If you no longer wish to receive a Journal by post please contact our Administrator

Email: admin@ims-stowe.fsnet.co.uk

The Institute’s mission is:

to promote to key stakeholders in UK government and commerce:

an understanding of the concept of productivity and its improvement;

and

the importance of structured approaches to productivity analysis, measurement and enhancement.

to identify good practice and professional standards in productivity improvement by individuals or organisations; and to create and deliver education, training, advisory and support services aimed at helping individuals and organisations to establish and maintain that good practice and those professional standards.



Overseas remote worker cleared to bring tribunal claim in England

Employers should be aware that staff working remotely overseas can still bring tribunal claims in the UK.

Ruling in the case of Lodge v Dignity & Choice in Dying, the employment appeal tribunal (EAT) found that the claimant did not lose her right to bring claims in England simply because she was working as a virtual employee in Australia.

The decision could have a significant impact for employers as the trend of allowing staff to work flexibly and remotely continues to grow.

Mrs Lodge was an Australian citizen employed jointly by both respondents - Dignity and choice

in dying and Compassion in dying - at their only office on Oxford Street, London.

However her mother became ill and she sought to return to Australia.



As a result Mrs Lodge proposed to continue her role as head of finance remotely from Australia. This was accepted and she did so from 2009 until her resignation in 2013.

She then sought to bring claims for unfair dismissal and subjection to detriment for having made a protected disclosure, but the original employment tribunal held that she could not.

However, the appeal judge ruled that she had not lost her right to bring a claim in England because she was not working as a physical employee in the Oxford Street office.