


UniLife

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University Launches Childcare Vouchers Scheme

NewsDigest

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*Front cover: A youngster enjoys the fun at Echoes Day Nursery
Photo by Ed Swinden*

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Child's Play



Youngsters having fun at Echoes Day Nursery

There's good news for University members of staff who have children – from next month you'll be entitled to take part in the Government's new Childcare Voucher scheme.

Childcare Vouchers are an innovative and flexible way of meeting the cost of childcare. Under the scheme you 'give up' part of your wages or salary in exchange for Childcare Vouchers. You then use these vouchers to pay your childcare provider.

So what is the benefit? Well, the vouchers are non-taxable and exempt from National Insurance contributions. In reality this means that you could save anything up to £1,067 per year, depending on your salary and your childcare costs.

You can claim up to £50 per week (£217 per month) in Childcare Vouchers – this is a fixed amount regardless of how many children you have, but if both parents work somewhere that operates the scheme they can both claim £217 a month (so £434 per month in total).

So for example, if you earn £800 per month and your childcare costs are £200 per month, you would simply receive £600 per month in your salary and £200 per month in Childcare Vouchers. This means that someone who earns between £10,000 and £33,000 per year and has monthly childcare costs of £200 can save £792 each year.

You can use your vouchers to pay for a wide range of childcare provision – so long

as the provider is registered with Ofsted. This covers registered childminders, nurseries, play schemes and out of hours clubs run by schools and local authorities. Both of the University's nurseries – Echoes Day Nursery and Dryden Street Nursery will be accepting the vouchers.

The University is working with a company called Busy Bees who will be administering the scheme. Said Steve Grant, Assistant Director of Human Resources, who is leading this initiative said: "The University is dedicated to creating an environment which is supportive to employees who have commitments at home and who are committed to the University – this is a significant step forward.

"We recognise that parents who work can be under enormous pressure, so by introducing Childcare Vouchers we hope to assist with the cost of childcare, which is a significant burden for many families," he added.

Mikaela Sitford who is the Media Relations Officer for the Faculty of Medical and Human Sciences recently returned to work following the birth of her son. Commenting on the voucher scheme she said: "I'd certainly like to find out more about Childcare Vouchers. The cost of childcare can be very high so anything that

can help mums and dads financially should be welcomed."

The scheme will be launched during May and Steve will be sending a letter giving more details to all staff. In addition, two roadshow events are being held at the University during May – the letter which Steve sends will include details of the dates, times and venues of these events. At each roadshow, representatives from Busy Bees, the Inland Revenue and Manchester City Council will be on hand to give you all the information you need about the voucher scheme.



News



Royal Support For Rylands

HRH The Prince of Wales has sent a donation to help towards the cost of refurbishing the John Rylands Library on Deansgate.

Commenting on the donation the University's Librarian and Director of the John Rylands Library Bill Simpson said: "We are delighted to receive this generous contribution from His Royal Highness's Foundation."

The Prince of Wales's Charitable Foundation benefits UK charities in fields in which the Prince of Wales has a particular interest. Notably, these fields include culture and architecture, areas in

which the collections of The John Rylands University Library excels.

The 'Unlocking the Rylands Appeal' is working towards funding the refurbishment and development of the historic John Rylands Library, in the heart of Manchester. A fine neo-gothic building opened in 1900, the Library has been called Manchester's most beautiful building. Work is already well underway and the building is scheduled to reopen next year.



Café Muse Breakfasts Amongst the Best - Official

The Independent newspaper has deemed Café Muse at The Manchester Museum one of the 50 best places in the UK to eat breakfast.

The café joins three other Manchester eateries in the selection, and is the only venue included from the southern part of the city.

Café Muse is part of the local Kro chain, and offers a range of food often with a Danish slant. Breakfasts include Danish

bacon and free-range scrambled eggs on a variety of toasted bagels and muffins, and vegetarians are also well catered for.

According to the paper, "Café Muse is a great choice for families too, with all children's portions under two quid."

Café Manager Phil Clift said: "The team at Café Muse is very proud – it's great to have been recognised nationally for our high standards in food service."

News

Capital Relations

The University played host to two very different but equally successful events in London last month.

On 14 April London-based alumni were invited along to the new London office on Southampton Street, Covent Garden, to see the University's new capital venture for themselves. They were welcomed by senior members of University staff, including Professor Bob Munn, Vice-President (Teaching and Learning); Professor Ken Green, Associate Dean MBS; Dr Paul Simpson, Director Institute of Financial Services (IFS) Programmes, MBS; Ian Haworth, Director of Public and Government Relations, and Professor Paul Layzell, Vice-President (Communications and External Affairs), who formally welcomed them and gave a brief update on the progress of the single University and its mission, values and vision.

The next day, in the rather more formal surroundings of the City of London's Guildhall, Professor Alistair Ulph, Vice-President and Dean of the Faculty of Humanities, presided over the graduation of over 300 BSc in Financial Services students. The programme is a joint venture between the University and the IFS (the educational arm of the Chartered Institute of Bankers [CIB]), which operates through Manchester Business School and is linked to the awarding of the Associateship of the IFS.

During the ceremony Mr Charalambos (Bambos) Charalambides, a driving force in the growth of banking education in Cyprus and highly influential member of the IFS there, received the unique honour of both



an Honorary MSc from The University of Manchester and an Honorary Fellowship of the Chartered Institute of Bankers.

The University's London office is situated between Convent Garden Market and The Strand in central London, and is available free of charge for University meetings, seminars, receptions and other events. To make a booking please contact Linda Gomez, Office Manager, on 0207 3951910 or linda.gomez@manchester.ac.uk, or write to her at The University of Manchester, 30 – 32 Southampton Street, London WC2E 7RA.

Back Row left to right Paul Layzell, VP (Communications and External Affairs) Gavin Shreeve Chief Executive, IFS Front Row Alistair Ulph VP and Dean of Faculty of Humanities, Charalambos Charalambides, Ron Sandler, President of IFS

University Wins Gold for Market Research

The University has been presented with a special Gold Award for its use of market research in the branding of the new institution.

The award was presented to Director of Communications and Marketing Services Alan Ferns and Marketing Manager Paul Starkey at the annual HEIST Awards for Education Marketing, which was held at The Queens Hotel Leeds in April.

The HEIST awards have showcased best practice in the marketing of further and higher education for the past 17 years. The judges in the category Best Use of Market Research to Inform a Campaign were looking for evidence of the fulfilment of clear, measurable objectives, linked to an institution's long-term strategic targets.

The extensive market research which informed the development of the new University's name, brand, character and visual identity was commended as "A very comprehensive and professional research project with crystal clear objectives." It included an evaluation of



how the two founder institutions were perceived, which revealed commonalities and differences which contributed significantly to the development of the new brand, and also provided a wealth of information about the University's markets which will enable it to develop new international audiences.

The judges praised the project's design and value for money, and the impressive use of a variety of media in the ensuing launch campaign was also noted.

News



Institute of Health Sciences

The IHS is a networked organisation of 23 health science research groups, with members across both the University and its local NHS Partner Trusts.

It runs a range of interdisciplinary research networks, each offering members' workshops for the sharing of expertise and discussion of opportunities for collaboration. Each network has its own register of members' research and expertise and dedicated e-mail discussion lists.

The Child Health Research Network (CHRN) focuses on the health, education and social needs of children and young people. It has over 100 members including clinicians,

academics, social scientists, educationalists and policy-makers, as well as leading National Health Service (NHS) figures locally.

The Diabetes and Obesity Research Network (DORN) is an interdisciplinary network with over 100 members. It helps provide a co-ordinated approach to research and policy, informing developments in patient care.

The Patient Safety Research Network is a new network for PhD students. Members come from many disciplines and include key academics in the field from the UK and internationally, as well as service managers, clinicians and policy-makers. IHS has also set up a self-help network for PhD students working on any aspect of patient safety.

DORN and CHRN are running a Health Lifestyles and Obesity Interdisciplinary Workshop highlighting research strengths and opportunities for further collaboration on 13 July. Topics include working with ethnic groups, health informatics, societal issues and advances in technology such as imaging, and the ways these innovations can impact health and well-being.

Investigators and policy-makers in this complex arena are invited to share their knowledge, learn from other disciplines and develop innovative research proposals. To attend the workshop or join a network please contact Rebecca Jones, IHS Co-ordinator, on 275 7657 or rebecca.l.jones@manchester.ac.uk.



£6m for New Biocentre

The University has been awarded £6m to open a new biocentre which will revolutionise the way future medicines are produced – making them safer and more effective.

The Manchester Centre for Integrative Systems Biology (MCISB) will pioneer an entirely new approach to biology, which will not only help pharmaceutical companies to develop better drugs, but hopefully also reduce the time it takes to do so.

The funding to establish the Centre, which will be based in the Manchester Incubator Building (MIB), has been awarded by The Biotechnology and Biological Sciences Research Council (BBSRC).

Its Director Professor Douglas Kell said, "Our aim is to develop the systems which will allow University scientists and pharmaceutical companies to understand how every gene in an organism works and reacts. This will provide them with the tools to develop safer and more effective medicines, and will put Manchester on the map as one of the world centres for systems biology research."

Professor Kell has recently been awarded an Interdisciplinary Award by the Royal

Society of Chemistry in recognition of his "distinguished contributions to bioanalytical science and the application of molecular and numerical approaches to the study of biological systems".

"Interdisciplinary science is nowadays very much the rage, but it was not always so and it is gratifying that the RSC recognises its importance," he said. "That this prize has been awarded to a scientist in Manchester is particularly appropriate as the MIB nears completion."

News

The Lindsays Receive Honorary Degrees



Following 27 years of service The Lindsays, the University's string quartet-in-residence, received honorary degrees (honoris causa) in April.

The honours were bestowed ahead of their last ever performance as residents, when the group performed Haydn's Quartet in D, Op.76 No.5, Bartók's Second Quartet and Beethoven's last Quartet, Op. 135 - all works with special associations for them.

The Lindsays have been members of academic staff at the University since 1978, having formed in 1964 at the Royal Academy

of Music. They take their name from Lord Lindsay, Vice-Chancellor of Keele University, where they were first in residence.

They came to Manchester after six years at Sheffield University and have given more than 350 concerts and 250 public seminars, as well as coaching chamber ensembles and teaching individual students.

David Fanning, Professor of Music, commented: "No British university has enjoyed as long-standing or happy and inspiring a relationship with their musicians-in-residence as Manchester has with The Lindsays. Their fiery,

spontaneous, yet deeply-considered artistry has been an example to us all, and their final appearance was an occasion of joy, sadness, and above all great pride for lecturers, students and loyal Manchester audiences alike."

The Lindsays will continue to perform together until July this year, and will play with the Hallé orchestra on 19 May. In this concert, conducted by Mark Elder, they will play the solo strings part in Wagner's 'Siegfried Idyll', and will also give the world premiere of 'Rest-ringing' for string quartet and symphony orchestra by John Casken, Professor of Music at the University.

Medicine Mummies

Two world-renowned teams of experts on Egyptian mummies have joined forces in an international effort to gain a better understanding of disease and its treatment in ancient Egypt.

The University of Manchester's KNH Centre for Biomedical Egyptology and Cairo's National Research Center have signed a formal agreement to enhance future academic research and teaching in the field.

The Manchester-Cairo alliance will promote cooperation between the two institutions by supporting joint research activities and encouraging visits and exchanges by their staff and students.

"This is a unique opportunity to work with Egypt's foremost, academic, scientific-research institution and share our expertise," said Professor Rosalie David, head of Egyptian-mummy studies at the University.

"By creating this partnership we hope to be able to shed more light on the

diseases and ailments that afflicted the ancient Egyptians, and on the medical treatments used thousands of years ago," she added.

The concept of forging closer links between the centres came as a result of a visit by Professor David to the British Council in Cairo last year. A further visit in January by six University staff – Professor Judith Adams, Dr Caroline Wilkinson, Dr Patricia Rutherford, John Denton, Dr Vic Garner and Professor David – set the framework for how a partnership might develop.

Now, following a proposal by the President of the National Research Center, Professor Hany El-Nazer, a formal agreement has been signed and both Cairo and Manchester plan to hold regular joint workshops in the future.



The Manchester and Cairo teams at a reception in Cairo.

News



WHO Honour for Cleft Research

The University's world-leading research into the causes and treatment of cleft palate has been recognised by the World Health Organisation (WHO).

The School of Dentistry has been designated the world's first WHO Collaborating Centre, for its research into the treatment of craniofacial anomalies. It is tasked with setting up a global research network to understand, treat and prevent craniofacial conditions, like cleft lip and palate.

"Being designated a WHO Collaborating Centre is a real honour," said Professor Bill Shaw of the School. "It is our role to promote and facilitate international collaboration in the field and act in an advisory capacity to

the World Health Organisation."

Although substantial progress has been made into the causes and treatment of craniofacial anomalies, Professor Shaw says there is still a long way to go before they are fully understood. "A child is born with a cleft somewhere in the world every two minutes, and it has become clear just how complex these conditions are," he said.

"Recent discoveries confirm a likely genetic link in cleft and craniofacial anomalies, but factors in the maternal environment may

also act as a trigger to cause a fault in the development of the embryo."

The Centre's ten-strong team, which includes staff from the Faculties of Medical and Human Sciences and Life Sciences, is already involved in a number of international collaborations; including projects in Brazil, Scandinavia and Japan. "No single institution has sufficient resources and expertise to hope to find all the answers to causes and treatments," said Professor Shaw, "which is why a global, multi-centre approach is required."

 www.euro.who.int



BEST Students from the North West

The University was host to the Engineering Education Scheme (England)'s Celebration and Awards Day last month, a part of the Royal Academy of Engineering's 'Better Engineering, Science and Technology' programme (BEST).

Twenty-five teams of lower sixth-form students from the North West region presented their solutions to real engineering problems at the event, held in the Renold Building. The day was the culmination of five months' work, in partnership with some of Britain's largest engineering firms.

The scheme gives students interested in studying engineering and science at university the opportunity to learn more about these disciplines, and develop team-working, research, project planning, design analysis, model testing, report-writing and communication skills. Panels of professional engineers assess each team via formal presentations and written reports, to gauge their understanding of their problem and their proposed solution.

Students from Clitheroe Royal Grammar School were charged with designing and building a low-voltage control unit for use with Ultraframe's range of conservatories. Team member Will Latham explained: "Our system replaces light bulbs with LEDs, which is more economical and could save households up to £900 over a 20 year life."

He added: "EES has been a really good experience and our engineer has been very supportive through the entire project."

Schools, colleges and companies interested in participating in the scheme should contact Dr C. C. Baylis, EES NW Director, on 01744 737509 or at c.baylis@thescheme.org.uk. Information can also be found on the EES website below.

 www.thescheme.org.uk

News

X-Rated

The Materials Testing and Analysis Unit in the School of Materials has been awarded the internationally recognised UKAS ISO 17025 Standard – making it the only accredited X-ray residual stress testing laboratory in the country. The University is one of only five UK universities to receive the UK Accreditation Service's assessment of a testing laboratory's performance in the field of engineering.

The Materials Testing and Analysis Unit was co-funded by the Northern Aerospace Technology Exploitation Centre (NATEC) and EPSRC (Engineering and Physical Sciences Research Council) in

2002, to provide access to unique X-ray diffraction and residual stress equipment.

It is now one of the leading laboratories in the world for materials analysis and development. Customers include key aerospace suppliers including Rolls Royce, and small to medium companies that would not normally have access to such high-technology facilities. Its services include the development of new products and processes, product integrity analysis and failure analysis.

NATEC Chairman Professor Philip Withers said: "We are extremely proud to have



achieved this prestigious UKAS accreditation. The Materials Testing and Analysis Unit plans to develop its business and research activities by opening up further unique and expert resources within the School of Materials for the benefit of UK industry."

<http://www.manchester.ac.uk/materials>, www.natec.org.uk

Casken Resonances

A celebration of the music of John Casken, Professor of Music at the University, took place at the Royal College of Music at the beginning of May.

Casken Resonances incorporated lunchtime chamber concerts, pre-concert talks and two evening concerts.

The RNCM's new Ensemble and Wind Orchestra performed Casken's *Après Un Silence* during the first evening concert, and the evening culminated in performances of his *Sortilège*, *Still Mine* and *Violin Concerto* by the BBC Philharmonic.

Professor Casken said: "The RNCM is renowned for its international single-

composer Resonances festivals, and to be included has been an enormous privilege for me. It has given me the chance not only to work closely with RNCM students once again, but also to continue my relationship with the BBC Philharmonic and James MacMillan.

"The honour of having an entire evening devoted to one's orchestral music is not something that happens very often; it was very daunting, though thrilling."



www.rncm.ac.uk

News



The Wellcome Trust Clinical Research Facility (WTCRF), run by the University and its partner NHS Trusts, has processed its 40 000th visit in just three and a half years.

Mr Brian O'Callaghan, a participant in Fred Wu and Jackie Oldham's study into the benefits of testosterone supplements for elderly men, was presented with a certificate and University pen to commemorate the occasion.

The Facility is one of five Wellcome Trust-sponsored facilities established in 2001-02,

Wellcome Trust Clinical Research Facility Celebrates 40 000th Visit

the others being in Edinburgh, Birmingham, Cambridge and Southampton. It provides a supportive, participant-focused environment to host clinical research of the highest scientific standard, and is the first to celebrate its 40 000th visit.

The WTCRF has supported almost 100 studies to date across a wide range of disciplines, and has particular strengths in human performance and Magnetic Resonance Imaging (MRI). Other key areas of research include epidemiology, oncology, dermatology, neurology, cardiovascular, mental health and paediatric-based studies, and extensive inpatient and intense-study facilities are also available.

Operations Director Jackie Oldham said: "As a purpose-built and dedicated site for clinical research the WTCRF is central to the mission of The University of Manchester and its NHS Trust partners; to become a world leader and international centre of excellence in clinical research."

Sir Robert Boyd, NHS Director of Research and Development for Greater Manchester, said: "This tremendous achievement in research for the benefit of future patients reflects enormous credit both on the volunteers who have participated in these 40,000 visits and on those who staff the centre and its research projects."



Bubblicious!

Dr Grant Campbell, Senior Lecturer in the Satake Centre for Grain Process Engineering, has given a one-off talk about bubbles in food as part of the Café Scientifique lecture series.

The talk, at Café Muse, pointed out that bubbles are one of the only major food ingredients completely overlooked by British consumers.

"People are interested in hearing about the fat, protein or fibre in their food, but bubbles are practically overlooked," said Dr Campbell.

"Foodstuffs from champagne and Sugar Puffs to Perrier water and Aero bars contain bubbles. My aim was to open people's eyes to this and help them take a greater

interest in the foods they are eating."

Dr Campbell also explained how bubbles are often used by food manufacturers to transform everyday items into some of the most luxurious foods in the world.

"Bubbles don't contribute to nutrition, but they do contribute luxury," he said. "If you wanted to impress your boss, you'd make him a soufflé and follow it with a cappuccino - rather than instant coffee and a fried egg!"

<http://www.cafescientifique.manchester.ac.uk/>

Research

'Born-again' Stars Reveal how Earth was Created

Exploding stars may have helped to create the earth, according to Professor Albert Zijlstra of the School of Physics and Astronomy.

Professor Zijlstra's study of Sakurai's Object – the only dead star which has been observed re-igniting in modern times – has led him to believe that 5% of the carbon on earth may have come from stardust expelled by stars exploding back to life.

"Up to 0.1% of the total mass of the star, which is equivalent to 300 times the mass of the earth, can be expelled when a star re-ignites," explained Professor Zijlstra. "This discovery not only gives us a new understanding of where the natural material that made up the earth

came from, but also leads us to believe that part of the carbon in the universe could have come from these events."

The research was conducted using the Very Large Array, one of the world's premier astronomical radio observatories, in New Mexico, USA. Professor Zijlstra's initial aim was to seek a better understanding of why Sakurai's Object had re-ignited, but the project took an unexpected turn when events following the star's re-ignition occurred 100 times faster than computer simulations had predicted.



<http://www.manchester.ac.uk/physics>

Baby Talk



Researchers in the School of Psychological Sciences need to recruit toddlers who are learning how to talk – to take part in a major study into the way children's language skills develop.

The study is being led by Dr Anna Theakston, and is funded by the ESRC (Economic and Social Research Council). It will last for around eight months, and the team is looking for children around the age of two years and seven months to take part.

Dr Theakston said: "We will be looking at how children start to use 'auxiliaries' in their speech, for example words like 'is',

'am', 'are', 'have' and 'has'. At the age of two they begin to discover how words are combined, for example, 'I going'. As they begin to reach three years they start to use auxiliaries in their speech, for example, 'I am going', 'it has gone'. The aim of the study is to gain data from a sample of children so that we can find out how English-speaking children acquire this skill."

Families taking part in the study will receive a home visit from a member of the research team twice every three weeks for a maximum of two hours per visit. During the visit the researcher will record the child's speech during play sessions.

If you are interested in taking part then please contact Jess Butcher, Research Assistant on the project on 275 2554 or jessica.butcher@manchester.ac.uk

Feature

Job Evaluation Exercise

Now that a set of 'benchmark' roles has been selected for the University's job evaluation exercise, Role Analysts are starting to approach members of staff of all types across the campus. But who are they and why are they asking so many questions? In this issue of UniLife we turn the tables, and ask the team to answer some of your most pressing queries.

The Role Analysts

The 11 Role Analysts - some active Trade Union members - are drawn from a variety of roles across the University, and have undergone extensive training in role analysis and evaluation. They are managed by HERA Project Manager Sue Field.

					
<p>Sue Field</p> <p>Sue works full-time on the HERA project, co-ordinating the work of the Role Analysts. She has an MSc in Psychology and 15 years' HR experience in the higher education sector.</p>	<p>Shane O'Toole</p> <p>Shane is a Human Resources Officer currently working full time on the Role Analyst team.</p>	<p>Judith Clayton</p> <p>A Special Projects Manager in Human Resources, Judith was previously Personnel Manager and then Director of Personnel for UMIST, and has particular experience of job evaluation for all support staff groups.</p>	<p>Clare Turton</p> <p>Clare graduated in Psychology and Sociology, and normally works as the Administrative Assistant for the Human Resources Project Team.</p>	<p>Liz Davenport</p> <p>Liz is an Experimental Officer in the School of Chemical Engineering and Analytical Science, nominated by AMICUS to work part-time on the HERA project.</p>	<p>Bev Brown</p> <p>Bev was nominated by Unison to be seconded from her role as a Research Secretary in the School of Physics and Astronomy. She is the Branch's Equal Opportunities Officer and a Steward in the EPS Faculty.</p>
					
<p>Fiona Coll</p> <p>Fiona is Human Resources Officer in the Faculty of Medical & Human Sciences, and volunteered to be involved in the HERA process on a part-time basis.</p>	<p>Heather Franco</p> <p>Heather normally manages the book shop in the Whitworth Art Gallery but currently works full-time on the Role Analyst</p>	<p>Nick Ritchie</p> <p>Nick has been a technician in Biomolecular Sciences since 1976, and has been an MSF Union departmental representative, chaired the UMIST MSF Branch and sat on many technicians' re-grading appeals panels.</p>	<p>Deborah Hamilton</p> <p>Deborah has worked as a Teaching Technician in Life Sciences for the last three years, and was nominated by Amicus to her part-time position as a Role Analyst.</p>	<p>Alan Kniveton</p> <p>Alan is an Electronics Technician in the School of Chemistry, and was nominated by AMICUS because of his experience using the 'blue book' grading system and familiarity with grading panels.</p>	<p>Andy Sutherland</p> <p>Andy is Senior System Support Officer in the School Of Chemistry, working part-time as a Role Analyst after being nominated by AMICUS.</p>

The Process:

1. A representational set of roles from across the University will be selected as 'benchmarks', for evaluation using the national Higher Education Role Analysis (HERA) scheme.
2. Selected members of staff working in these roles will be asked about their jobs, via a preliminary preparation form and an interview with a Role Analyst.

3. Your manager will be informed if your role has been selected as a benchmark, and will allocate time for you to prepare your responses. Trades Union representatives and Human Resources staff will also be available to help you.
4. The information collected about your role will be verified by someone senior to you who knows your job, usually your manager.

5. The information collected about each role will help provide a detailed picture of the levels and types of work existing in the University. This will contribute to the development of a new pay and grading structure which accurately reflects the objectives of the University, and rewards staff on the basis of their contribution to it.

Job Evaluation Exercise – Questions and Answers

What is the Higher Education Role Analysis Scheme (HERA)?

HERA is a process used to analyse roles within Higher Education, developed by and for the sector with full participation from its trades unions. It is being used across the sector to develop pay and grading structures based on the principles of equal pay for work of equal value, via a consistent, unbiased and transparent process for assessing the relative value of all HE jobs.

The aim is to replace existing pay and grading schemes with a single structure. The results of the job evaluation exercise will allow a grade structure to be designed that reflects the variety and range of jobs within the University, and the grades will then be linked to points on the nationally agreed 51-point pay spine.

Why is the University doing this?

Like all HEIs, the University has signed up to a national 'Framework Agreement' to work with the trades unions to introduce the new national pay spine, a suitable method of job evaluation and design and implement a new grade structure. This University has a more urgent need than most to do this quickly, since staff from the two legacy Universities are now working side by side, often on different pay scales and terms and conditions.

Since many staff have been carrying out new jobs since 1 October 2004, it has been agreed that the new pay structures will be backdated to this date, once they are agreed.

How will the benchmark roles be chosen?

To analyse all the jobs in the University would take several years, so roles representing all types and levels of work will be selected in consultation with the University's management and the trades unions. Additional jobs may be selected as the process continues to ensure that a fully representational sample has been assessed.

How will people be selected for analysis?

A Pay and Grading Steering Group, with full trade union representation, is responsible for approving and monitoring the implementation of the Framework Agreement. Members of staff will be selected by the group on the basis that they are carrying out a role that has been selected as a benchmark, and are one of

possibly a number of staff who do such jobs in different areas of the University.

If I'm selected, do I have to participate?

We can't insist that you take part, but hope that you will as it is vital that we have as much information as possible on the diversity of work in different parts of the University. You will actually be helping to speed up the process of implementing the new pay structures, and we will be only too happy to discuss any concerns and help make the process as painless as possible!

What happens if I am not selected for interview for a benchmark role?

Your role will be 'matched' to a benchmark role in due course by the Steering Group, and you will be allocated to a new grade on this basis.

What if I don't agree with my final grading?

There will be an appeals procedure, which will be publicised widely around the time of the new structures being agreed.

Do I have to fill in the interview preparation form?

If you find it difficult or would prefer not to it is not essential. Its purpose is to help you understand which areas of your role will be discussed at the interview and give you time to think of examples to illustrate its requirements. The completed form will then give us a rough idea of your work to help structure the interview.

My job description isn't accurate – what should I do?

All staff, other than academics, should have been given a new summary job description by the end of April 2005. If you are concerned about any aspect of this you should discuss it with your line manager, and if these concerns cannot be resolved either you or your manager should approach your Human Resources Manager and/or trade union representative.

Can I ask someone else to be with me at the interview?

Yes, you can bring a trade union representative or colleague if you wish, or your line manager to help describe your job (this may also save time in the subsequent verification process, see below). You do not, however, have to bring anyone if you do not wish to do so.

What if my verifier doesn't agree with what I say about what I do?

If your verifier, who is usually your manager, does not agree with any aspect of the written record of your job which you agree with your Role Analyst, they will initially be asked to discuss this with you to try to resolve the matter to your mutual satisfaction. If you are unable to achieve this you may involve the relevant School/Service Manager, Human Resources Manager and/or trade union representative, to seek a resolution which will then be communicated to the Role Analyst.

I'm a new member of staff – how will the exercise affect me?

You will not be selected as a benchmark role-holder, since we need to talk to people with significant experience of the job. Your role will be matched to a benchmark role as described above, and you will be notified of your new grade in the same way as other staff.

When will I find out about my new grading?

As soon as the new structure has been designed and agreed, which we hope will be in July or August 2005.

How will this affect my pay?

The new grade structures will have new pay rates, which will be widely publicised as soon as they are agreed. Any questions about actual pay arrangements should be addressed to the HR Directorate as usual, which will distribute information on this as the process develops.

Can I get help or advice if I'm not in a trade union?

Yes, your manager or Human Resources representatives should be able to help. The Role Analyst team is also very keen to help and advise on the process - you can call us on the number shown below or drop in to our office at any time.

How can I find out more?

The Role Analyst team has opened a drop-in centre in room C25 of the Sackville Street Building, which is accessible from all over campus via the shuttle bus service. Please call in if you have further questions or would like more information. Alternatively you can reach the team by calling 65888 or e-mailing Susan.Field@manchester.ac.uk, or contact your trade union representative.

Profile

“ **Maintaining a strong market position takes a great deal of effort, and there are many challenges ahead.** ”

Chambers' Challenge

It used to be said that Mancunians were happy to let Birmingham be known as the second city, as it was self-evident that Manchester was the first. Certainly Director of Student Recruitment and Admissions Delyth Chambers, an adopted Brummie, has been impressed by the scale and ambition of The University of Manchester - as well as its aims and objectives which have been her main focus in her first few months here.



“The University’s massive popularity shouldn’t obscure the huge amount of work involved behind the scenes,” says Delyth. “Maintaining a strong market position takes a great deal of effort, and there are many challenges ahead.” One area of particular concern is the national problem of the shrinking pool of domestic postgraduate candidates, particularly for research opportunities, and the question of how the University can best reach its targets when these students will be increasingly burdened by debt.

Delyth was born in Morriston, Swansea and raised in the very different environments of Ebbw Vale and Abergavenny. She read Geology at Aston University in Birmingham before taking what was intended to be a year out, working as Aston’s first Schools’ Liaison Officer, before embarking on a PhD here at Manchester.

The lure of the private sector proved too attractive however and the Doctorate was put on ice in favour of a position in public relations - which included looking after the Aston account. She soon found

herself working in admissions at her alma mater, before taking an MBA at Warwick, and the skills and experience she acquired on this path gave her career the educational theme which has run through it to date.

After a spell with Walsall LEA she worked for the RSA Exams Board in London and Coventry, at an exciting time when NVQs and competence-based learning were just coming to the fore. She then spent 13 years at the University of Birmingham, where she established the Student Recruitment and International Office and later became Director of Admissions and Recruitment.

“Universities can’t divorce their recruitment and admissions functions,” she believes, “or separate the admissions process and criteria from the university’s ethos and student experience. These in turn influence further recruitment, by simple word of mouth.

“It may sound obvious,” she continues, “but knowing what skills or attributes a School expects of an applicant and how a UCAS form is read by an admissions tutor

is crucially important - how do applicants know what they need unless we tell them?” One example which fascinates her is the Law School’s emphasis on high levels of precision in the use of the English language. “We need to know whether these things are really important or simply unquestioned traditions,” she says, and is intent on finding out the answers to such questions. “It has been done at undergraduate level, but we have to now move on to postgraduate level.”

Another major challenge awaiting Delyth on her arrival was the requirements of the Office for Fair Access (OFFA), whose Head is Sir Martin Harris. However, she was soon reassured that the University already has many impressive programmes in place, such as EPS teaching fellows’ work with classroom teachers to develop interactive learning materials and support attainment-raising. She has therefore relished the challenge of OFFA as an opportunity to show Manchester off as an exemplar of excellent widening participation activity, and to use a scholarship and bursary scheme as a

CV

Name

Delyth Chambers BSc MBA

Position

Director of Student Recruitment and Admissions, The University of Manchester

Education

1973 - 1980 Haberdahsers' Monmouth School for Girls
 1980- 1983 Aston University
 1987 - 1988 Warwick University

Career History:

1983 – 1984 Aston University: Schools Liaison Officer
 1984 – 1985 David Crewe Associates: Account Executive
 1985 – 1987 Aston University: Admissions Officer
 1988-1989 Walsall LEA: Training and Information Officer
 1989 – 1991 RSA Examinations Board: Scheme Manager
 1991 – 2004 University of Birmingham: Assistant Registrar
 Assistant Director Student Recruitment
 Admissions Manager
 Director of Admissions and Recruitment and Deputy Director of Marketing (dual role)

Other

Member of the Council of AQA
 Chair of the Russell Group Admissions Officers
 Member of DfES 14-19 working group sub-group on assessment
 Member of QCA 14-19 advisory group
 Member of the DfES advisory group on post-qualification admissions (2003)
 Member of DfES stakeholder consultation group PQA



strategic recruitment opportunity.

On the postgraduate front, accepted wisdom has traditionally been that universities nurture their own undergraduates but then encourage them to move on. Increased specialisation, the perception that further study means higher debts and the current status of academia as a career option however has created an increasingly competitive marketplace. Delyth therefore feels strongly that we need to hold on to our best undergraduates, as well as making good use of analysis and marketing techniques to lure the best from elsewhere. She cites initiatives such as the opening of the London office and a series of highly successful open days as being only the beginning of the University's efforts in this area.

Outside the office, and unsurprisingly given her Swansea birthplace, Delyth's main recreational activity is singing, and she has been involved in some noteworthy choral concerts with Simon Rattle and the City of Birmingham Symphony Orchestra. She is also a

member of the Council of AQA, Chair of the Russell Group Admissions Officers and a regular speaker on recruitment matters world-wide. One of her biggest disappointments in recent years was the rejection of the Tomlinson 14 - 19 reform recommendations, having been a member of the assessment sub-group, and she is also a member of the Department for Education and Skills stakeholder consultation group on post-qualification admissions.

Delyth's presence at the University looks set to contribute a further wave of innovation and dynamism to the new institution, and she may even consider transferring her 'adopted daughter' status to the city (although Geology lecturer husband Andy and children Elinor and Thomas may have something to say about that!). What is certain is that she brings a national perspective and reputation to The University of Manchester's student recruitment activity, and a desire to make it the best amongst its peers.

People



(L-R): Kaye Williams and Rachel Cowen

Geological Society's Award

Dr Simon Brocklehurst of the School of Earth, Atmospheric and Environmental Sciences has been awarded one of The Geological Society's two President's Awards for 2005. The awards are made to geologists under the age of 30 who have made a notable early contribution to the science.

Dr Brocklehurst's award is in recognition of his novel interdisciplinary approaches to investigating how mountain landscapes have evolved, in response to global cooling and glaciation during the last two million years. He will travel to the Geological Society's headquarters in Piccadilly, London on May 18 for the award ceremony and a celebratory lunch.

"I am pleasantly surprised and delighted to be receiving this award," he said. "It's always a pleasure when other people take notice of your research, and even more so when they view it as significant. I'm also very pleased that the Geological Society is recognising an area which hasn't traditionally fallen within the scope of Geological Sciences in the UK, but is primed for a very exciting future."

Cancer Research Dual Honours

Two Research Fellows from the School of Pharmacy's Experimental Oncology Group have been honoured for their contributions to cancer research.

Dr Kaye Williams has been awarded the British Association for Cancer Research/AstraZeneca Frank Rose Young Scientist Award for 2005. Her work is focused on the exploitation of the tumour microenvironment for therapeutic benefit, and has highlighted that a key protein, hypoxia-inducible factor-1 (HIF-1), is a good target for anti-cancer therapeutic design - particularly when combined with standard chemo and/or radiotherapy.

The award is given in recognition of her contributions to cancer research and includes a prize of £1000 and an invitation to present her most recent work at the forthcoming National Cancer Research Institute Cancer Conference in October.

Kaye's colleague Dr Rachel Cowen has been awarded the British Institute of

Radiology (BIR) Nic McNally Prize for Cancer Research for 2005. The prize was established using funds raised in memory of Dr McNally, a long-serving Honorary Editor of the British Journal of Radiology and President Elect of the BIR before his untimely death in 1991.

The award was given to Rachel in recognition of her research into using gene therapy approaches to enhance the effects of radiotherapy and bio-reductive anti-cancer agents. The £500 travel bursary awarded allowed her to present her work at the 96th annual meeting of the American Association for Cancer Research held in Anaheim, California in April, and she will also be presenting her work at a forthcoming meeting at the British Institute of Radiology.

www.pharmacy.manchester.ac.uk/Research/DrugDesign/ExperimentalOncology

Keep On Running

Senior Curriculum Development Officer Karen O'Rourke is putting her best foot forward this year to raise money for Cancer Research UK.

She is running four of the events in the sponsored 'Race for Life 5k' series - one in each of the countries of the UK. Karen starts in Belfast on 15 May, followed by Aberdeen on 26 June, Exeter on 3 July and finishing with Newport on 17 July.

"Whilst I'm no Ranulph Fiennes and can't compete with his seven marathons in seven days, I hope that my small effort will do something practical to help fund

further research into cures for women's cancers," she said.

A keen amateur runner, Karen was instrumental in organising the very first 'Race for Life' in Manchester several years ago.

If anyone would like to sponsor Karen, or make any donation, please email karen.o'rourke@manchester.ac.uk. If you would like to 'Race for Life' yourself (these are women-only events) then visit the website below.

www.raceforlife.org

Students

Starter For Ten

One of the University's most successful campaigns in the TV quiz 'University Challenge' came to a dramatic conclusion recently.

In a nail biting semi-final the University's team looked on course to reach the final of the competition for the first time. But in the final minutes of the show, the team was pipped to the post by rivals University College London. The final score was UCL 190, The University of Manchester 185.

The University's team was captained by Nick Mills who is currently studying the Certificate in Egyptology. Nick said: "Being on the show was a terrific experience and I feel very fortunate to have had the chance

to take part. We were pleased to reach the semi-final and demonstrate the quality of Manchester students. We were disappointed not to get further - we were only one question away from playing for the trophy in the series final."

Other team members included medical student Kieren Bowdren, Physics and Astrophysics undergraduate Rebecca Scarborough and Jonathan Stringer who is completing a PhD in Material Science.



The team began their campaign successfully enough, beating St Andrews comprehensively by a score of 315 to 40 in the first round. They then went on to beat both Newcastle University and St Hilda's College, Oxford.

The University's team is put together each year by Stephen Pearson from the John Rylands Library who captained the University's team on the show back in 1997.

Rugby Success Stories

The University's Rugby Club recently made two appearances at Heywood Road, former home of the Sale Sharks; taking on MMU Cheshire in the highly-contested Varsity competition and a star-studded Sale Sharks Invitational squad at a match to raise funds for the Tsunami Appeal.

Over 2000 students and staff travelled to Sale to support the University in the Varsity match. The annual competition showcases the friendly rivalry between the neighbouring institutions, and the good spirits and camaraderie of the players and supporters was acknowledged as a credit to both institutions.

After starting a little nervously the determined women's side soon found form, and overcame MMU Cheshire with a convincing 34-0 score line. Danny

Beaumont, an Economics and Social Studies student, led the men's team into the much anticipated sixth clash between the two institutions - The University of Manchester again coming out victorious with a 41-7 win.

The much-anticipated return to Heywood Road on April 20th saw the men's team take on a rather different squad to their usual British Universities Sports Association opponents, as they faced three international players in a



match to raise money for the Tsunami Appeal. The team was sadly defeated by the Sale Sharks Invitational side's combination of Charlie Hodgson, England International fly half, Mark Cueto, England try scoring winger and Bryan Redpath, former Scottish Captain, but left feeling jubilant, having raised more than £950 for the charity.

What's On



The Whitworth Art Gallery

DISPLAYS/COLLECTIONS

The Wages of Sin and Virtue's Reward Moral Prints in the Age of Dürer, to 6 November

Woodcuts, engravings, etchings and illustrated books from the collections of The University of Manchester in the Whitworth Art Gallery and the John Rylands Library.

This exhibition highlights the moral messages communicated to people of the late Middle Ages and early Reformation through the medium of prints published in Northern Europe.

The Object of Encounter Aura and Authenticity, to February 2006

The first in a series of three annual exhibitions devised to explore the effects of interpretation and display methods on visitors' responses to art works. The series of three exhibitions have been organised in collaboration with students and staff of the Centre for Museology in the School of Arts, Histories and Cultures at The University of Manchester.

TOURS AND EVENTS

Every Saturday at 2pm there is either an Exhibition Tour or an Eye-Opener Tour.

Whitworth Art Gallery, Oxford Road, 0161 275 7450 www.whitworth@manchester.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 homepage at: www.whitworth.manchester.ac.uk

Gig Guide Manchester Academy 1, 2 & 3

Monday 9 May
The Futureheads
Nine Black Alps

Wednesday 11 May
Finch

Thursday 12 May
Ian Hunter and the American Rant Band

Friday 13 May
Drive Thru Invasion Tour

Saturday 14 May
The Other Smiths vs Re:Order
The Men They Couldn't Hang

Sunday 15 May
Supergrass

Monday 16 May
Magic Numbers

Tuesday 17 May
JJ72

Wednesday 18 May
Amen

Saturday 21 May
Morcheba
The Atticus Tour

Sunday 22 May
The Bravery
KT Tunstall
Death from Above 1979

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

By Billy Cowan & Directed by Natalie Wilson

SMILIN' THROUGH

Contact and Birmingham Repertory Theatre Company in association with Truant Company and queerupnorth

Peggy has suspected for a while that her son is gay. But when Kyle comes out, she is disgusted, and wants him out of the house and out of her life. Reflecting the political landscape of the troubles in Northern Ireland just as a peace agreement is announced, Smilin' Through combines biting comedy with shocking political insight. A dark comedy, which will wrench your heart while making you laugh out loud, Smilin' Through is a sexy, outrageous response to politicians and prudes.

Thu 5 May 2005 - Sat 14 May 2005,

All tickets £5 on Monday 9 May.

Tuesday 10 May BSL Signed Performance

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.

Music at Manchester

MUSIC CONCERTS

7.30pm The Cosmo Rodewald Concert Hall
 FREE

Friday 13 May

Proctor-Gregg Awards

A public recital given by students from the Centre for Music and Drama

International Society

THEATRE AND MUSIC

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

TRIPS

Saturday 14 May
York

Saturday 21 May
Ingleton Waterfalls and White Scar Caves
SOLD OUT!

Saturday 28 May
Llanberis and Beddgelert

Saturday 4 June
Lyme Park Hall and "The comedy of errors"

Saturday 11 June
Alton Towers

Sat 14 May
York

International Society,
 327 Oxford Road (next to Krobar)

0161 275 4959
www.internationalsociety.org.uk
 Open: Monday-Friday 9.30am - 5pm

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 2,000 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.

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

John Rylands Library

The John Rylands Special Collections Library, Deansgate, will be closed for a period of approximately 2 years, until 2006, 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.manchester.ac.uk/spcoll

Tabley House

The University of Manchester's Stately Home. Small conference and meeting rooms available year-round. Licensed for weddings and baby-naming ceremonies.

Tabley House

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

Chaplaincies

St Peter's House Chaplaincy

SUNDAY WORSHIP
10am Group Work
11.15am Morning Worship
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@manchester.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
Chaplains also available Monday - Friday
Floor B, Room B25, Renold Building 0161 200 2522

Mosque: Sackville Street Building
Prayer Room: Renold Building B26



Manchester Museum

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

Magic Carpet

Storytelling and story making for the under fives.

Monday 2 May 11am – 4pm FREE

The Drawing Den

Drop in to the Discovery Centre and create your own piece of artwork inspired by the Museum's collections. Pick up a Museum trail or quiz.

Tuesday 3 May 2pm – 4pm FREE

Meet the Curator

Come up to the Mammal gallery and find out the latest scientific news, get up close with specimens from the zoology collections and perhaps help with the work of the curatorial staff.

Wednesdays 4, 11, 18 & 25 May 1pm – 1.45pm FREE

Conversation Pieces

Pavel Buchler will be engaging members of staff in conversation about art and the Museum as they walk through the galleries. Add to the debate yourself or just listen in! These conversations will inform Pavel's written interventions which will appear throughout the Museum from Saturday 16 July.

Saturday 7 May 1.30pm – 3.30pm FREE

Pacific Explorers

A chance to get close to the Museum's collections from the Pacific. *Monday 9 May 6.30pm – 8pm FREE*

Monday 9 May 6-6.30pm FREE

Foot and Mouth Disease in the 21st Century

A look at one of the most controversial and distressing events to hit modern agriculture. What should happen next time the disease appears?

Saturday 14 May 11.00am-1.00pm & 2.00pm-4.00pm FREE

Forensic Science Workshop

A scandalous crime has taken place in the village of Pickwick Green and it's up to you to find out what's happened! Become a Forensic Investigator for the afternoon. Discover how fingerprints and DNA are used when solving crimes. Suitable for ages 12 and above, booking essential as numbers are limited.

Saturday 21 May 1.30-3.30pm

Cabinets of Curiosities

Create a cabinet to display your own collection of curiosities and treasures.

Saturday 21 & Sunday 22 May 1.30pm FREE

The Grand Tour

Join Graeme Pye, our 'Victorian gentleman' guide, on this special tour of the Museum.

Until Sunday 16 June

Special Exhibition

Life Through Time

An exciting exhibition, exploring the earth and our place in it, where you can help make the exhibits.

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 Rd, Manchester
0161 275 2630, www.museum.man.ac.uk
Open: Mon-Sat 10 - 5pm; Sun 11- 4 pm.
FREE Admission. www.museum.manchester.ac.uk



Seminars and Noticeboard

SEMINARS

Monday 9 May

Social Anthropology: "I am here". Mapping charismatic Christian publics". Simon Coleman (Durham). 4.15pm, Room 4.7 Roscoe Bldg.

Tuesday 10 May

Nursing Midwifery and Social Work Research Forum: "Learning research methods can be fun! An evaluation of implementing a problem-based learning approach to research methods teaching". Caroline Carlisle. 12.30pm, COPE Room, Coupland 3.

CHSTM: "The evolution of methods for testing treatments during the first half of the 20th century". Iain Chalmers (James Lind Library). 4pm, Room 2.57, Second Floor, Simon Bldg, Brunswick St.

Wednesday 11 May

Manchester Medical Society SOCIETY John F Wilkinson Memorial Lecture: "The future for the medical and clinical workforce - more of the same, or a revolution?" Prof C Morton OBE (Peterborough). 5.30pm, MANDEC.

Sociology Seminar: "Beggars, strangers, gifts and friends". (A study on the homeless)". Tom Hall. 4pm, Room 4.9, Roscoe Bldg.

Languages, Linguistics and Cultures: "Spontaneous action by women and the 1979 revolution in Iran". Prof Haleh Afshar (York). 4pm, Room A201, Humanities Lime Grove.

Theoretical Physics: "Charge transport characteristics of (quantum) shuttles". Tomas Novotny (Copenhagen). 2pm, Room J9, Sackville Street.

Thursday 12 May

Manchester Medical Society ANAESTHESIA Manchester Medal Lecture: "Nondepolarizing replacement for succinylcholine: a reality or a pipe-dream?" Prof R K Mirakhor (Queen's Belfast). 7pm, MANDEC.

Chemical Engineering And Analytical Science: "Recent developments in process integration". Prof Robin Smith (Manchester). 12pm, Room JC63/64, The Mill, C Floor.

British Computer Society AGM: Migrating to automotive group systems – the Bentley way". Richard Emmett (Bentley Motors Ltd). 6.15pm Buffet, 6.45pm Lecture, Renold Bldg.

Imaging Science and Biomedical Engineering Clinical Radiology: "Imaging of the paediatric head and neck". Dr K Broome (Bolton). 5.15pm, LT3, Stopford Bldg.

Friday 13 May

School of Physics and Astronomy: 'The Discovery of Superconducting Tunnelling'. Prof Ivar Gaiever (Nobel Prize Winner in Physics). 12pm, Bragg Lecture Theatre, Schuster Building, Brunswick Street

Tuesday 17 May

Manchester Medical Society PATHOLOGY: "Premalignant lesions of bone". Prof K K Unni (Minnesota). 5.30pm, LT2, Stopford Bldg (please note change of day).

Manchester Medical Society IMAGING Debate: "This house believes that the radiologists will become the leading clinician in patient care". For the proposal: Dr T Nicholson (Leeds). Against the proposal: Dr G R Sissons (Chester). 6pm, Postgraduate Health Sciences Centre, MRI.

Wednesday 18 May

Theoretical Physics: "The manifestly gauge invariant ERG". Oliver Rosten (Southampton). 2pm, Room J9, Sackville Street.

Tuesday 24 May

Nursing Midwifery and Social Work Research Forum: TBA. Jane Noyes. 12.30pm, COPE Room, Coupland 3 Bldg.

Pharmacy and Pharmaceutical Sciences: "Systems biology and biological complexity". Dr Leroy Hood (Biosystems Seattle). 2pm, Whitworth Art Gallery.

Wednesday 25 May

Theoretical Physics: "The computational power of quantum mechanical measurements". Stefan Weigert (Hull). 2pm, Room J9, Sackville Street.

WUN Bioinformatics Video Seminar (TBC). 5pm-6pm (London Time). 5pm, Video Suite, Ground Floor, Kilburn Bldg. To book a place email dee.gilmore-stewart@manchester.ac.uk

Thursday 26 May

Imaging Science and Biomedical Engineering Post Graduate Lecture: "Assessment and investigation of intrathoracic and chest wall masses". Dr G M Hoadley (Blackpool). 5.15pm, LT3 Stopford Bldg.

WUN Green Chemistry Video Seminar: "Chemical transformations of platform molecules to value-added products". 5pm, Video Suite, Ground Floor, Kilburn Bldg. To book a place email dee.gilmore-stewart@manchester.ac.uk

Tuesday 31 May

Cultural Theory Institute: "Tragedy and terror". Prof Terry Eagleton (Manchester). 5pm, Crawford House Lecture Theatre 1.

Thursday 2 June

Imaging Science and Biomedical Engineering Postgraduate Lecture: "Imaging in metabolic bone diseases". Prof J E Adams (Manchester). 5.15pm, Lecture Theatre 3, Stopford Bldg.

Thursday 9 June

School of Mathematics Colloquia: "Random graphs and internet graphs". Fan Chung Graham (San Diego). 2pm, Room Co19, Maths and Social Sciences Building.

Imaging Science and Biomedical Engineering Postgraduate Lecture: "A fig leaf for befuddlement". Dr W J Gunawardena (Preston). 5.15pm, Lecture Theatre 3, Stopford Bldg.

Nursing Midwifery and Health Visiting: TBA. Angela Meah. 12.30pm COPE Room, Coupland 3 Bldg.

NOTICEBOARD

Alpha Course

An Alpha Course for University Staff will be running for nine Thursdays from 5th May at St. Peter's House Chaplaincy. Sessions run from 1-1.50pm, are free and lunch is provided. The Alpha course is an opportunity for anyone to explore the Christian faith in a relaxed, non-threatening manner. It's low key, friendly and supported by all the main Christian denominations. Please see <http://www.achem.org.uk> or call 0161 275 8345 for more details.

The University Of Manchester Staff Golf Society

All current and retired staff, including post-doctorals and PhD students, are invited to join the Society's mid-week afternoon competition meetings. Members' guests are also welcome at all meetings.

2005 Meetings

Knutsford - May 12

Sandiway - June 21

Hazel Grove - July 21

Mellor - August 25

Dunham Forest - September 11

We play 18-hole Stableford competitions for handsome Society trophies, and also have an annual knock-out match play competition. Ladies play with the gents, from their own tees and using their own score cards. Please feel free to come along as a guest prior to joining. For more details or if you have any queries please e-mail or 'phone Ken Leigh, on kmlaigh@aol.com or 01925-762551/07770-893467

Noticeboard

Lunchtime Recital

The University of Manchester Music Scholars and Friends

Wednesday 11 May 2005

1.15pm, Room RC2, Renolds Building

You are invited to a free lunchtime recital to support talented students whose area of degree study is not music. The varied programme will include music by Debussy, Beethoven and Edwin Roxburgh.

The Michael Barber Centre for Mass Spectrometry

AstraZeneca Evening Lecture

Wednesday 11 May

"Do biologists have anything to gain from gas-phase studies?" Dr Perdita Barran, 7pm, Room B104 Faraday Tower, Sackville St. Drinks and nibbles from 6.30pm.

Iyengar Yoga Classes

£3 per session

Thursdays 12.30 – 1.30pm

Room D45b, Sackville St Building

For more info email

hilary.marsh@manchester.ac.uk

Einstein's First lecture in Britain.

Monday 13 June

Einstein presented his first ever lecture in Britain in the Whitworth Hall in June 1921. His theory of general relativity was spectacularly confirmed by observations at the 1919 eclipse and he became a world star overnight. This lecture will be re-enacted in the Whitworth Hall at 5 pm. This time, the lecture will be in English and Professor Einstein, played by actor Michael Roberts, will join the audience after the lecture to answer questions. Admission is open to everyone within the University. Contact Professor Robin Marshall at Robin.Marshall@manchester.ac.uk to obtain a ticket.

The Academy of Medical Sciences' Raymond and Beverly Sackler Distinguished Lecture in the Medical Sciences

"Towards Therapeutic Applications of Engineered Zinc Finger Proteins" presented by Sir Aaron Klug.

Monday 11 July, 5.30pm,

Stopford Building, Lecture Theatre 2.

More details and a registration form are available at

www.mhs.manchester.ac.uk/news/#d.en.22093

Art Exhibition

'Research and Researchers'

3 May - 7 June 2005

Featuring work of artist Donald McKinlay and paintings of University staff engaged in research. The show opens at 7.30pm on 3 May and staff are invited to attend.

One size fits all?

Thursday 16th & Friday 17th June.

One size fits all? Contemporary challenges of integration and fragmentation".

Faculty of Humanities Multidisciplinary Conference

Humanities Lime Grove Bldg

The two day conference is being organized by a team of postgraduate research students from across the Faculty. The organizers welcome and encourage a variety of presentations from postgraduate students, professionals and academics.

To submit proposals (no more than 500 words) and suggestions for keynote speakers please email pgconf@FS1.ec.manchester.ac.uk

For more information visit

www.humanities/manchester.ac.uk/conference/s/integration

Volunteers for

Psychological Studies Sought

The School of Psychological Science's Division of Psychology is looking for paid volunteers to participate in psychological studies. Individuals of 50 years old and over are needed to participate in experiments on a wide range of topics, including attention, memory, personality, social relations, emotions, learning, and attitudes.

Participants will receive a monetary contribution towards expenses, which will vary depending on the experiment. If you are interested in participating please contact Pip Brown on 57348 or pip.brown@manchester.ac.uk (Monday to Wednesday noon).

GiftShop @ Manchester

An exciting new online gift shop is on the way....

A wide range of products carrying the University's logo and crest will be available from July, to order online - including clothing, quality leather items, china, computer accessories and many more...



We need your input!

Visit www.manchester.ac.uk/giftshop

and let us know what items you would like to see on the site to have the chance of winning a great prize.

Or keep your eye on The University of Manchester website for a link to Giftshop@Manchester

Classifieds

HOUSE FOR SALE

Slaitwhaite, W Yorks (Nr Saddleworth). An impressive Grade 2 listed det cottage set in a hillside pos with stunning southerly views across the Colne Valley & easy commuter access to M/Cr. Spac 4 bedrm with beamed ceilings, dble glazed & exposed stonework. GCH & comprising porch, lrg din/kit, 2 recept rms, lrg landing, bthrm/wc with shwr. Paved patio & parking. £375,000. (27)53647 or www.ryder-dutton.co.uk

ACCOMMODATION TO LET

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

Bramhall/Cheadle Hulme. F/F 2 bed Bungalow, GCH, newly dec throughout. New Combi boiler, microwave, auto washer etc. Very comfortable & cosy. Small pleasant gdn f & r. Parking for 2/3 cars. Extremely sought after loc. Close to bus/train to Stockport/M/cr. Prof staff only. 0161-485 3112.

Victoria Park. Spac f/f luxury 2 bed apart. Walking distance to Univ. Open plan liv rm, laminate flrs throughout. French windows onto grounds, parking, w/dryer, d/washer ch. £650pcm. 0161-256 1173.

Spac 2 bed f/f s/c 1st flr flat in quiet safe residential area close to public transport. Suit staff or pg. £525pcm inc water rates. 0161-431 4897 or email: voirrey@ntlworld.com

Mottram/Glossop border. Spac 2 bed ground flr apart. Neutral dec throughout, exc cond. Approx 150 yrs old. Grage & small encl gdn to rear + forecourt parking for 1 car. Property is close to M67, 5 mins Tameside Hospital. Highly sought after area. Surrounded by open countryside. Viewing highly recommended. £550pcm. 0161-480 8583.

Burnage/Heaton Mersey. Mod 3 bedrm semi. Open plan lge, eat-in kit with a gas cooker, fridge & w/machine. Bathrm with overhead shwr, a sep garage & a gd size fully encl south facing gdn. Burglar alarm. Loc in a quiet mod estate next to Priestnall Commons. Would suit a prof couple or a young family. £520 + bills. 0161-488 7402 (days) or 0161-448 2108 (evngs).

Glossop. 2 bed terr property. New bathrm, kit, new carpets, neutral dec throughout. Exc cond. GCH, dble glazed. Viewing highly recommended. Avail immed. 10 mins town centre rail/bus station direct line to M/Cr. Close to countryside, Longendale Trail, Sailing Club, swimming baths & local library. Council Tax Band A. £525pcm. 0161-480 8583.

Salford Quays. Desirable 2 bed executive f/f waterfront apart overlooking quays & 2 mins to metro. Secure parking, open plan liv rm, decked balcony, 24hr concierge. £795pcm. 0161-736 6614 or 07720 050 603 or email: mlissn2@manchester.ac.uk or snjitu@aol.com

HOLIDAY ACCOMMODATION

Puerto del Carmen, Lanzarote. Lrg stylish apart. Sleeps up to 5. Both dble bedrms en-suite. Balcony overlooks beach & sea. From £245pw. Special prices for families. www.casapalmeras.co.uk

Tuscany holiday cottage to let. Superb setting near mountains. Lrg 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

Andalucia-Gaucin. Beautiful white village, uniquely designed villa, built as 3 apart & 2 cottages with central courtyard & pool. Sleeps 2-13. Breathtaking views to Gib & N Africa. 07801 341 856 or www.thespanishvilla.com

Georgian Country house on Shropshire/Welsh border. About 1 hr from Manchester. Private gdns, lovely trees. Sleeps 16 in 8 bedrms, 6 bths. Luxury. Ideal for family gatherings. Email: george.dowswell@manchester.ac.uk

Great comfortable farmhouse holiday in S Brittany. Spac, attractive, comfortable, peaceful. Sleeps up to 8. Visit www.tjaouen.com or phone +33 2 98 59 48 83 or +33 2 98 59 45 88.

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

Italy-Venice. Charming apart, f/f, 3 bedrms, 2 bathrms, can sleep 5. £650pw. Email: tagariello@libero.it

Tuscany. Summer rental in the hills nr Lucca above the spa of Bagni di Lucca. 17th C idyllic farmhouse, sleeps 10, private pool, sun terraces, olive groves & vines. Stunning views, unspoilt surrounding, exc base for exploring medieval & renaissance Italy or just relaxing. 0039 0583 804 112, email: vcicammarota@interfree.it or www.geocities.com/lemuradisotto

Montes de Malaga, Andalucia. Single storey det cottage with swimming pool in tranquil mountainside loc & panoramic views. Sleeps 4 adults comfortably in dble & twin bedded rms. 40 mins from Malaga airport. Loc is ideal for those who love peace & quiet & the natural world. The Montes de Malaga Natural Park is just over the ridge. 0161-200 4317, email: jimfdstott@yahoo.com or website: www.cortijo-maranon.com

Edinburgh Old Town. Beautiful 1 dble bed flat. F/F with stripped wood flrs, new & fully equip kit & attract bathrm with bath & shwr. W/dryer, tv with integrated DVD-radio & digital set top box. Avail for single let 1 July to 5 August (£800 inc) or short let during Festival (£375pw inc) & after Festival (£250pw inc). 0207 226 9800 or 07939 050 925. Email: jenniferdwatson@hotmail.com or www.oldtownflat.co.uk

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Devon. Delightful semi-det early 19thC cottage with lrg gdn, loc in a designated area of outstanding natural beauty. 10-15 mins walk from the River Otter & the coast at Budleigh Salterton. Sleeps 5 in 3 bedrms. Email: Stanley.roberts@manchester.ac.uk

CARS FOR SALE

2004 Peugeot 206 1.4 Fever 5dr hatchback. Petrol, 13k miles. 53 Reg. Moonstone Blue, radio/cd, front fogs. Front elect windows, remote c/locking. 6 mnths Tax. Only 12 mnths old. Exc cond. £5,500. 07795 566 931.

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1986 Land Rover Defender (diesel). Gd cond. Clean/tidy inside & out. Ideal Camper/Workhorse, large roof rack. £2,900. 07989 309 917.

MISC SALES

Conservatory suite, from Housing Units, 2 seater settee with 2 chairs & matching glass coffee table. Only 3 yrs old, lovely design & cond. £245. 0161-442 9763 (evgs).

Kettler 3 wheel bike with parent pole & safety harness. Suit for 18 mnths – 3 yrs old. Exc cond £20. Zanussi fridge/freezer, exc cond. Dim 1600mm height x 550mm width. £20.(27)52102

Pine baby cot. Mothercare spring interior mattress. Both items are in exc cond. As new, will accept £95. Argos Sit 'n' Grow highchair, converts from highchair to junior chair to youth chair, suit for age 6 mnths to 10 yrs. Clean cond., will accept £9. By all 3 items for £100. Free delivery if reqd. 07963 090 654 or email: qinglig669@yahoo.co.uk

Mountain Bike. Trek 4100 Red/Black. Gd cond. £150. 07989 309 917.

WANTED

Domestic petrol lawn mower in exc working order. (27)51663

Hse or apart to rent over summer (23/7 – 19/8). For a Spanish Prof from Alcalá (Madrid) on a research stay in M/Cr. Email: Mercedes.bengochea@uah.es in English.

An Editorial Assistant needed for around 4 – 6 hrs pw. £6.75 ph. The person needs to be reliable, duties inc: collecting post, dealing with queries from both authors & referees, sending letters & papers out. Skills needs are: knowledge of Microsoft Outlook, Word & Excel. Ideal for a PhD student. Email: Anne.Kerr@manchester.ac.uk

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Just The Job

Elaine Shilton

Pathway Co-ordinator

Elaine Shilton is Pathway Co-ordinator for the School of Nursing, Midwifery and Social Work's Continuing Education Undergraduate Programme, directly responsible for the BSc (Hons) Nursing Studies degree and its 75 students. She is also a member of a team of co-ordinators on the BSc (Hons) Nursing and Midwifery Practice degree, which has 800 registered students in all.



Elaine started life as a Tax Officer for the Inland Revenue but soon saw the error of her ways, and after a career break to have a family returned to work at Stockport, Tameside and Glossop College of Nursing. The college moved from the NHS into higher education in 1996, and all staff were transferred to The University of Manchester.

"My role is extremely varied," she says, "from arranging lectures and booking rooms to preparing everything from handbooks to the evaluation of the modules. There doesn't seem to be a typical working day; every module is different and of course every student is unique."

Elaine usually plans at least six to 12 months ahead of the start of the academic year, but like many other student-facing

staff finds the run-up to registration in September the most stressful time of year. But although there often don't seem to be enough hours in the day, she says working with the students is her favourite part of the role.

"The majority of them study on a part-time basis, typically working full-time and often having busy family lives as well," she explains. "They have to overcome so many hurdles to complete their degree - if I can help them in any way on the long trek, that's my reward."

Elaine is currently based at Gateway House near Piccadilly Station, and is looking forward to working on the main campus in the new SCAN building planned for the School. She enjoys the camaraderie of working with people who support each other in a wide range of ways, and thrives on the busy and varied environment. "It

has made me a much more confident person in all aspects of my life," she says, "and working in academia has shown me that education is an opportunity available to everyone."

As her husband is a lecturer in the same department Elaine admits they tend to talk shop after work, but usually manage to chill out over a bottle of red wine. Indeed she is a member of a wine club, and loves trying out varieties which differ from standard supermarket fare.

Elaine also loves cooking, adapting recipes and trying them out on her husband and the friends she regularly invites round for dinner. She's also a fan of many kinds of music, especially jazz. "It's a personal ambition to learn to play the saxophone," she says - as long as she can just find an extra hour or two in the day to do it!

Next Issue is 23 May

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News and story ideas

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