

MAY 2017

1. COREMUNICATE VIDEO

Welcome to May's CoreMunicate. In this month's video I'll be sharing with you the proposals which are being taken forward as part of the Manchester 2020 Programme. Watch the video at: www.staffnet.manchester.ac.uk/pss/coremunicate/

2. M2020 PROGRAMME ANNOUNCEMENT

To meet our bold ambition to be a world leading institution, we must improve the quality of our research and student experience and increase our effectiveness and efficiency in some areas. The recently published [Stocktake Report 2015/16](#) shows that while we have made progress against our strategic objectives, there are areas where our performance needs to improve. We also need to be able to invest in our strategic priorities and will be putting into place a range of projects aimed at delivering approximately £50 million per annum to make strategic investments and provide financial sustainability in the face of known and likely external challenges. These investments include the creation of 100+ new early-career academic appointments; a £1million 'Investing in Success' fund for existing staff; further support for our international and business engagement activities and the modernisation of our IT infrastructure.

Each part of the University will be expected to make a contribution towards achieving this £50 million figure and I have agreed that the PSS will contribute £15 million by July 2020, with a contribution of £1.5 million in 2017/18. This represents just over 5% of PSS expenditure. I believe this is an achievable target. Detailed plans are already in place to deliver significant growth in funds from distance learning; philanthropy; research grant and contract income recovery and international student recruitment; but further action is needed. The Board of Governors met at the beginning of May and approved proposals to deliver our Manchester 2020 strategy and as a result the University has begun consultation with the Trade Unions in relation to reductions of up to 171 posts across the University. Of these, 31 posts are within the PSS.

It is proposed that the Directorate of Finance will move towards a more consistent structure across the three Faculties with a change to the Finance teams in the Faculties of Humanities and Science and Engineering. This will result in a proposed reduction of 18 posts. Restructuring within the PSS in the Faculty of Science and Engineering will result in a proposed reduction of seven PSS posts in the Faculty Office; three PSS posts in the National Composites Certification and Evaluation Facility (NCCCF) and three PSS posts in the Photon Science Institute (PSI). In other parts of the University there are proposed reductions in academic posts and posts involved in primarily academic activities within the Faculty of Biology, Medicine and Health; the School of Arts, Languages and Cultures and the Alliance Manchester Business School.

These projects form part of the M2020 Programme, and will be led by the M2020 Programme Office. I fully appreciate that these proposed changes will bring uncertainty for many staff. Any changes to staffing are always given very careful and serious consideration and the University will fully consult with the Trade Unions on these proposals. I am committed to ensuring that this process is conducted fairly and transparently and the University will manage this through the [Security of Employment Policy](#) which has been agreed with the Trade Unions. The University proposes to open a voluntary severance scheme for staff in the areas affected who are deemed to be 'at risk'. In addition, our normal redeployment processes will operate. For PSS positions, I have already been holding authorisation of a number of vacancies in order that they can be considered by redeployment candidates. Through these processes, the University will seek to avoid the need for compulsory redundancy if at all possible. If, however, the required numbers cannot be achieved through a voluntary process and redeployment, the University is proposing to implement compulsory redundancies in the affected areas. This will be subject to consultation with the Trade Unions. Colleagues in areas affected by these proposed changes have already received more detailed information and have been invited to staff meetings to outline next steps.

I appreciate that colleagues will have a number of questions and concerns and the University is taking steps to support those colleagues affected. If you would like me to come along to your team briefing meeting going forward please contact me on: registrar@manchester.ac.uk

3. STAFF SURVEY

Thank you to everyone who took part in the Staff Survey this year. 72% of staff responded across the University – the highest response rate since the Staff Survey began in 2013. I'm pleased to report that 93% of PSS staff took part, with some Directorates and Divisions achieving a 100% response rate. Capita, which carries out the survey on our behalf, is now working on a series of results reports, with the highlights being available to share with staff in June. Detailed reports will then be provided to each part of the University to inform Staff Survey Action Plans which will be put into practice over the next two years.

4. NEW APPOINTMENTS TO PSS LEADERSHIP TEAM

I'd like to welcome two new members to the PSS Leadership Team. Terry Hudghton has been appointed as the University's Director of Communications and Marketing. Terry joined the University in May 2014 as Head of University Marketing and has held the position of interim Director of Communications and Marketing since January 2017. Vikki Goddard has joined the University as Director of Faculty Operations for Humanities. Vikki joins us from the University of Salford, where she held the positions of both Registrar and Chief Operating Officer. Vikki has also carried out senior administrative roles at the University of Liverpool and the University of Bradford.

5. SOCIALLY RESPONSIBLE INVESTMENT POLICY

The Board of Governors has agreed significant changes to the [Socially Responsible Investment Policy](#) (SRIP). The revised policy sees the University change its relationship with its Investment Managers, allowing us to pursue an ethical investment approach, whilst minimising any potential negative impact on investment returns. This approach includes a commitment to identifying and promoting low or zero-carbon investments. We will demonstrate the impact of the policy by publishing a 'snapshot' of shareholdings on our website on a quarterly basis. We are now working with our investment managers to ensure that the revised policy has meaningful impact and will report back to the Board on how this is being achieved.

6. AWARDS FOR SUSTAINABILITY

10,000 Actions and the Sustainability Challenge have both been recognised at a national awards ceremony, winning the Impact Initiative of the Year award at the Association of University Directors of Estates (AUDE) awards. [10,000 Actions](#) encourages staff to learn about sustainability issues of sustainability, logging actions through an online tool. The Sustainability Challenge was rolled out across campus last September with 8,000 new students learning about energy, community relations and social responsibility, whilst develop leadership skills. If you'd like to be a volunteer facilitator at this year's Sustainability Challenge on 19 September visit: www.sdce.manchester.ac.uk/latestnews/sustainabilitychallenge2017/

7. COMMUNITY FESTIVAL

The University is opening its doors to the local community at its inaugural Community Festival being held on Saturday, 17 June. The day will be an opportunity to share our research, cultural activities and facilities with the people who live on our doorstep through live experiments, interactive demonstrations, musical and dramatic performances and behind the scenes tours. If you'd like to get involved and be a Community Festival Ambassador, email socialresponsibility@manchester.ac.uk to find out more.

Will Spinks, Registrar, Secretary and Chief Operating Officer