

DECEMBER 2016

1. COREMUNICATE TOPICS ON VIDEO

Welcome to the final CoreMunicate of 2016. This month's video features a message from our Director of Finance, Steve Dauncey who gives an overview of the University's financial position and the challenges the higher education sector and our University are likely to face in the year ahead. You can watch the video at:

- www.staffnet.manchester.ac.uk/pss/coremunicate/

2. FINANCIAL STATEMENTS

The Board of Governors has signed off the University's financial accounts for 2015/16 which you can view at:

- www.manchester.ac.uk/discover/governance/corporate-documents/

This is the first set of accounts produced under new reporting standards and thanks go to colleagues in the Directorate of Finance for their hard work over the last 18 months working with the new regulations. These accounts present a realistic picture of the University's financial position and see us reporting a £1 million surplus in the last financial year. This was lower than anticipated as we were unable to predict the impact of the EU referendum result on our pension liabilities. To realise our Manchester 2020 ambitions we need to achieve a sustainable financial position which gives us the capacity to invest in our staff, students and facilities to improve teaching and research quality. Our focus is now on making progress to grow income and secure savings through: growth in international fee income; increasing recovery from research and contract grant income; efficiency gains; growth in distance learning and philanthropy income. Further updates will be provided in the coming months.

3. REVIEW OF FACULTY OF SCIENCE AND ENGINEERING

The Vice-President and Dean of Science and Engineering, Professor Martin Schröder, has initiated a review of the current School structure within the Faculty of Science and Engineering to establish whether there are more effective and efficient ways of delivering Manchester 2020. This Review has the full support of the University's Senior Leadership Team and the Senate has been informed and will be regularly updated on progress. Further details of this review are available at:

- www.staffnet.manchester.ac.uk/news/display/?id=17580

4. REWARDING EXCEPTIONAL PERFORMANCE

Nominations are now open for our Rewarding Exceptional Performance scheme which recognises the achievements and contributions of our staff. Nominations are usually made by line managers but you can nominate yourself after discussion with your line manager. Successful nominees (grades 1-8) are awarded additional pay for either an exceptional contribution to a one off task/project, or through a sustained exceptional contribution in their role. The closing date is Tuesday, 31 January 2017 with policy and guidance available at: www.staffnet.manchester.ac.uk/human-resources/benefits/recognition/rewarding-exceptional-performance/

5. AMBITIOUS FUTURES GRADUATE TRAINEES

Ambitious Futures is a national graduate trainee programme for leadership in higher education administration - our University has recruited two Ambitious Futures graduates every year for the past four years. Once selected through a competitive recruitment process, trainees undertake three placements at two different universities over 15 months and receive a work-based qualification from the Institute of Leadership and Management. The next programme runs from September 2017 to

November 2018, with the deadline for applications being Wednesday, 21 December 2016. If you know of a graduate who might be interested in applying, visit www.ambitiousfutures.co.uk or contact Dr Julian Skyrme at julian.skyrme@manchester.ac.uk

6. CHANGE OF NAME

The Equality and Diversity team in the Directorate of Human Resources is changing its name to the Equality, Diversity and Inclusion team to better reflect its work in creating a culture of inclusion and engagement across the whole University community. The change will take place early in 2017.

7. MAKING A DIFFERENCE AWARDS

The 2017 Making a Difference Awards for Social Responsibility have been launched - these celebrate the social responsibility achievements of our staff, students and external partners. Individuals or teams can enter themselves or be nominated by others across ten different categories. Further information can be found at www.socialresponsibility.manchester.ac.uk/get-involved/awards/ by emailing socialresponsibility@manchester.ac.uk or calling 63078. The closing date is Monday, 6 February 2017.

8. 10,000 ACTIONS UPDATE

10,000 Actions, the UK's biggest environmental sustainability programme for higher education staff was launched on 10 November and to date almost 8,000 actions and 430 action plans have been pledged – an amazing start. For every action plan produced, £1 is being provided to support planting oak woodland in Manchester. I'd encourage you all to complete the programme and make your pledges – you can find guidance for managers, promotional videos for the PSS and each Faculty, slide templates and FAQs at:

- www.sustainability.manchester.ac.uk/staff/10000actions/

In recognition of our environmental sustainability work, the Manchester Museum has recently been awarded a gold award and the University, as a whole, a bronze award, by the Carbon Literate Organisation. As we approach the Christmas and New Year break I'd also ask you to ensure that any non-essential equipment is switched off. Last year a 27% energy saving was made during the Christmas period compared to term time. This equates to £80,000 of savings in electricity consumption.

9. CHRISTMAS CLOSURE

The University will close at the end of the working day on Thursday 22 December 2016 and will re-open on Tuesday 3 January 2017. You can find out more details about pre-Christmas deadlines for recruitment and payroll at:

- www.staffnet.manchester.ac.uk/news/display/?id=17552

A particular thank you to those PSS staff who are either on-call or working over the Christmas closure. Among these are maintenance staff from the Directorate of Estates and Facilities, who maintain our plant and boiler houses, our Security Officers who work 24/7, 365 days a year, some porters and building attendants and the various call-out teams ready to respond to any emergencies, and staff from Residential Services who ensure students staying in the University Halls of Residences have continued access to support throughout this period.

Can I take this opportunity to thank you for all of your efforts over the past year and wish you all a peaceful and relaxing break over the Christmas holiday and very best wishes for the New Year.