

UniLife

20th September 2004

Volume 2 Issue 1

Staff celebrate
universities'
achievements



NewsDigest

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The two universities award honorary degree to key figures for their contributions to the institutions and Project Unity.

Universities Celebrate



Staff on each campus celebrated their respective universities with individual celebrations earlier this month as the countdown clock ticks down to the merger on 1 October.

At the Victoria University of Manchester all staff were invited to attend an afternoon tea party in a huge marquee in the main quad with the Vice-Chancellor Professor Sir Martin Harris on 7 September.

On 8 September In a Day of Celebration at UMIST, a marching band kicked off the day's events which included an auction, human table football and a bucking bronco.

On both days special ceremonies were held at which honorary degrees were conferred on university figures who had made a significant contribution to the institutions over the years including Project Unity. This included the Vice-Chancellors of UMIST and VUM who received honorary degrees from both universities at two separate ceremonies.

For more photos and details see pages 10 and 16



News



Swipe Yourself a Card

The President-designate Professor Alan Gilbert was among the first members of staff to pick up their new ID cards. Now all current staff on both campuses are being urged to collect theirs at special issuing events being held from 29 September to 1 October.

Current UMIST staff should go to the Entrance Hall in the Main Building, Sackville Street and current VUM staff should go to the Whitworth Hall, Oxford Road.

The events will run from 9.15am-5pm and staff can turn up at any time on any day. Their old swipe cards will be swapped for

the new ones bearing the new University logo and these will work in all access control and library systems on both campuses.

All staff will receive a blue ID card and the default validity period on all ID cards is set to five years, regardless of contract length.



vCJD test set to go to market

Researchers at the University who have been working to find a test to diagnose vCJD the human form of mad cow disease, (BSE) have now taken the next step towards its commercialisation following successful trials.

As reported previously in This Week Next Week, the team, based in the Department of Anaesthesia at Manchester Royal Infirmary, have been refining the live test since 2002 with Department of Health funding. The heart rate variability monitor used for the current study was invented by one of the team, Dr. Chris Pomfrett and was originally developed in 1991 to determine the depth of sedation in patients having surgery.

The new technology is used to detect heart irregularities which can suggest the early stages of the disease in both humans and cattle. They are currently the only team working on a live test for both, and recently published a paper in the

Veterinary Record demonstrating detection of early signs of BSE in cattle incubating the disease, months before classic symptoms were visible.

Although much research has been carried out on the diagnosis of vCJD, the only tests that are currently available are biopsies, which involve an anaesthetic, surgery and a stay in hospital. This new test is simple and inexpensive and could be used by a GP or at home. Crucially, it could also be used on blood donors, before they give blood. Research published by another group in The Lancet last month, reveals that blood can still be infected with vCJD and go undetected, with the potential to pass on the disease to recipients.

Dr Pomfrett, said: "By diagnosing the disease early enough and with the right therapy, it is hoped that the disease can be cured and ultimately eradicated.

"Although demand is expected to be worldwide, the largest market initially will be in the US where – unlike the UK – BSE is still a major problem in cattle and a live test is urgently needed."

Manchester Innovation Limited – the university's incubator- is now taking the next steps towards validation and commercialisation of the testing equipment which is currently in prototype form, but it is hoped to release it onto the market next year.

News

En Route to Unity



A free bus service for staff and students launches on 20 September. The service will run continuously linking the north and south campuses from 7.30am and until just before 6pm.

Staff and students will be able to hop on and off the buses which will make five scheduled stops between the Refectory (Burlington Street) and the Security Lodge (Sackville Street).

The route is aimed at staff commuting between campuses, and students attending lectures at different locations.

Roy Smith, General Services Manager for the new merged University, who has helped organise the route said: "We have worked extremely hard to get the service ready and we hope both staff and students will enjoy the benefits."

The new route will be serviced by three white 17-seater minibuses, which will be

branded with the new logo for the University. Buses are expected to arrive at stops every 10 to 15 minutes, although times may vary.

If you have any queries regarding the new route please contact Roy Smith on extension: 64975.

Timetable:

Monday to Friday from Monday 20 September 2004

07:30 – Security Lodge (Sackville Street, Opposite Nat West Bank) – to – Refectory (Burlington Street)

- From that time three minibuses will run constantly around the route.

Last buses

- 17:15 Security Lodge - to - Refectory
- 17:40 Refectory - to - Security Lodge

Bus stops

- Refectory (Burlington Street)
- Roscoe/Schuster Building (Brunswick Street)
- * Materials Science Centre (Entrance)
- Security Lodge (Sackville Street, Opposite Nat West Bank)
- Math and Social Sciences Building (North Campus)

* Please note that initially buses will stop on Grosvenor Street at the entrance to the road leading to the Materials Science Centre.

News



Ideas Take Flight

Twenty five of Europe's top aerospace engineering students took part in a workshop hosted by the Victoria University of Manchester and BAe systems and saw their ideas tested by a jet pilot on the School of Engineering's flight simulator (pictured).

The EUROAVIA Design Workshop offers students the valuable opportunity to work in a multinational environment and get an insight into their future careers.

Their mission was to design an airborne search and rescue system over the three weeks with the support and advice of

academics and industry specialists, culminating on the final day with a presentation of their design solutions to a panel of senior aerospace professionals.

EUROAVIA is the European Association of Aerospace Students and aims to get professionals and students in the industry to interact with one another.

The workshop participants were selected by entering EUROAVIA's annual Design Competition held earlier this year which required them to submit an essay on an aerospace topic.

www.euroavia.net/



Encouraging Enterprise

Staff are encouraged to nominate colleagues for a new award for people who play a significant role in encouraging or developing entrepreneurial skills and attitudes in others, to benefit the UK economy.

The Queen's Award for Enterprise Promotion will go to outstanding individuals who promote entrepreneurship, from fostering novel methods of mentoring young business people to outstanding leadership in promoting entrepreneurship as a career option.

Up to 10 Awards will be given annually

for enterprise champions and a possible single Lifetime Achievement Award to an individual judged to have made a truly outstanding contribution in this field.

People must be nominated for the Award, for instance by colleagues, associates or beneficiaries of their work. The closing date is 31 October.

www.queensawards.org.uk

News

MUP Centenary Lectures

To mark its centenary, Manchester University Press is hosting a series of lectures in collaboration with the ESRC Centre for Research on Innovation and Competition (CRIC).

These public lectures will be held in the Federal Trust Lecture Theatre, on the following dates:

20th October 2004, 5.45pm (drinks reception from 5pm)

'The consumption of media' - Professor Tony Bennett (Open University)

24th November 2004, 5.45pm (drinks reception from 5pm)

'Regulating the media and communication' - Professor Robin Mansell (London School of Economics)

9th December 2004, 5pm

'The future of publishing' - Michael Schmidt (Editorial and Managing Director, Carcanet Press)

For further information, or to reserve a place please contact jennifer.howard@man.ac.uk or sharon.hammond@man.ac.uk



www.manchesteruniversitypress.co.uk

Open Forum Showcases New Websites

A new system which will allow non-technical staff to easily update University web pages and give users access to a range of centrally-approved stored information on subjects such as student life and accommodation, is making significant progress.

SiteManager, the Content Management System (CMS) purchased for the single University, will be delivering a significant web presence for the launch date of 1 October and the development of many School, Service and Intranet sites is well under way.

A successful Open Forum was held by the CMS Project on 9 August where demonstrations were given of the operationally diverse sites of the School of Education and Careers (part of Business, Careers and Community Division in the External Relations Directorate).

These showcased the solutions that staff in these areas had successfully implemented for SiteManager integration with existing data structures, together with the creation and display of brand-compliant content for the new sites.

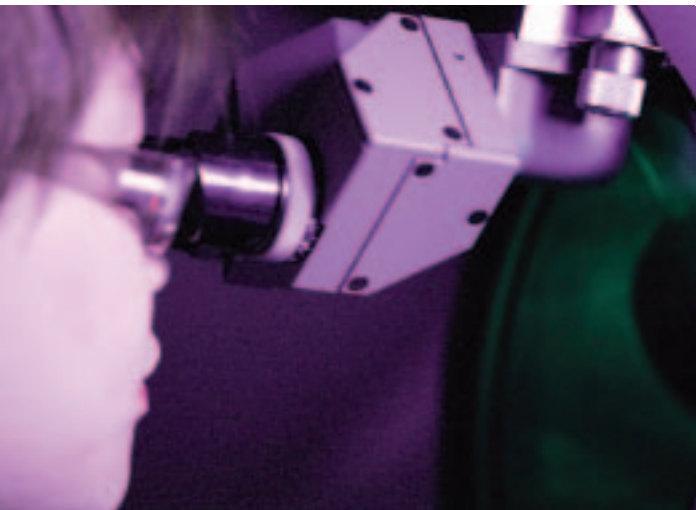
The project website (see below) contains all project documentation and resources, including a bulletin board where developers can share their experiences. Guidelines for the creation of content for the web and the design framework to support the new

branding have been posted on this site under the section 'Unity Communications Project Papers'. These can also be accessed from the visual identity/branding guidelines at www.manchester.ac.uk/visualidentity

For further information about SiteManager implementation and training for web developers and managers, please contact the CMS Project Manager Robin Joinson (robin.joinson@man.ac.uk) or visit the webproject site (Project Management > Training).

www.webproject.man.ac.uk

Research



ORS Awards Scheme 2004

The combined total of Overseas Research Students (ORS) awards made to students from both universities was 65 this year, placing the single University in third place, behind Oxford and Cambridge, in terms of the numbers of awards received.

The awards are made annually, on a competitive basis, to international postgraduate research students of outstanding merit and potential. The Scheme was set up by the Secretary of State for Education and Science in 1979 to attract high quality students to the UK to undertake research. It is administered by Universities UK on behalf of the Department for Education and Skills (DfES).

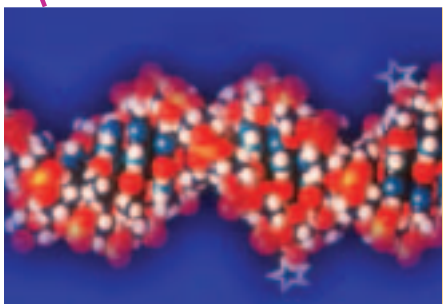
ORS awards offer international students the opportunity to carry out a broad range of research at well-established UK academic institutions of worldwide recognition. ORS students make a valuable contribution, not only to the British research base, but also to the economic, scientific, educational and other aspects of life in their home countries.

The awards provide funding to pay the difference between the international student fees and the home/EU student

fees charged by the academic institution that the student attends.

Jayne Storey, Head of Postgraduate Recruitment and Admissions, said: "This is excellent news for the University, especially in view of Manchester 2015 and the goal to double our number of postgraduate research students. This success is testament, in part, to the hard work put into the preparation of application papers by academic and administrative staff from all parts of the institution."

 <http://www.universitiesuk.ac.uk/ors/>




International Genome Gathering

Academics from both universities were among more than 500 leading modern biologists from around the world who met in Manchester at the beginning of the month to learn more about the latest developments in post-genome science at the 'Genome to Systems' conference.

The conference was organised by the Consortium of Post-genome Science, a cross institutional initiative in the North West, founded to accelerate developments in this evolving research field. The conference covered a wide range of topics in genomics and

proteomics, from basic research to the commercialisation of new technologies.

Among the speakers were Professors Steve Oliver who gave a plenary speech; and Di Donnai from NoWGEN and from UMIST; Professors John McCarthy, Douglas Kell and Simon Gaskell.

 www.postgenomeconsortium.com

Research

New National Drug Evidence Centre

A new Centre for drug misuse information and research has been developed from the former Drug Misuse Research Unit (DMRU) within the School of Epidemiology & Health Sciences.



Dr Michael Donmall

Headed by Dr Michael Donmall, the National Drug Evidence Centre (NDEC), will be responsible for the national treatment analyses that are used by policy makers and Government strategists.

In recent years the Drug Misuse Research Unit (DMRU) has led a number of innovative investigations including major studies on the outcome of waiting lists and the effectiveness of criminal justice and treatment interventions. It has also pioneered drug

treatment monitoring across the UK and Europe.

As well as continuing research activities and European/ United Nations priorities, NDEC will carry out work for the Department of Health's National Treatment Agency (NTA) that will include investigations of treatment engagement, effectiveness and retention, and the development of a National Data Library.

Dr Donmall said: "Our new central University location will enable active links to be developed and sustained with other related departments within the University such as Epidemiology & Health Sciences, National Primary Care Centre, North West Centre for Bio-Health Informatics, Psychiatry and Social Policy), facilitating IT capability and encouraging seed-bed research and development initiatives."

NDEC will be based at the Manchester Science Park from October.

www.phi.man.ac.uk/ndec

Drug Testing

A team of scientists in Manchester are hoping that a drug currently used to treat high blood pressure could also successfully keep the brittle bone disease, osteoporosis, at bay.

Dr Daniela Riccardi, a senior lecturer in molecular physiology in the School of Biological Sciences, will be testing the theory that drugs called thiazide diuretics, taken by elderly people with high blood pressure, can also increase the formation of new bone.

Dr Riccardi, and her colleague Dr Howard Carter, a lecturer in dental science at the University, have been awarded almost £90,000 over two years by the Arthritis Research Campaign, to carry out the work.

Osteoporosis is a disease that affects one in three women, and one in 10 men over the age of 50, and is particularly prevalent in post-menopausal women. Existing drugs to re-build lost bone, although effective, all have side-effects.

"In addition, the drugs that are most commonly used to reduce high blood pressure in elderly people, called loop diuretics, generally make the bones thinner," explained Dr Riccardi. "We have found that another class of diuretics, the thiazides, can lower blood

pressure and at the same time increase the formation of new bone.

"Our purpose with this research is to understand the short and long-term effects of these drugs on preventing bone loss, and to identify what gives the drugs their protective effect."

The Manchester study will provide important information for doctors who treat older patients with high blood pressure and osteoporosis, and could mean that patients need to take fewer drugs.

Dr Daniela Riccardi



Photo: MEN

www.arc.org.uk

Celebrations



University Celebrations

As the two universities prepare to come together, staff on each campustook the opportunity to celebrate the individual institutions and their achievements over the years – that’s 180 years at UMIST and 153 years at the Victoria University of Manchester.



In separate celebrations, VUM staff were invited to attend an informal afternoon tea party held in two sessions in a huge marquee in the main quad with the Vice-Chancellor Professor Sir Martin Harris and senior staff who met staff from a wide range of departments.

The UMIST Day of Celebration on 8 September, was attended by well over 1200 members of staff, past and present.

The events ranged from a bucking bronco to a nostalgic tour of the campus.

There were clowns, street artists, human table football and refreshments including a commemorative UMIST beer. A highlight of the day was an auction of UMIST memorabilia including ceremonial gowns which raised more than £800 for UMIST’s charities – the Wood Street mission and

the Student Association’s charity, Marie Curie Cancer Care.

Guests were also able to view some rare and unseen documents as well as photographs charting UMIST through the ages in a special exhibition in the Entrance Hall, put together by local Fine Arts student Rachael Smith.

Both days’ celebrations culminated in special Honorary Degree ceremonies for key university figures, see page 16.



Celebrations



Profile

“
When we get everybody
working together, there is
no limit to what we can
achieve.
”

North's Nous

If there's a mountain to climb, literally or metaphorically, Alan North's your man. From Greenland to the Pamirs, the Rockies to the Hindu Kush, he's scaled the heights. And from high-profile research groups in universities such as MIT and the Vollum Institute in Oregon to the industrial hothouse of GlaxoWellcome's Biomedical Research and Development Institute in Geneva, he's led from the front.



Now he is taking on the dual challenge of being a Vice-President of this University and Dean of the research-driven Faculty of Life Sciences. Another mountain to climb, another opportunity to aim for the peak. And his no-nonsense approach is well-grounded in academic and commercial nous. “Entrepreneurship is an important part of research,” he says.

His work has been centred around the quantitative understanding of drug and transmitter action at the level of single cells and single molecules, primarily by biophysical and molecular biological approaches. It has brought him international recognition, several prizes and awards, including Fellowships of the Royal Society and of the Royal College of Physicians. And there's the clue – he is by inclination a scientist who sort of strayed into medicine, and a medic who turned again to his first love of Physics.

“It goes right back to school,” he says. “I was always interested in science, particularly Physics, but there was parental pressure for me to be a doctor.” And he traces the inspiration of Physics back to old “Nuffer” – more properly Mr Howard Morris, Physics master at Heath Grammar School, Halifax. “He had a major influence on me,” says Alan. “So much so, that I was all set to do Physics at Cambridge.” Dutifully though, he applied to do Medicine at three other places –

and was rejected by them all. Nothing daunted, he went off climbing in the Alps – and picking up his mail one day in a remote poste restante in Switzerland, he found a surprise late offer from the medical school at Aberdeen.

“It occurred to me that a six-year degree course meant six long summer vacations – and lots of time for climbing,” he says. “And Aberdeen was so close to the hills...” You can see what a pull those mountains were – and still are.

So, Medicine it was. But even then he managed to squeeze in an intercalated degree in Physiology and Physics on the way to his MB ChB. The six-year course turned into seven – and he managed to fit in all those mountains, with expeditions to Greenland, and the Hindu Kush, twice driving all the way to Afghanistan to climb.

He graduated in 1969, did his house jobs and completed his registration as a medical practitioner, and went on to do PhD work with Hans Kosterlitz, Professor of Pharmacology, who was a world authority on the effects of morphine and opiate drugs. “It was very exciting,” he says. “He discovered enkephalin, the first of the endorphins, and we were defining experimentally the opiate receptor. He was inspirational – and encouraging. I spent most of my PhD work on finding out what morphine did to individual nerve cells

taken from the wall of the intestine. They provided an accessible model before we were able to use brain cells.”

He got his PhD in 1973, and after a year as a hospital registrar decided to seek a career in research – and a phone call from Chicago changed his life. As luck would have it, whilst doing his PhD he had spent a couple of summers learning how to make microelectrode recordings at Loyola University in Chicago – and he got a call offering him a job there. And that was the start of a distinguished academic career in the USA spanning 18 years.

Now, it's strange how luck, allied to talent of course, shapes our lives: a phone call out of the blue (it happened again later), a chance meeting, the accident of timing. He arrived at Loyola, as Assistant Professor of Pharmacology in 1975, to fill the shoes of a distinguished Japanese physiologist – and Alan inherited his lab and his NIH grant. He enjoyed six happy and productive years there, before moving to MIT to become Professor of Neuropharmacology, in the Department of Applied Biological Sciences.

Six years on, another invitation – to join and help to establish a new research institute, the now famous Vollum Institute of at the Oregon Health Sciences at Portland, Oregon. And Fate again took a hand. The outstanding molecular endocrinologist Ed Herbert,



first Director of the Institute, died suddenly – and Alan played a key role in sustaining the momentum of the fledgling institute.

“By this time, we were beginning work on opioid peptides and other neurotransmitters, and had moved from working with neurons in the gut to neurons in the brain,” he says. “We were looking at nerves involved in addictive behaviour and the work was going extremely well. It was also a wonderful place to live – and very handy for the mountains.”

Significantly, with the influence of a young colleague, John Adelman, his interest shifted from the cellular to the molecular. They were the first to clone several membrane proteins that functioned as ion channels, and thus deduce how the protein structure was determining the channel function.

But then came another call – this time to leave academe and move into industry. “I had been consulting for Glaxo and I couldn’t resist the opportunity to work in the industry,” he says. “And the fact that the job was based in Geneva was quite a bonus.” After those six summers climbing in the Alps as a student, he already knew Switzerland very well. As Principal Scientist at the Geneva Biomedical Research Institute, a division of GlaxoWellcome R&D, he led work on drug action in nerve cells – and managed “a small, but very well-resourced, research team”. The team identified the molecular basis of P2X family of receptors, which are now key drug targets in alleviating pain and inflammation.

It all came to an end in 1998, when the company restructured itself. The Geneva Institute was one of the casualties. “From the point of view of the management, I saw the sense of the closure,” he says. “But it was a sad end and a lot of good research-active people lost their jobs.”

So, there he was, in Geneva, out of a job, but not short of offers, in academe and industry. Then another phone call – with an irresistible offer from Gareth Roberts,

Vice-Chancellor of the University of Sheffield to return to the UK and set up a new Institute of Molecular Physiology. It was enough to bring him back home to Yorkshire. His wife, Annmarie Surprenant, also a top scientist, came to a Chair in Cell Physiology, and he set about recruiting a high-profile team. “I believe in hiring the best possible people – and giving them their heads,” he says.

That was in 1998. Now, six years on (is it just chance that this six-year itch seems to recur?), he is taking on another challenge. “I realised that big things were happening here and to be part of it is very exciting,” he says. “I really believe that we can build on the considerable foundations yet also take the unique opportunity provided by a new University. We have some very distinguished researchers here, and we need a few more. When we get everybody working together, there is no limit to what we can achieve.”

His vision for the Faculty is a seamless, open-plan organisation, with no Schools and no departments, but with connecting sections, grouping people by their interests in the whole into three areas: Molecules to Cells; Cells to Tissues; and Tissues to Organisms.

He will, of course, continue his own research, bringing his own team and his £1million Wellcome grant. You would hardly expect otherwise of a man whose extensive publications deal with drug and neurotransmitter receptors, structure and function of ion channels, the physiology of the autonomic (particularly enteric) nervous system, pain mechanisms, psychoactive drugs and mental illness. He is also President of the Physiological Society and Editor-in-Chief of the British Journal of Pharmacology.

But what about those other mountains? Worry not. Even as we speak, he is on the point of taking off for the Dolomites with his younger son, eleven-year-old Adrian.

CV

Name

Professor Alan North

Position

Vice-President and Dean,
Faculty of Life Sciences

Education

B.Sc 1969 Physiology
M.B., Ch.B. 1969 Medicine
University of Aberdeen,
General Medical Council, Registration
1970 Medical practice
University of Aberdeen,
Ph.D. 1973 Pharmacology

Career History:

Jun 98 – Jun 04
Professor of Molecular Physiology,
Director of the Institute of Molecular
Physiology, University of Sheffield
Oct 93 - Mar 98
Principal Scientist, Geneva Biomedical
Research Institute,
Glaxo Wellcome Research and
Development
Jan 87 - Sep 93
Senior Scientist, Vollum Institute for
Advanced Biomedical Research; and
Professor of Neurology, Oregon Health
Sciences University
Jul 85 - Dec 86
Professor of Neuropharmacology
Jul 81 - Jun 85
Associate Professor of
Neuropharmacology Department of
Applied Biological Sciences,
Massachusetts Institute of Technology
Jul 77 - Jun 81
Associate Professor
Jul 75 - Jun 77
Assistant Professor Department of
Pharmacology, Stritch School of
Medicine, Loyola University of Chicago
Oct 74 - Jun 75
Research Fellow, Unit for Research on
Addictive Drugs, University of Aberdeen
Oct 73 - Sep 74
Research Fellow, Department of
Therapeutics and Clinical Pharmacology,
University of Aberdeen; and Registrar in
General Medicine, Aberdeen Royal
Infirmary
Oct 71 – May 73
Junior Research Fellow,
Medical Research Council
Oct 70 - Sep 71
Marr Walker Research Fellow, University
of Aberdeen
Feb 70 - Jul 70
House Physician, City Hospital, Aberdeen
Aug 69 - Jan 70
House Surgeon, Aberdeen Royal
Infirmary

Project Unity

Pay and Grading of Posts in the New Institution

1. Introduction

The Unity project represents a timely opportunity for us to introduce a new pay and grading system that is fair, transparent and represents best practice in our sector. This will be a key benefit of the Unity project and enable the University to take a big step forward towards becoming an employer of choice in the higher education sector.

The design and implementation of the new pay and grading structure will necessarily take time, but we are committed to trying to bring the benefits to all our staff as soon as practicable. This paper sets out in more detail the background to the new pay and grading structure and the implications for the transfer of staff process.

2. Background

The Dearing (1997) and Bett (1999) Reports into Higher Education identified antiquated pay structures as a major obstacle to achieving equal pay for work of equal value and to breaking down unjustifiable barriers between the various staff groups in the sector nationally. There are many arrangements covering different groups of staff across the sector and this is reflected in current arrangements at the Victoria University of Manchester (VUM) and UMIST.

A national Framework Agreement for pay structure modernisation has been drawn up between all Higher Education trade unions and employers. The Framework provides a single national pay spine and scope for locally negotiated variations of pay and grading structures attached to the spine, to meet the differing circumstances of individual institutions. Whilst this Framework will not be the complete solution to acknowledged pay problems in the sector, both universities are already committed to modernising their pay structures and to addressing some of the most obvious causes of pay inequity across the institutions.

In addition, and in common with other universities, Manchester and UMIST are already receiving earmarked monies from HEFCE to assist in investigating the reform of pay and grading and to implement other aspects integral to the Framework

Agreement. The pay and grading reform would still have taken place in both institutions if the universities had not been coming together. The impact of Unity has been to provide an impetus to introduce the reform sooner rather than later if possible because of the need for harmonisation of staff terms and conditions.

It is recognised that current pay and grading schemes in the sector are over-complex, with little consistency in pay ranges between different staff groups. There is therefore no consistent framework against which equal pay for work of equal value can be measured. For that reason, neither are the objectives of openness, transparency and fairness, nor the need to recognise and reward contribution across all staff groups, able to be fully promoted. The objective of a new pay and grading structure is to promote all these issues and ensure that the University is as flexible and competitive as it can be in this regard, given budgetary constraints.

Pay and grading reform is therefore essential for the needs of the University in the achievement of its vision. The aim is that it will provide a much better tool for the recruitment, retention and reward of staff, and at the same time provide the level of transparency, fairness and flexibility that current arrangements lack.

3. Why is it desirable that harmonisation of pay and grading be implemented as soon as practicable?

The universities have different pay and grading schemes for some categories of staff and different grade criteria for most categories. To simply transfer these to the new institution would compound the current difficulties associated with pay and grading schemes in both institutions and mean that there was no transparency or fairness in the pay and grade attached to a post. As there will be many new posts, and many in which the content changes considerably, the use of existing arrangements would become even more problematic.

With effect from 1 October 2004, and in some cases significantly earlier than this, many staff will begin to work side by

side with colleagues who are paid more or less than they are, with different conditions of employment, whilst carrying out identical roles. This will highlight the inequities of existing structures and remain a cause of discontent as long as it is allowed to continue. For this reason alone, it is essential that a new harmonised pay and grading structure is implemented sooner rather than later.

Furthermore, the national agreement to create new pay and grading structures gives the new University a unique opportunity to design a reward strategy that enables it to work towards the ambitious objective of becoming an "employer of choice" and to recruit and retain the best staff. This will, over time, provide real improvements to the reward package for many staff.

Because of the scale of the exercise, it will not be possible to implement the harmonisation of pay and grading by 1 October 2004, although we are working hard with the trade unions to bring early benefits of harmonisation to staff from both existing universities.

4. What progress has been made in the introduction of a new pay and grading scheme?

The University and the trades unions have agreed to use the Higher Education Role Analysis (HERA) job evaluation scheme to assess the size and relativities of posts in the new institution. Grading arrangements for academic and related staff will be in accordance with the nationally agreed Memorandum of Understanding. Discussions are taking place about the precise means by which posts can begin to be assessed. The University is also examining the means by which the new national 51-point pay scale will be used in relation to grades, incremental scales, progression arrangements and a general reward/remuneration policy. To effect this it is necessary to develop job descriptions for most posts in the new structure, to develop and cost the various options, and to consult with the trade unions before this work can be completed. In the meantime, the

appointment of staff to posts in the new structure cannot be delayed if the University is to be operational by 1 October 2004.

5. Why will new posts in the University be filled without any indication of the associated grading?

It has been decided that there will be no information released at all relating to grading for jobs in the new University at this time and one of the purposes of this communication is to explain the rationale for this approach.

Three possible options were considered regarding information that could be attached to future posts to indicate the grades and/or associated level of pay:

- A grade on a new grading structure
- A grade based upon current grades used in either VUM or UMIST
- An indicative salary range

5.1 Advertising new posts - with a grade on a new grading structure

Members of the Project Unity Joint University Steering Group are currently holding discussions about the means of developing and introducing a new method of job grading (This Group comprises Personnel/HR and trade union representatives from both institutions). It is therefore impossible to indicate a grade and an associated pay range at present. The University and trade union representatives are working to ensure that a new grading scheme, and the means by which it can be developed and introduced, is agreed as soon as possible.

5.2 - with a grade based upon current grades used in VUM and/or UMIST

As explained in 3 above, this option is not feasible because:

For continuing posts

- Where we do use the same grading schemes, the existing universities have different means of conducting grading.
- For some categories of staff we use entirely different grading schemes.

For new or changed posts

- There would be no reasonable



justification for using grades or process from one University in preference to the other

For all posts

- There would still be a need to move to a new harmonised pay and grading scheme, so staff would still move to a different grade within a very short space of time.

5.3 - with an indicative salary range

In accordance with the national Framework Agreement for the Higher Education sector, the University is aiming to use a 51-point pay spine as the basis of the pay to be attached to a new grading scheme. This would involve indicating a salary range for a post on the new pay spine, and the work required to achieve this will take some time. As yet, there is no new grade or grading scheme underpinning the rate of pay, and therefore we cannot provide any accurate salary indications.

However, recognising the need, for staff to have some indication as to what level ring-fenced and new posts are likely to be in the structure, there will be an indication for such posts of the minimum and maximum salary range

which is likely to be offered, based on a consideration of existing rates of pay. This will still not give a final indication of future relativities, since the range indicated may be significantly wider than the grade that is eventually determined. This should, however, at least allow staff to recognise some equivalence and draw comparisons with existing grades.

University representatives are working hard to ensure that the means by which job evaluation and associated pay grades can be introduced are agreed at the earliest opportunity. In the meantime, we can assure colleagues that their pay will be protected in accordance with a policy that will be agreed with the trade unions. In addition, the job description, person specification and the job's place in the organisation structure will help staff consider their suitability for, and interest in a particular post. As soon as we are in a position to tell you more in respect of the pay and grading to be attached to your new job we will let you know.

Office of the Director of Human Resources
12 August 2004

Honorary Degrees

Universities Confer Honorary Degrees

The Victoria University of Manchester and UMIST conferred honorary degrees on 7 and 8 September on seven people for their outstanding contribution to the institutions over the years.



Professors Harris and Garside

Professor Sir Martin Harris, Vice-Chancellor of the Victoria University of Manchester and Professor John Garside, UMIST Vice-Chancellor and Principal received honorary degrees from both universities at the two separate ceremonies. They were both made Doctor of Laws by VUM and Doctor of Letters by UMIST.

Sir Martin came to VUM in 1992 from the University of Essex where he was Vice-Chancellor from 1987. Prior to that he had been an academic at Salford University becoming Professor of Romance Linguistics and then Pro-Vice-Chancellor. Sir Martin was knighted in 2000.

Professor Garside FREng has been at UMIST since 1982 when he was appointed Professor of Chemical Engineering. Since then, he has twice served as Head of Department, as well as serving as Vice Principal from 1985-87, and Pro Vice Chancellor with responsibility for Academic Development from 1997. He was appointed Principal and Vice Chancellor in 2000.

At the VUM ceremony, Sir Martin was presented by Christopher Kenyon former Pro Chancellor, who said in his citation: "...you will be remembered in the annals for the role that you have played, and that only you could have played, in bringing together two great institutions, each with its own proud traditions and distinguished achievements, to form the new University of Manchester with its exhilarating potential for the future."

Professor Garside's citation, presented by Professor David Gordon said: "He caused the institution to examine its particular strengths, and to think through the ways in which these might be preserved and enhanced for the future. His thinking was precisely in tune with that of the Victoria University of Manchester. The outcome is the new University that will come into being on 1 October."



UMIST Chancellor Sir Terry Leahy with Jon Baldwin

Tom Hinchiffe



VUM honorary graduates

The other recipients of honorary degrees from the Victoria University of Manchester are:

Professor Katharine Perera, Senior Pro-Vice-Chancellor (2000-2004), Doctor of Laws – an alumnus of VUM, she came to the University as a Lecturer in Linguistics in 1977 becoming Professor of Educational Linguistics in 1991. She became Pro-Vice-Chancellor in 1994 and has been Senior Pro-Vice-Chancellor since 2000. She is an expert in the field of children's language development.

Eddie Newcomb, Former Registrar and Secretary 1995-2004, Doctor of Laws, former Registrar and Secretary of The University of Essex (1981-92) Registrar, University of Leeds (1982-95). From 1998-2004 he was Chairman of the Association of Heads of University Administration and

this year was appointed the first distinguished Fellow of the Association of University Administrators. Eddie was awarded the OBE in 2002.

Rodger Pannone, Chairman of Council 2000-2004, Doctor of Literature, Senior Partner of Pannone & Partners Solicitors, Manchester. A Vice-President of the Academy of Experts and a founder member of the Association of Personal Injury Lawyers ('APIL'), former President of the Law Society and chair of many of its committees. He has worked on such high profile legal cases such as Thalidomide, Lockerbie and Piper Alpha.

The other recipients of honorary degrees from UMIST are:

Tom Hinchliffe, Pro Chancellor & Chairman of Council, Doctor of Science, the first ever

UMIST graduate to be elected Chairman of Council and Pro Chancellor of UMIST. Visiting Professor, CEng, FIEE, FBCS and an ICL Fellow and recipient of three Queens' Awards for Technological Achievement. He worked for ICL, in computer Research and Development for his entire career, retiring in 1996.

Jon Baldwin, Secretary and Registrar, UMIST (2000-2004), Doctor of Engineering, lead the administration and was Secretary to Council. He is a Chartered Secretary and sits on the Council of the Institute of Chartered Secretaries and Administrators, the Executive of the Association of University Administrators and is an Institutional Reviewer with QAA. He is now Registrar at Warwick University.

People



Peace Talk gets city centre screening

A recent lecture given at the Victoria University of Manchester by one of the world's most outspoken critics of the press and US foreign policy, Professor Noam Chomsky, was broadcast by the BBC on its huge screen in Exchange Square on 9th September in Manchester, to mark the anniversary of 9/11.

Adrian Jarvis, Research Administrator in the Department of Government, which

organised the lecture, commented: "The original Chomsky lecture at the University was massively oversubscribed, with hundreds of people requesting tickets. This broadcast allowed those who missed it originally to see just why Noam Chomsky is such a controversial figure, and for those interested in US foreign policy and the Bush Administration's War on Terror."

All Smiles - Dentist Scoops Teaching Award

Children's dental expert Dr Iain Mackie of The Victoria University of Manchester, was among 50 higher education staff who collected their National Teaching Fellowship awards worth £50,000 each at a ceremony in London from Minister for Lifelong Learning and Higher Education, Alan Johnson, earlier this month.

Dr Mackie, a Senior Lecturer in the University Dental School's Unit of Paediatric Dentistry, is a national authority on the management of dental trauma in children following accidents. He has written books that are used for teaching in other countries and has helped to develop standard professional protocols for dealing with paediatric dental trauma.

The National Teaching Fellowship Scheme (NTFS), now in its fifth year, recognises

and rewards teachers or learning support staff in higher education for their excellence in teaching. It is funded by the Higher Education Funding Council for England (HEFCE) and the Department for Employment and Learning in Northern Ireland.

Dr Mackie, who has worked at the University for more than 20 years, plans to use his award to develop the country's first integrated undergraduate course to

be piloted at the Dental School which will bring together dentists, dental therapists, and dental hygienists who have traditionally been taught separately, to encourage team learning.

Dr Mackie said: "I was absolutely stunned to find out I had won. I am delighted to have received this award which will help take us forward and keep Manchester at the forefront of dental teaching and research."



www.ntfs.ac.uk

People

Oates' Observations



Famous scientists, politicians and even celebrities have had building and streets named in their honour, but few can claim to have had a planet named after them. But for UMIST student Michael Oates that is exactly what has happened.

Michael, an MSc Environmental Management & Technology student, is an amateur astronomer and a member of the Manchester Astronomical Society which meets at UMIST's Godlee Observatory every week.

Over the last four years, Michael has discovered an incredible 143 comets - a world record - but has never had one named after him. The reason for this is the way Michael makes his discoveries.

Unlike other astronomers who

traditionally use telescopes and cameras to chart the solar system, Michael has pioneered a new method via the internet which allows him to view hundreds of images taken from a spacecraft called SOHO. However, any discovery made using these images must also be named SOHO.

In honour of his discoveries, fellow astronomer Sebastian Hönig has donated a Minor Planet, also known as an asteroid, to Michael and aptly named it 'Michael Oates'.

"This is one of the greatest honours that can be given to an astronomer, and of course it can be given to people, other than astronomers, but it means much more to someone who can appreciate its meaning. I cannot thank Sebastian enough for this," Michael said.

Michael's planet is approximately five kilometres in diameter, about a quarter of the size of Halley's Comet. Asked if he plans to continue searching for comets, he says: "Definitely. Every comet I discover is as exciting as the first."

To Talk of Many Things

To Talk of Many Things by Dame Kathleen Ollerenshaw is one of Manchester University Press's most recent titles and is a remarkable account of a remarkable life. This story covers two world wars and the near 60 years that followed in a life dominated by mathematics and public service.

A former Lord Mayor and Freeman of the City of Manchester, Dame Kathleen writes compellingly of her greatest enthusiasm - mathematics. The publication of her work on Magic Squares and her presidency of the Institute of Mathematics have been high points in a long and distinguished career.

Dame Kathleen travelled widely through Europe between the wars, was a wartime don at Somerville College, Oxford, served

on national education committees from the 1950s onwards, has been at various times on the Boards of the Royal Northern College of Music, the then Manchester Polytechnic and Lancaster and Salford Universities.

Now in her nineties, Dame Kathleen, is continuing to write and research, as well pursuing her enthusiasm for astronomy.



<http://www.manchesteruniversitypress.co.uk/>

Students

The Tessella Prize was instituted at VUM this year by Tessella Support Services Ltd. The company already sponsor a number of UK university prizes as a means of attracting first class graduate recruits and wanted to develop a link with the Department of Physics & Astronomy.

Tessella Prize



The Tessella Prize was instituted at VUM this year by Tessella Support Services Ltd. The company already sponsor a number of UK university prizes as a means of attracting first class graduate recruits and wanted to develop a link with the Department of Physics & Astronomy.

The criteria for selecting the prize winner/s is for the best use of software in a final

year M.Phys. project, as judged by the M.Phys. examiners. A prize of £250 is awarded annually. In the inaugural year the prize was awarded to two M.Phys. final year students, Elizabeth Stubbings and Daniel Guise each receiving £125.

Pictured is Elizabeth Stubbings receiving her award from Mark Claxton Branch Manager, Warrington Office, Tessella Support Services.



Benson Elected to NUS Exec

The National Union of Students' has elected their first International Students' Officer for the forthcoming academic year, Benson Osawe, currently a sabbatical officer at The University of Manchester Student's Union.

Benson Osawe, from Benin City in Nigeria, is the first African to sit on the NEC and will represent the interests of the thousands of international students

currently studying in the UK in higher and further education.

Benson, who is also the National Chair and co-founder of the Council for International Students, said: "My election is a big step forward to ensure representation for the thousands of international students in the UK is maintained and built upon."

Students

Marsden's Makeover

THE British public's obsession with house makeover programmes on TV does not appear to be waning – and now a student from Manchester is getting in on the act.

UMIST Textiles undergraduate Gemma Marsden has been called in to help out on a makeover in Stockport, under the watchful eye of former Changing Rooms designer Oliver Heath.

UniLife caught up with Gemma during the 48-hour makeover in Hazel Grove. She said: "The first I knew about it was when Textiles lecturer Delia Vazquez sent me a note saying that this particular production company were looking for students. I sent some examples of my work and soon after

that they asked me to get involved.

"I've been tasked with designing and making new curtains for the property. The idea is that we give a facelift to the front of the house, giving it more kerb appeal, so the curtains are an important element."

Gemma is entering the second year of a BSc in Textile Design and Design Management. She said: "It's been great fun to be involved Front of House, seeing how a TV show like this is put together."



Volunteering Award

The Higher Education Funding Council for England (HEFCE) and the Careers Research and Advisory Centre (CRAC) have announced the second round of the Higher Education Active Community Fund (HEACF) Student Volunteering Awards which is now open for entries.

The scheme aims to reward student and staff volunteers who have shown significant commitment to or success in activities funded or initiated by the Higher Education Funding Council for England (HEFCE). The Awards also aim to recognise outstanding projects that have met the objectives of the HEACF.

This year marks the launch of the Awards for higher education staff who, as part of the objectives of the HEACF, are actively encouraged to participate in volunteering projects, building relationships between HEIs and their local communities.

Sir Howard Newby, Chief Executive, Higher Education Funding Council for England, commented:

"I am delighted that the HEACF has provided support for a wide range of worthwhile projects. Universities and colleges have a major role to play in civic life, not just in education and research. The HEACF Awards provide recognition to students who have been most active in serving their communities."

Students and staff are actively encouraged to apply for this year's Awards, which will culminate in an Awards Ceremony, in December 2004. Winners receive £200 of vouchers. All entry forms, guidance notes and details are available from the website below. CRAC is also running an HEACF Awards Helpline on 01223 448 541.

Correction

Miss Mayssoon Dashash, a PhD student in the School of Dentistry, has won the Unilever Dental Poster Prize 2004 from the British Society of Dental Research for her poster entitled "IL-10-1082*A Allele: a Risk Factor for Gingivitis in Children". Her winning work, which was the result of collaboration with Professor Ian Hutchinson and Dr Vera Pravica, means she will now compete for the UK at the next meeting of the International Association of Dental Research, in Baltimore next year. The winner of the international poster prize will win the coveted Hatton Award- one of the biggest single research awards in dental research.

What's On



Manchester Museum

Fridays (during term time), 11am -12 pm

Magic Carpet

Storytelling and story making for the under fives.

Sat 25 Sept, 1.30 - 3.30pm

Bats and Bio-Diversity

Get involved in some batty activities and meet a real live bat in this presentation and workshop. Please book in advance.

Sun 26 Sept, 12 - 3pm

Bat Prints

Get batty in this art and craft session for all the family.

Sat 2 Oct, 1 - 4pm

Discovery Detectives

View our exhibition, 'Buried Treasure' and bring your own finds to be examined by Nick Herepath, Finds Liaison Officer for the Portable Antiquities Scheme (valuations not given). You can also learn more about the work done to conserve the Museum's treasures. FREE

All drop-in events cost £1 per child, unless otherwise stated. For group bookings please call 0161 275 2648. Children must be accompanied by an adult.

Manchester Museum Oxford Road, 0161 275 2630, www.museum.man.ac.uk

Opening hours, Monday - Saturday 10am - 5pm, Sun 11am - 4pm

Free admission, booking is essential for all programmes

Gig Guide Manchester Academy 1, 2 & 3

Mon 20 Sept
Jesse Malin - £9

Weds 22 Sept
Charlotte Hatherly - £8

Thurs 23 Sept
The Open - £7

Fri 24 Sept
50 Foot Wave - £10

Sun 26 Sept
Magnum - £15
David Mead - £7.50

Mon 27 Sept
Tim Westwood - £10
Biffy Clyro - £9

Tues 28 Sept
The Datsuns - £11

Weds 29 Sept
Papa Roach - £16
The Bees - £8

Fri 1 Oct
Embrace - SOLD OUT
Mc Solaar - £15

Sat 2 Oct

Bowling for Soup - £12.50

Dead Men Walking - £15

Sun 3 Oct

The Wonderstuff - £14

Dragonforce - £9

Mon 4 Oct

Razorlight - £10

Students' Union Oxford Road, Manchester, M13 9PL

Tickets from: Piccadilly Box Office, easy Internet Cafe, (c/c) 0871 2200260

Online @ www.manchesteracademy.net Royal Court (Liverpool) 0151 709 4321 (c/c)

Students' Union 0161 275 2930



Contact Theatre

RED LADDER

TAGGED

Developed in collaboration with Half Moon Young People's Theatre, London

Time is ticking by for Chris. He's electronically tagged and on a 7 o'clock curfew. If he breaks it he's going down. Two friends, a bike, a pylon, a tractor and a police helicopter conspire to keep Chris from his freedom. Exclusion and frustration rule this molotov cocktail of poetry, quickfire dialogue, and urban sound-and-vision-scapes. Recognised as the UK's leading new writing company for youth audiences producing accessible theatre of the highest quality.

21 Sep 2004 - Sat 25 Sep 2004, £8/£5

RED LADDER

SILENT CRY

How many police men does it take to cause the death of 1,000 people in custody? Apparently none. Justice is blind, but how deaf is it?

SILENT CRY unashamedly tackles the issues that face a family that verge on imploding, and tells the story of a mother's journey that begins as her son's life ends. A death in police custody leads to an ordinary family looking for justice from a system that has no answers. A story based on true documented evidence and interviews.

Each performance is followed by an after show discussion with writer/directors and cast. The Families of Christopher Alder and Harry Stanley who had lost love ones in police custody praised the depiction of their lives that is offered in SILENT CRY. Critically the show is noted for its boldness and innovative use of music and movement to create spectacularly gripping theatre

Directed by MADANI YOUNIS AND SARAH BRIGHAM Music by IVAN STOT
Wed 22 Sep 2004 - Thu 23 Sep 2004, £9/£6

IKEBANA PRODUCTIONS
SKITTISH

A romantic comedy about falling in love With strangers, His love for her has been brewing for too long. Now it's breaking point. Fight or flight? Is this what it means to be the white bloke? The straight bloke? Do I have to be an attacker to avoid being the victim? I only offered to buy her a drink!

Thu 30 Sep 2004 - Sat 2 Oct 2004, £9/£6

Contact Theatre, Oxford Road, Manchester
Tickets/Info: 0161 274 0600

For information on other events please visit our website www.contact-theatre.org

A limited number of tickets are available from just £4 on the day from the Ticket Office between 11am - 4pm daily.

THEATRE AND MUSIC

For details about the availability of tickets for various theatre and music performances, please visit our website.

International Society, 327 Oxford Road (next to Krobar) 0161 275 4959
www.internationalsociety.org.uk
Monday - Friday 9:30am - 5pm



John Rylands Library

The John Rylands Special Collections Library, Deansgate, will be closed for a period of approximately 2 years, until 2005, for essential refurbishment and the construction of a new visitor and interpretative centre. Access to all the special collections is available through the main University Library on campus. A Special Collections Reading Room is open on Floor Purple Four, Monday to Friday 10am - 5.15pm and Saturdays 10am - 1pm. Readers may find it helpful to contact us in advance on 0161 275 3764. Further information can be found on our website www.rylibweb.man.ac.uk/spcoll/

John Rylands Library,
Oxford Road, Manchester, M13 9PP
0161 275 3751
www.rylibweb.man.ac.uk/spcoll/

Jodrell Bank

The facilities at Jodrell Bank are going through a period of redevelopment. The Visitors Centre currently has a café, an exhibition space and a 3D theatre open, and visitors can still explore the various trails and the natural habitats of the Arboretum's 35 acres with its 2000 species of trees and shrubs and National Collections. In January 2004 Jodrell Bank completed a 180 degree observational pathway close to the base of the world famous Lovell radio telescope.

EVENTS

The Lovell Public Lecture Series
Weds 29 Sept, 7.30pm, £5/£3
The finest clocks in the Universe: putting Einstein to the test - Lecture by Prof. Andrew Lyne, Jodrell Bank Observatory.

Jodrell Bank Science Centre & Arboretum
Macclesfield, Cheshire
01477 571339 www.jb.man.ac.uk

The Whitworth Art Gallery

DISPLAYS/COLLECTIONS

William Morris "Ministering to the Swinish Luxury of the Rich" to 23 December 2004
An exhibition by David Mabb. Mabb recycles familiar images from the Gallery's holdings of William Morris material to produce a new installation.

Ship Ahoy! to February 2005
This exhibition of watercolours, prints, wallpapers and textiles includes depictions of galleons, fishing smacks, trading vessels, warships and freshwater boats. The exhibition also features a Ship Ahoy! Reading area providing children's books with stories about ships, pirates and the deep blue sea.

Walter Sickert 'Drawing is the thing'
October to 5 December 2004
This extensive loan exhibition of Sickert's drawings offers an unrivalled insight into his techniques, themes and, most importantly, his reasons for the drawing.

Whitworth Art Gallery, Oxford Road, 0161 275 7450 www.whitworth@man.ac.uk
Opening hours Mon to Sat 10am - 5pm, Sun 2pm - 5 pm FREE Admission
Gallery Café 0161 275 7497 The café sells a selection of drinks and light meals.
Gallery Shop 0161 275 7498 The bookshop stocks a range of art and design books, cards and gifts.
Collection Exhibitions Archive Now Online. The Whitworth's online 'Collections Catalogue' now allows you to browse and search selected exhibitions held at the Gallery over the past 10 years. Follow the link from www.whitworth.man.ac.uk

TOURS AND EVENTS

Every Saturday at 2pm there is either an Exhibition Tour or an Eyeopener Tour.

William Morris - Curator's Tour,
Tues 28 Sept, 2pm, FREE

Big Draw Launch: 2 October

King cotton
Free drop-in from 11am

Wear Your Art on Your Sleeve
Free drop-in from 11am

You Can Draw!
Free Book on the day

CONCERTS

Da Capa Duo (guitar and flute): including pieces by Piazzolla, Villa Lobos, Schubert and Paganini. Sun 26 Sept, Free, 3pm

Chaplaincies

St Peter's House Chaplaincy
SUNDAY WORSHIP
10.30am & 6.30pm (Evening Worship Term-time only)
FOYER 10am-4pm. An area where students and staff can relax and meet friends. A tea/coffee machine is available.
Precinct Centre 0161 275 2894
sph.reception@man.ac.uk

Avila House RC Chaplaincy
(next to the Holy Name Church)
Mass Times
Mon - Fri 1.05 pm (term-time only)
Oxford Road 0161 275 6999/273 1456

Mass every Sunday at 10am

UMIST Chaplaincy
Chaplains on UMIST site Monday to Friday
Floor B, Room B 25 Renold Building UMIST
0161 236 3311 Ext 2522

Mosque: Main Building
Prayer Room: Renold Building B26

Tabley House

The University of Manchester's Stately Home
Small conference and meeting rooms available year-round. Licensed for weddings and baby-naming ceremonies.
In 2004, the house will be open to the public from 1st April until 31st October on Thursdays, Fridays, Saturdays, Sundays & Bank Holidays from 2pm to 5pm. (Last entries 4.30pm). Admission £4.00 (adults); £1.50 (children and students). 10% discount for parties of 25 or more adults booked in advance to visit during normal opening hours. Prices on application for group visits outside these hours.

Tabley House,
Knutsford, Cheshire, WA16 0HB
Tel: 01565 750151 www.tableyhouse.co.uk
email: inquiries@tableyhouse.co.uk



Seminars

Tuesday 21 September

NPCRDC: "What difference does organisation make? A review of an unsatisfactory literature". Dr Rod Sheaff. 2pm, Seminar Room 2, 5th Floor, Williamson Bldg.

Wednesday 22 September

Manchester Medical Society Psychiatry - Pfizer Mental Health Presentations followed by keynote speaker: "Pharmacology-MRI: a tool for 21st century psychiatry?" Prof JF W Deakin (Manchester). 2pm, Pfizer Regional Office, Moss Nook (refreshments from 1.30pm).

Tuesday 28 September

NPCRDC: "New work roles and the implementation of the skills escalator in the NHS - the importance of trust and routines". Dr Susan Ormrod. 2pm, Seminar Room 2, 5th Floor, Williamson Bldg.

Wednesday 6 October

Tyndall Centre: "UK energy demand and the announcement effects of the UK climate change levy (econometric) provides evidence of path dependency in energy demand". Dr Terry Barker (Cambridge).

Thursday 7 October

Manchester Medical Society Paediatrics AGM and Presentations and Symposium. Speakers: Prof J Bamford (Manchester), Mr I C Lloyd (Manchester), Dr B Bose-Haider (The Pennine Acute Hospitals NHS Trust), Dr J E Wraith (Manchester), Dr M R Judge (Salford). Coffee 10.15am, Lunch 1pm, Symposium 2pm, Postgraduate Health Sciences Centre, MRI.

Noticeboard

University Diaries

Academic diaries will soon be available from the Students' Association Shop (UMIST) and the Refectory Shop (VUM). These are A5 size and bear the new logo of the single institution.

Festival of Drama

October 2 – 9, Week 2

The John Thaw Studio Theatre Martin Harris Building

Saturday 2 October, 10.00 – 5.00pm (£3.00)

Three Bar Solo Workshops

A day of music and drama workshops with Envision Theatre.

Monday 4 October, 6.00 – 8.30pm (Free)

MU Drama Society

Come and take part in short, informal performances of work by five different playwrights.

Tickets - Drama Society Freshers Fair, Students' Union.

Tuesday 5 October, 6.00pm (Free)

New Theatre

'I'm Older Now But I Still Hate You'
by Sijlee Marx

In this performance art work, Sijlee Marx invites you into her own chaotic head space to try and figure out how we consider 'ourselves'.

'En-Suite Lies' by Rowan Martin'

Andy and Mandy's fragile open-marriage arrangements are threatened by a previous conquest's corpse in the bathroom. A vicious black comedy. Rehearsed reading by The Assembled.

'Maybe Tomorrow' by Nicola Schofield
Winner of the Bruntwood Royal Exchange WRITE#2 Playwright Festival 2004.

Will Pauline have the strength to go it alone and find her way home - before all the leaves have fallen?

Wednesday 6 October, 6.00 – 8.00pm (Free)
Studio X

Studio X is designed to promote experiment and innovation in theatre and film. It is an open space for you to test your creative ideas. Music and Drama participants only. Admission - all students at The University of Manchester. No ticket required.

Thursday 7 October, 7.30pm (£7.00/£5.00)

'The Grey Area' – Construction Productions

For drug and alcohol users, the 'grey area' is

the most difficult part of the recovery process. A new play, devised by the cast (Moss Side probation clients) in association with Tipp (Theatre in Prisons & Probation),

Friday 8 October, 6.00pm (Free)

Film Screenings, Bragg Theatre

This final session of the Video Production course provides an opportunity to see a selection of the best short films from last year's student filmmakers. Admission - Drama students only. No ticket required.

Friday 8 & Sat 9 October, 7.30pm
(£7.00/£5.00)

Three Bar Solo by Ted Moore

Envision Theatre Company
A new play with live music, welcome to the jazz club of lost dreams...

Saturday 9 October, 10.00am – 12.00pm (Free)

ATMO-SPEARE - A Workshop by The Assembled

This is an opportunity to explore some of the opening scenes from Shakespeare's plays. The workshop looks at how to focus on specific thoughts in order to create an atmosphere that will permeate the whole play. Admission - all students at The University of Manchester

For further details visit:
www.art.man.ac.uk/DRAMA/department/events.htm

Ticket reservations - 0161 275 4928
(10am - 3.00pm.)

Manchester Poetry Festival

7 - 16 October
Including Faber and Faber 75th Anniversary Gala Reading at the Whitworth Art Gallery featuring Carol Ann Duffy, Simon Armitage and Tom Paulin.

For full listings contact Stephen Kingston
0161 792 8956/07957 982960 email
Stephen@care4free.net

John Rylands University Library of Manchester

Centre for the History of Science, Technology and Medicine
One Day Conference

"Medical History in Manchester"

Saturday 16 October 2004

MANDEC

The University of Manchester
Cost: £25 (£20 unwaged/students).
For more information ring 0161 275 8740 or email special.collections@man.ac.uk

Looking Back

The Entrance Hall, UMIST



Sixty years ago UMIST's Entrance Hall was reserved for only the grandest of occasions, and looking at this picture it is easy to see why.

With its huge black and white marble floor, impressive red stone pillars, and intricate stain glass windows stretching the length of the room, this was one of the most impressive venues in the City. But what really set the room off were the statues which once lined each side of the room.

You will notice six white statues on each side of the room leading up to a lone

statue at the top of the stairs. Each one is stood on a large black plinth looking into the centre of the room.

The exact date these statues were removed from the Entrance Hall is not known, but rumour has it that student's attempts to make their own creative 'additions' to these statues is partly to blame!

Classifieds

HOUSES FOR SALE

3 bed semi-det. Garage, front & back gdn, central heating, dble glazed. New bathrm. Exc area, close to all amenities. £179,500. 0161-256 4700 or 07944 656 295.

ACCOMMODATION TO LET

West Didsbury. Rm in hse with gdn. Would suit non-smoking female pg or visiting academic. Conv for buses. £65 incl bills. 0161-445 1647.

West Didsbury. Lovely family hse avil 4 Sept. 3/4 beds, semi, furn neg. Quiet area, conv for buses/shops etc. Would suit family/prof group. Long/short term let avil. £900pcm. 07818 078 019 or 07697 195 997 or email: mqbssjlp@man.ac.uk

Didsbury Village. Very comfort 2 bed Victorian terr cottage in quiet cul-de-sac avil for a min of 6 mnths. Suit visiting academic/couple or small family. F/f & mod with gch, dble glazing & a modern alarm. Close to shops & transport. No pets please & non-smokers only. £750pcm + bills & dep. 0161-445 1426 or 07717 171 779

Stretford. F/f or p/f 3 bed semi. GCH, dble glazed, gdn, parking. 3 mins from J9 of M60. 10 mins from Trafford Centre, 25 mins from Uni. Gd public transport links to town. £575 pcm exc bills. 1 mnth dep, 1 mnth in adv & refs reqd. 0161-865 0125, 07885 108 198 or email: mqbssmhr@man.ac.uk

Withington. Short term solution. 1 rm + box rm to let for 2 mnths from Sept. Rent neg. 0161-434 6139.

Chorlton. Lrge rm avil in quiet family hse. Close to Metro & bus routes, ideal for univ. £15 pn inc breakfast or neg rate for more than 3 nights. 0161-864 1246 or email: johnvalmcclean@onetel.com

Didsbury Village. Very comfort 2 bed Victorian terr cottage in quiet cul-de-sac. Avil for 6 mnths. Suit visiting academic/couple or small family. F/F & mod with gch, dble glazed & a modern alarm. Close to shops & transport. No pets, non-smokers please. £750pcm + bills & dep. 0161-445 1426 or 07717 171 779.

Withington/Didsbury. F/F 3 bed semi, GCH, tv/st rm. Lnge, kit/b/fast bar, bathrm, gdns, parking space. Very close to Christie's Hosp. £750pcm. 0161-445 8546.

Chorlton Area. 3 bed semi with gdn. GCH, dble glazed, off-rd parking, alarmed. Close to amenities/public transport. Avil mid-October. £265pcm. Refs & dep reqd. 07768 524 795.

HOLIDAY ACCOMMODATION

Bembridge, Isle of Wight. 3 bedrm luxury caravan, sleeps 8. All amenities. Boasts a "home-from-home" level of equip, short walk to beach. Ideal for exploring Isle of Wight. On-site shop & launderette. Quiet but access to neighbouring complex with swimming pools & entertainment/bars etc. 0161-256 2599 or email: tonywalker@co.umist.ac.uk

Florida avail from Oct 2004. Air cond 3 bedrm, 2 bathrm fully equip brand new villa close to Disney, Sea world, Universal Studios. Clubhse, swimming pool, kiddie pool, tennis court & playground area. Short drive from Orlando airport, close to shops, restaurants & motorway system. £350pw. 0161-494 2879 or 07760 453 738. Flights, car hire, theme park tickets can also be arranged.

Puerto del Carmen, Lanzarote. Spac, stylish apart. Sleeps 5 in comfort. Both dble bedrms en-suite. Sun terrace overlooks beach & sea. From £245pw. Special prices for families. www.casapalmeras.co.uk

Languedoc-Roussillon. French village hse to let in spectacular loc. Walks, mountains, rivers, wine in abundance. 30 mins from coast, sleeps 4-6. 07985 168 099 or email from www.geocities.com/roquebrun_let

2 bedrm fully equipped luxury apart with stunning 180 degree sea views & huge balcony. Mid-way between Valencia & Alicante on Costa Blanca in an area relatively untouched by package holidays. 1km from sea & nr to the delightful seaside town of Moraira. Exc coastal & inland mountain waling. £200-£400pw. 0161-848 7410 or email: jane.harrigan@man.ac.uk

Tuscany holiday cottage to let. Superb setting near mountains. Lrge gdn, air conditioning. Florence, Siena, Arezzo easily accessible. Ideal for walking, sight-seeing, museums, restaurants, wine tasting, swimming & much more. 0208 699 8883. Details and photos on website: <http://freespace.virgin.net/gp.ck/> Email: gp.ck@virgin.net

Luxury Villa in Orlando, Florida. 4 beds, 3 baths, with 24ft pool & spa, overlooking lake. Close to Disney, shops, restaurants & local attractions. Very spac, beautiful furn, 4 poster bed, fully equip, games rm, accommodates up to 8 people + cot. From £400 pw. 0161-439 0408 or email: kate@mickeysorlandovilla.co.uk

CARS/MOTORCYCLE FOR SALE

Cherished Classic Mercedes. 1983, Y, auto. Exc engine, vg body & inside. Sale due to overseas relocation. £1,75 Oono. 0161-445 8546.

1999 T Reg Vauxhall Vectra 1.8 Club. 5dr hatchback, petrol, 52, 500 miles, metallic silver. ABS, air-con, airbags, central locking, alloys, PAS, FSH, 2 owners, taxed, 11 mnths MOT. Immac Con. £3,495, (27)51890 or 07973 294 511.

Hyosung Cruise II 125cc. Imm con, sept 02 reg, black. 7500 miles, 4 stroke, 80 mpg. Tax Oct 04, FSH, 1 owner. Learner legal. Exc economical commuter bike. £1350 offers. 01625 439 016 or 0777 902 1824 or email: ssmith@jb.man.ac.uk

Rover Mini 1.3i. German limited edition Cooper. Pearlescent silver, sports pack, MPI, full cream leather interior, walnut dash, red carpets. CD player, immobiliser, driver airbag. TAX & MOT, just serviced. Absolutely imm & a real rarity, change of circumstances forces sale. Reg 1999. 29k miles. £5195. 07776 208 302 or email: joanne.nightingale@man.ac.uk

2001 Fiat Seicento 1.1i SX. 3dr. met red. Sunroof, e/w, Sony Xplod, face-off CD, driver airbag, TAX 'til end Feb 05, low mileage. Unbelievable economy, imm. £2895. 0161-929 8456.

MISCELLANEOUS SALES

Antique pine rocking chair, exc cond. £30 ono. (27)52102.

Mothercare Blue/Lemon Check Travel cot/playpen, exc cond. Easy to assemble comes with soft cover case with carry handle. £3. (27) 52102 or email: michele.botham@man.ac.uk

Buffet crampton silver plated flute. Exc con. £95. (27)52554.

Stepper with digital calorie counter & timer boxed £20. **Ab Crunch** £3. **Cordless hair trimmer** £3. **Gadget bag** for camcorder/camera £10. Email: mqbssrd2@man.ac.uk

MISCELLANEOUS SALES

House swap. Manchester-Vienna, Austria. Short term 2-6 mnths (neg). 1 bedrm apart in nice area of Vienna to swap for acc in M/cr-Stockport area, to allow me to work from UK. +43 664 618 6215 or email: janice_knight@at.ibm.com

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Just The Job

Kenneth Cadman

Senior Security Supervisor

Since joining VUM's security service 21 years ago, Kenneth Cadman has witnessed some dramatic changes, not least the introduction of armoured vests and campus-wide CCTV.



When Ken joined the service in 1983 he was issued with a flashlight, a pushbike and sent out on patrol. There were no cameras, computers or complex communications systems to lend a helping hand.

"When I first came here it was very much a night watchman's job. You went out checked doors and windows, you had an old six-volt torch and very old-fashioned communications. The service at that time was in its infancy and it has since come on dramatically," says Ken.

Nowadays things are very different. The University operates a complex network of more than 100 CCTV cameras across the campus, security staff wear armoured vests, and pushbikes have long been replaced by patrol cars.

Ken is at the heart of the operation and is one of four Senior Security Supervisors, who in shifts share responsibility for security across the main campus and the University-owned halls of residence in Victoria Park and Fallowfield.

Over the years he's come up against a host of characters and situations. He's even dealt with fires and car crashes on campus, but that's never put him off doing the job.

"The University is a city within a city and we encounter every form of problem from break-ins to cycle thefts," he says.

"What attracted me to the job is the fact that it's not a nine to five. You don't know from day-to-day what you are going to encounter. It might be unpleasant, or pleasant, but that's what makes it interesting. Every shift is a fresh canvas."

On a typical shift Ken is in charge of 15 security officers. He is also responsible for the control room, located in the depths of the Precinct Shopping Centre, which is where CCTV footage is monitored and the team's communications network is housed.

His shifts alternate between night and day, with him working three days on

and three days off, and when he's not monitoring the control room he's out on patrol.

"We are very much out on the streets. It is important that people do see us, and that if somebody has a problem they feel they can approach us. We are there to deter people from committing crime, but we are also there to give information and advice."

There's also a lighter side to Ken's job, and when he's not out catching criminals you'll often find him at the University's VIP events – providing security of course. He's covered events for Charles and Diana, Gordon Brown and The High Commissioner of India, but ask him what he loves most about his job and it is not meeting celebrities, but where he works.

"I love the University. People used to say that I wore the t-shirt, and I do."

The Security Service provides a 24-hour incident hotline on telephone: 0161 275 2728/2730

Next Issue is 5 Oct

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