

STAFF UPDATE

Exclusively for staff at The University of Manchester

PAY AND GRADING UPDATE

The University has reached an agreement with AMICUS (North campus) for the introduction of interim pay and grading arrangements.

Following this and the implementation of the interim pay and grading agreement with the UMAUT and AMICUS South procedural areas, the University has taken the decision to apply interim arrangements for staff in the UNISON procedural area on the same basis, to ensure equivalence of treatment for all University staff. This will result in the introduction of a common single pay spine and associated processes for all staff.

These arrangements do not form an interim agreement with UNISON.

The interim arrangements will be the same as for the AUT and AMICUS South staff in that staff will be transferred on to the new pay spine in one of two ways:

- Where there is sufficient data available from the recent job assessment exercise to be confident that this is the correct grade for the post - staff will be moved directly on to the new grade;
- Where there is insufficient data available from the recent job assessment exercise to be confident of the correct grade for the post - staff will be moved to the point on the new spine equal to or immediately above their current basic salary, pending the outcome of a more thorough review of the appropriate grade.

Staff will be notified within the next few weeks of the precise point to which they will transfer on the new pay spine. The timing of any adjustments in salary and any back pay (calculated from 1 October 2004) will be determined and communicated shortly.

The letter to staff will be accompanied by a Frequently Asked Questions document, which will clarify many of the points of detail about the Interim arrangements and the transfer process.



The introduction of the new pay spine gives interim effect to the national Framework Agreement concluded in 2003 between UK universities and the relevant trade unions. At Manchester the process has been made more complex because of the issues arising out from the merger of UMIST and VUM.

The University remains committed to working jointly with all our trade unions towards the introduction of a robust and fair pay and grading structure underpinned by the principles of equal pay

for work of equal value. It has been agreed that this can be achieved by the continued use of the HERA job evaluation process with appropriate use of agreed HERA-based role profiles.

Our trade unions have been reassured of this commitment, and in resumed consultation and negotiation with all trade unions, the production of a jointly agreed project plan with clearly defined milestones to achieve final agreement in August 2006 is at an advanced stage.

INSIDE

2 APPOINTMENTS
New appointments and retirements plus results of staff well-being survey

3 NEWS
Staff Survey 2006
Ask the President

6 WHO DOES WHAT
Focus on the School Office in the School of Arts, Histories and Cultures

7 JUST THE JOB
Keith Bradley, former MP and now Adviser to the University

8 CLASSIFIED ADS AND NOTICES

10 TIME OUT
Take time out to enjoy Café Scientifique

11 FEEDING IN
'Any Questions?' and 'And Finally...'

12 IN YOUR OWN TIME...
Congratulations, plus a new competition and crossword

RESULTS OF WELL-BEING SURVEY

The results of the staff stress survey carried out in December 2005 are in. This is one of a range of initiatives by the University, designed to improve and maintain the quality of working life and well-being of its staff and is the first stage of a process which will lead to actions to address issues raised by staff.

As an important initial measure, the University commissioned Stress Ltd to undertake a staff stress survey in December 2005 using the Health and Safety Executive's (HSE) indicator tool. The indicator identifies stress risk factors in six key areas. These are: demands of the job; how much control employees have over the way they do their work; relationships at work; support from managers and colleagues; clarity over role; and how change is managed and communicated.

More than 3,800 staff completed the survey. University staff reported a moderate level of stress risks in most factors when results are benchmarked against data from the HSE. The findings show that there is clear room for improvement and urgent action is not required for all staff. Academic staff are considered to be most at risk of stress and require action to reduce the risk arising from the demands placed upon them. All staff reported relatively high levels of control over their work, with this being identified as something that can help to protect colleagues from the risk of stress. Results under each of the stress risk factors are summarised below.

Demands: The main stress risks are the pace of work and difficulty combining demands from different groups at work. Academic staff were identified as being at particular risk of stress arising from the demands placed upon them, reporting significantly higher risks across the range of questions in this factor.

Control: Staff in all roles and areas reported high levels of control, which can protect them from the other stress risks they experience at work. Academic and research staff have the highest levels of control. There are no consistent differences between areas in the amount of control staff reported having over their work.

Relationships: Relatively high risk factors are the reported incidences of strained relationships and friction or anger between colleagues. Bullying is not reported as a major problem across the University as compared with other organisations, although any incidence of bullying is naturally a cause for concern.



Wellbeing

Support from Managers and Colleagues:

Staff reported receiving good levels of support from both their managers and colleagues. Academic staff receive less supportive feedback from their managers, although they are as able to talk to their line manager about problems at work as other staff groups. They reported receiving less support from their colleagues than other staff groups.

Role: Action is required to reduce staff stress risks arising from lack of clarity regarding role. However, this factor should be interpreted with caution as most organisations have high risks when benchmarked against the HSE database. Staff in central Directorates reported relatively low stress risks arising from their role.

Change: Two of the three items in this factor indicated signs of stress risk. Factors such as staff not being consulted about changes at work and staff not being clear about how changes will work out in practice. However, staff reported that they are able to question line managers about changes. Academic staff were found to be most at risk of stress arising from uncertainty over changes at work.

The University now plans to undertake focus groups with staff. These will help to explore whether the stressors identified in the survey give rise to the experience of stress and, if so, what can be done to reduce the stress risks, and to help staff to cope more effectively with the causes of stress they may face. An action plan will then be determined and implemented. As the survey results indicate that academic staff face the most stress risks, this group will be given priority.

The survey report includes both interim and long-term targets for improvements under each of the headings. The survey will be conducted again in summer 2007 to evaluate the impact of the changes made and identify the progress towards the interim targets.

Andrew Mullen, Deputy Director of Human Resources said: "In summary, although there are clear areas in which improvement is required, the overall picture is encouraging. The action plan developed as a result of the survey and focus groups, will include input from the Joint Staff Well-Being Monitoring Group, which comprises University and trade union representatives. Details of future initiatives will be publicised when they are finalised."

The full report is available on the staff intranet at



www.manchester.ac.uk/staffnet/wellbeing

APPOINTMENTS



Maria Balshaw - Following an international search, the Appointment Panel of the Whitworth, chaired by the University's Chancellor, Anna Ford, has appointed Maria Balshaw as Director of The Whitworth Art Gallery.

Maria is currently the Director of Creative Partnerships in Birmingham. Whilst there, she has developed the organisation into a nationally recognised beacon of good practice in creative arts education.

Maria will take up her formal responsibilities in early July 2006.

Professor Nigel Vincent - The Mont Follick Professor of Comparative Philology at The University of Manchester, has been appointed to the position of Associate Vice-President for Graduate Education. He will take up this post on 1 September 2006 from the current holder, Professor Gerald Hammond, who retires at the end of that month.

In his new role, Professor Vincent will have responsibility for overseeing the University's policy for both taught and research postgraduates. Current items on that agenda are the relationship between taught and doctoral postgraduate programmes, the development of postgraduate skills training and the improvement across the board of PhD submission and completion rates.

MOVES

Lisa McCarthy, Internal Communications Manager, has returned from maternity leave. Lisa will be working three days per week, Wednesday to Friday and is based in the Beyer Building.

Rob Armstrong will be leaving the SPORT team after seven years at the McDougall Sports Centre and two years at the Wythenshawe Sports Ground. He takes up the position of Assistant IT Officer on the migration and consolidation project – part of the University's IT Services Division.

STAFF SURVEY 2006

The second staff survey will be launched at the end of this month. In November 2004, the University's first staff survey was conducted, receiving responses from more than 3000 members of staff.

Over the past 18 months the findings of the survey have been reported on and staff have been updated on the progress of actions and initiatives to improve performance against the issues identified in the subsequent Action Plan. Examples include:

- a scheme for Personal Development Reviews for all staff is now in place
- a more detailed review of internal communications as a result of which new initiatives to improve campus wide communications have been launched. These include the new Staff Update newsletter, a weekly update e-mail, and a series of Open Meetings with the President and Vice-Presidents.
- the Guide to Administration, a summary of services, roles and contacts is now available on the intranet.

The second survey will again be conducted online, with a paper version available for staff without easy access to a computer at work. This year's shorter version of the questionnaire retains many of the same questions as last time to allow trends to be monitored. Other questions have been revised to reflect feedback from both participants and management or as a result of lessons learned from the first survey. New questions have been added to accommodate new initiatives such as Performance and Development Reviews.

Please take part in the survey and take this opportunity to have your say. The questionnaire is significantly shorter than last year in response to feedback received and it is hoped this will encourage an even greater response this time.

The results of the last survey and the up-to-date Action Plan can be seen at:

 www.campus@manchester.ac.uk/staffnet/staffsurvey

NEW UNIVERSITY MEETING FACILITIES

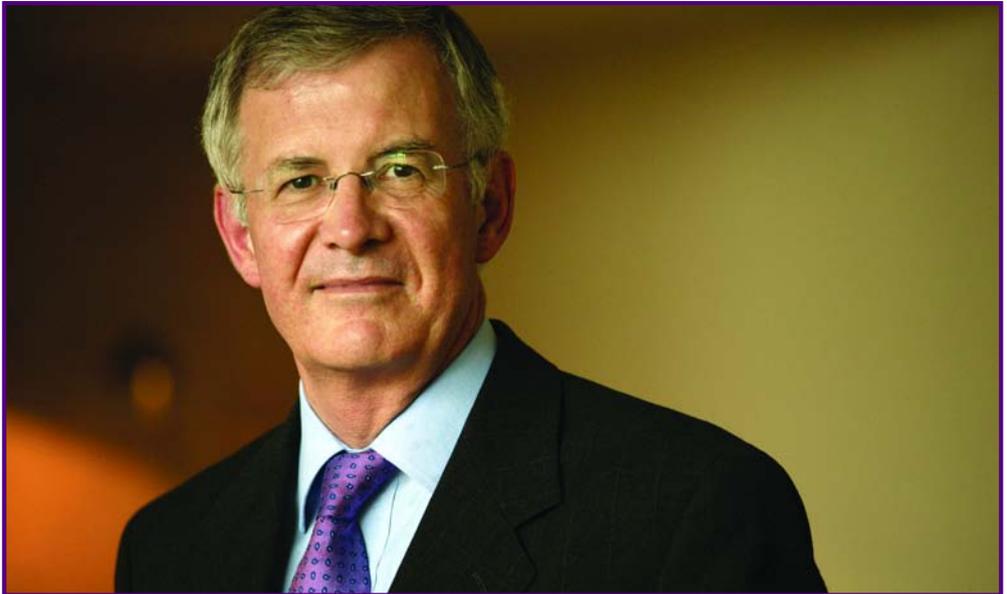
The new University-run conference suite at One Central Park is now open for business. One Central Park is aimed at bringing new jobs and investment into the Eastlands area of Manchester, by offering research and business incubation facilities.

The conference suite is managed by the STARS events team and gives University departments a great new "awayday" venue which is easy to get to and away from the hectic city centre.

To make a reservation, please call 276 4100. Location and further information can be found at

 www.meeting.co.uk/ocp

ASK THE PRESIDENT



All staff are being invited to submit questions for an interview with President and Vice-Chancellor Professor Alan Gilbert which will be broadcast on the web in May 2006.

In what will be the first webcast of its kind by the President, the aim will be to provide answers to as broad a range of questions about the University as possible. Inevitably, due to time constraints it will not be possible to include every question, but it is hoped to reflect the issues and themes highlighted by staff.

Questions can be submitted in advance via email to uninews@manchester.ac.uk (type 'President's Webcast' in the subject line), by internal mail using the form here, or in person to the Internal Communications Office, Beyer Building. Staff may remain anonymous if they wish. The deadline for submissions is 5 May 2006.

Further details about the webcast will be available in the next issue of Staff Update.

To submit your question, please fill out the form below:

Name (optional)

Faculty/School/Dept (optional)

Question(s)

Please return to President's Webcast, Internal Communications Office, Beyer Building

FINANCE SYSTEM PROJECT GOING LIVE

Oracle Financials has been chosen as the new finance system provider, following an extensive evaluation exercise involving staff from across the University. The primary objective was to provide a finance system to be used University-wide, replacing all existing finance systems other than those with bespoke or industry-specific requirements.

The go-live date for Oracle Financials has been agreed as 1 June 2006. A major milestone towards this has recently been achieved with the processing of live data on the Oracle Financial Analyser (OFA) module which will be used as the tool for budget preparation for 2006/7. User acceptance testing of the remaining modules began on the 13 March 2006. This process

involves key users running through specific business scenarios and recording the results. If this testing is successful, the users will sign off the system as suitable for go-live.

Implementation plans are now well under way with the creation of local implementation teams in each Faculty. These include Business Area Leads for each module, Faculty, School and Technical Leads. Business Area Leads are responsible for contributing to decisions regarding the configuration of the software, participating in software testing and providing details of users requiring access and training. The Heads of Faculty Finance are working with the local implementation teams to develop communication plans for the Faculty. The co-ordination of this work for the

central administration will be done through the Directorates' management structures.

The Project has five full-time Oracle trainers who are currently in the final stages of producing training material. Business Area Leads have confirmed the users who require training and the training schedule is being produced based on this information. Training courses will be available to book by the end of March 2006 and will commence from mid April 2006. All queries regarding training should be directed to Mike Frankel, the Training Team Leader via email Michael.Frankel@manchester.ac.uk

 www.campus.manchester.ac.uk/finance/Sys/OracleSystem/SysUnityIS.shtml

LEARNHIGHER CETL LAUNCHES IN MANCHESTER

Thursday, 16 March 2006 saw the launch of the LearnHigher Centre for Excellence in Teaching and Learning (CETL) at The University of Manchester.

The LearnHigher partnership has a large amount of diverse expertise. Each of the 16 partner institutions is engaged in enquiry-led practice which aims to build a sound evidence base in learning development across a broad spectrum of learning areas that underpin activity across all academic subjects.

The formal opening was attended by Professor Bob Munn, Vice-President for Teaching and Learning at The University of Manchester, and Jill Armstrong, LearnDirect Director.

Caption: (l-r) Professor Bob Munn, Vice President for Teaching and Learning, Ann Barlow, Acting Head of the Centre for Continuing Education and Learning Area Co-ordinator and Jill Armstrong, CETL Director, Liverpool Hope University.



A QUALIFIED SUCCESS

In December 2005, the Staff Training and Development Unit (STDU) celebrated the success of the many staff who have undertaken nationally-recognised qualifications during the last academic year, at a presentation ceremony, attended by the President.

In all, more than 130 staff attained qualifications in a diverse range of subjects:

British Sign Language Stage 1 shows that as a major employer, the University recognises its responsibility to both staff and students with disabilities. The European Computer Driving Licence (ECDL) allows staff in any role to update their computing skills and covers the majority of Microsoft Office applications.

The National Exam Board in Occupational Safety and Health (NEBOSH) General Certificate in Occupational Health and Safety is aimed at staff with Health and Safety responsibilities and equips participants with the skills to develop safe working practices, assess risks, give specialist advice on a range of health and safety issues and raise awareness of the legal responsibilities of employers.

The STDU supports the University's management development strategy with a range of qualifications, including the Institute of Leadership and Management (ILM) for first line managers and supervisors, the Certificate in Management Studies open to staff in junior to middle management roles and the Diploma in Management Studies which is aimed as staff in middle to senior management and aimed at developing strategic management skills.

Finally, the Springboard Women's Development Programme is open to all female staff within the University and allows them an opportunity to review their career and personal life and supports them in making changes.

The qualifications are run on an on-going basis. For more information, or to reserve a place on the next session, contact the course bookings office on courses-stdu@manchester.ac.uk.



CODE OF GOOD RESEARCH PRACTICE

At the start of the new academic year, every member of academic and research staff will be issued with the University's Code of Good Research Practice.

This Code, commissioned by the University's Research Group chaired by Professor Nancy Rothwell, is fundamental to the University's commitment to research excellence and the exemplary practice that must underpin it.

Professor Nancy Rothwell explains:

"Individuality and innovation underpin all good research. However it is crucial that we define the principles upon which all research undertaken by University staff and students should be conducted. It sends a positive message to those with whom we wish to conduct our research in partnership, those we want to fund our research and those we want to attract to Manchester to study or work with us."

To support the Code, the University will also produce a Guide and website providing useful advice on research practice. Together they will clarify the University's research-related policies and practices and the responsibilities of those undertaking research in the University's name. They will also provide a vehicle for the sharing of good practice across the Schools and Faculties of the University, helping to foster multi-disciplinary research. The web site will act as a repository for useful internal and external policies, procedures and legislation and will contain a pool of generic information in support of funding applications.

The Guide will be aimed at all staff and research students regardless of discipline. For those new to research, there will be advice about securing research funding and developing an academic career. For those who are developing their career and find themselves in management positions, there will be advice about managing a research project, including people management and leadership in research. The Guide will also be a useful tool to support the supervision of research students and management or mentoring of staff.

If you have any examples of good practice in research that can be incorporated into the Guide please contact April Lockyer, Research Policy Project Officer in the Central Research Office, April.Lockyer@manchester.ac.uk or on Tel: 58093 (Monday – Wednesday).

TEACHING EXCELLENCE AWARDS

Nominations for the recently instigated 'Teaching Excellence Awards' at the University are invited from Heads of Schools.

The awards focus on achievement in relation to teaching over recent years and involve a grant of £5,000 for recipients to further develop their teaching or their career. The University hopes to make between three and five awards annually, subject to candidates' merit, with at least one for staff in a learning support role.

These awards form part of the University's teaching and learning policy framework. The University not only rewards and recognises excellence in teaching and in supporting

student learning through its promotion procedures, but it also supports a number of specific schemes at both Faculty and institutional level. For instance, the university operates a separate scheme for the process to nominate candidates for a National Teaching Fellowship.

Each Head of School can nominate one member of staff for an award for the current academic year, the deadline is 28 April 2006

For further information visit

 www.campus.manchester.ac.uk/tlao/excellenceawards

STARS SPORTS NEWS

TRY TAI CHI IN THE MAMMAL GALLERY

The SPORT division of STARS is putting on early morning Tai Chi in the Mammal Gallery and Indian Folk and Bollywood Dancing in the Lunch Room.

The six-week Tai Chi Qigong course will commence on Wednesday 3 May 2006 from 8.15am - 9am in the Mammal Gallery, The Manchester Museum.

The six-week Indian Folk & Bollywood Dancing class will start on Thursday, 4 May at 4pm - 5pm in the Lunch Room, The Manchester Museum.

Those interested in either course should book in advance at the SPORT Head Office. The course costs £22.50 for staff.

CORE STABILITY CLASS – MEN ONLY

The SPORT division is trialling a new course exclusively for men.

'Core Stability – The Pilates Way' will take place on Friday lunchtimes from 1pm - 2pm. It is hoped that men who feel intimidated by the idea of an exercise class might be more inclined to give it a try.

"Men with lingering sports injuries and bad backs can especially benefit from this form of exercise. In fact, many doctors and osteopaths recommend it as a treatment for chronic back problems," says Gail Heathcote-Milner, Sport Development Officer.

The six-week course takes place in the Well-Being Room from 1pm - 2pm on Fridays from 5 May 2006. Those interested should book in advance at the SPORT Head Office. The course costs £22.50 for staff.

IN BRIEF

NEW POLICIES AGREED

The Vice President and Associate Deans for Teaching and Learning have recently agreed new policies for marking, examination boards and academic malpractice. The policies are available from the Manual of Academic Procedures at:

 www.campus.manchester.ac.uk/tlao/map

MUSEUM GAINS FAIRTRADE STATUS

The Manchester Museum shop has achieved Fairtrade status, after ensuring that over 90 per cent of its suppliers comply with Fairtrade standards. Visitors can now feel confident that what they are buying is not harming the global economy.

Students and staff at the University will receive 10 per cent off all products, including cards and

books, on the production of a valid staff or NUS card.

INVIGILATORS & CLERICAL MARKERS REQUIRED

The University Language Centre (IELTS) needs people to join its team of invigilators and clerical markers for IELTS test days. Successful applicants will be required to invigilate for the Listening, Reading and Writing papers during the morning of the test day and mark the Listening and Reading sections of the test during the afternoon. Full training will be given in all areas. IELTS tests are held on Saturdays throughout the year, at Oddfellows Hall.

For further details, application information and rates of pay, please contact:

Kelly McCord on 306 8991 or at k.mccord@manchester.ac.uk

THE SCHOOL OFFICE - SCHOOL OF ARTS, HISTORIES AND CULTURES

This month we put the School Office of the School of Arts, Histories and Cultures under the spotlight

Diane checks in with her team.



www.manchester.ac.uk

The School Office in the School of Arts, Histories and Cultures is the pivotal point of eight subject areas, 2,500 undergraduates, 600 postgraduates, 140 academic staff and 70 support staff. The Office itself has a staff of four.

She and her team - administrators Chris Grimshaw and Karri Condratoff, together with administrative assistant Robert Burgess - provide a very wide range of services. "It certainly has been a very busy seven months since the office was set up," says Diane. "Without the support of my team and the huge workload they cover, the School Office would not have come so far in such a short space of time. Our work is very varied - no two days are ever the same - and it is really interesting."

The School's subject areas are: Archaeology, Art History and Visual Studies, Classics and Ancient History, Drama, English and American Studies, History, Music, Religions and Theology. The School Office provides administrative support for all the Subject Leaders, as well as the Head and Deputy Head of School, the Head of Administration and the Resource Manager. From reception to the myriad of aspects which make up the School's infrastructure to the Student Resource Centre, the services provided are very wide-ranging indeed.

There are committees to service, co-ordination of and support for minor estates works, furniture and office equipment, staff recruitment, appointment

and accommodation, academic workload profiling and so on. The list is long. As well as "home" staff, there are visiting and honorary staff to deal with.

Each member of the team has their own areas of special responsibility. In addition to her supervisory duties, for instance, Diane looks after processes associated with academic probation, promotion and salary review, and Health and Safety. Chris acts as Freedom of Information and Data Protection co-ordinator for the School, supports the modelling and implementation of Staff Profiling Policy and co-ordinates the annual Personal Development Review process.

Karri manages the diaries of the Head and Deputy Head of School and Administration, provides support for the Subject Leaders and maintains the staff intranet. Robert provides the reception service, keeps logs of key information, makes sure the mail system works efficiently, monitors minor estates works.

These lists of responsibilities are by no means exhaustive, but give some idea of the work these key administrators put in. As Diane says: "The months ahead will be a challenging and thought-provoking time for us. Our work is certainly demanding, but very enjoyable."



Robert and Karri provide support for the School.

KEITH BRADLEY

Special Adviser on Government Relations to the President and Vice-Chancellor

Being the University's local MP for 18 years – he represented Withington – and a Minister in the Labour Government, Keith Bradley is eminently well-qualified to be Special Adviser on Government Relations to the President and Vice-Chancellor.

His job is to focus on government and political relations, raising awareness of the University and the contribution it can make at national, regional and local level.

“The University is a key partner in the development of policy, as well as being a key civic player,” he says.

Ironically, the job he now enjoys so much was not exactly a planned career move. Losing his seat at the last General Election, he had to find another job. “I am very lucky to be given the chance to continue to work in the political field, to stay in touch with Parliament and Whitehall, and to be involved in the agenda and pace set by the President. It gave me an exciting opportunity,” he says.

He is candid about the impact of losing his seat: “You suddenly have no influence on many plans and projects you had hoped to be part of. But this job enables me to do that.”

He also fits in very well with the Institute for Political and Economic Governance (IPEG), where he is based. Established in December

2002 under the direction of Professor Mike Emmerich, formerly a senior adviser to the Prime Minister, IPEG has research interests in a number of areas, including local government, civil renewal and regeneration. As a former Minister in the Home Office, with David Blunkett, and Social Security, a member of the Health Select Committee and Deputy Chief Whip, Keith Bradley has much to contribute himself. “I enjoy being engaged with research students,” he says.

His current concerns relate to the Energy Review, looking at the role of nuclear power, making sure that the University, which has set up the Dalton Nuclear Institute, can be involved in relevant discussions with Ministers and top civil servants. Similarly, the Education Bill going through Parliament, is of significant interest to the University and its engagement with local schools.

“The University has a huge new profile and there is a rapidly growing awareness of the contribution we can make,” he says.

Happily, he is not new to working in a university. He was at one time with the Social Policy Research Unit at York, where he completed his MPhil, before taking up his post as Research Officer for Manchester City Council. Subsequently, he became a member of the City Council and Member of Parliament for Withington. And he is obviously enjoying his new job, linking the University with policy makers.



“The University is a key partner in the development of policy, as well as being a key civic player”



To place a classified advert, contact Lorraine Harrop on uniads@manchester.ac.uk or 0161 275 2113. The deadline for the May issue is 12 noon on 13 April.

HOUSE FOR SALE

Buxton. Park Hse. Lux, duplex 4 bedrm apart, 2 bathrm, 2 lrg recep, halls, din-kit, store-rms in beaut Vic Italianate stone hse in conserv area built by arch. Robert Duke for himself in 1870, surrned by own gdns, garage, off-rd parking. Full GCH, rural splndr, 5 mins walk to railway st for easy link to M/CR. £299,500. 01298 78020 or 07786 132 125.

Buxton. Park Hse. Lovely spac 3 bedrm apart, 2nd flr, private entrance. Entrance hall, lnge, sit-rm, nice din-kit, bathrm with shwr & bath, dble-glzd. Full GCH, exc dec. Ideal loc. £179,500. 01298 78020 or 07786 132 125.

Altrincham. Newly restored, spac 3 bed Edwardian terr, 6 mins from town centre & Metro. Period features, stripped flrs, fireplaces, lrg kit, gdn. New sash-style windows, GFCH. <http://gh.nfshost.com/pdf/al/GHAL003042.pdf>. Contact Jo direct on (27)58156 or 07776 208 302

Wythenshawe. Newly dec well-sized 4 bedrm terr, lrg neat gdn. Cul-de-sac, nice neighbourhood, easy & fast (15 min) access to Uni via M56 J4. No chain. £129,995. 0161-498 8015 (after 6pm) or 07792 109 775 or email: ulyana.lalo@manchester.ac.uk

ACCOMMODATION TO LET

Bramhall/Cheadle Hulme. Immac f/f 2 bed bungalow. GCH, beaut dec, new beds. Very comf & cosy. Extremely sought after loc. £550pcm. 0161-485 312.

Glossop. Talbot St. 2 bed spac stone terr prop. New kit & bathrm, neutral dec throughout, gd carpets. 2 mins st & town centre. Non-smoker prfd. Sorry no DHSS. £495pcm. 0161-480 8583.

Dble rm in quiet period hse for non-smoker. Power shwr, d/washer, own parking space, open fire. 5 mins station, 10 mins Oxford Road. £80pw inc bills exc phone. Suit female prof on short-term let/visiting acad. Email: suecarrette@aol.com for details & photos.

Stockport. Earl St. 2 bed terr prop. Part/unfurn, laminate flrs. Neutral dec throughout, new carpets. 5 mins Edgeley St, 10 mins walk to town centre, Gdns f & r. Non-smoker prfd. £475pcm. 0161-480 8583.

UG/PG student to live with a friendly family owned by English teacher. Just 15 mins from the city centre, in spac Victorian accomm. £100pm with optional English classes. 0161-292 1476 (evngs) or 07792 255 065.

Lrg 3 bed house to share just 15 mins from city centre. Ideal for pg stud & accomm up to 5 people comfort. £450pm or neg by rm. 0161-292 1476 (evngs) or 07792 255 065.

Mottram via Hyde. 2 bed grnd flr apart. Fully refurb, new kit, bathrm, new carpets. Neutral dec throughout, small gdn. Garage to rear, close to M57. Gd loc, ready early April. Non-smoker prfd. £650pcm. 0161-480 8583.

Chorlton. Summer let (June-Aug) in well-equipped family hse. Reasonable rate for right person(s). (27)53690 or 0161-881 1206 or email: anthony.lappin@manchester.ac.uk

Rusholme. Dunworth St. Furn hse to let. 2 bedrms & bathrm. Study & liv rm, fitted kit. Small backyard. Ideal for couple/pg sharing. £600pm. 0161-226 7435 or 07766 153 897.

Hse to rent for 3, 6 or 12 mnths from Sept. 1 bedrm, Ch. Gdns, rural loc but 5 mins from 20 min train journey to Piccadilly. £350pm. Email: r.k.o'roure@leeds.ac.uk

HOLIDAY ACCOMMODATION

Apart in Emba, Paphos. Brand new apart, sleeps 4-6 in the tranquil village of Emba between Paphos & Coral Bay. See photos & details at www.ownersdirect.co.uk Prop Ref CY191. 07989 075 891.

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

Small park in picturesque Llangernyw. New caravan for sale. Views, village shop, 2 pubs with gd restaurants. 15 miles Mount Snowdon. 10 miles Llandudno/Conwy/A55. 01745 860 417.

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

Falmouth Area. Secluded, super-comfort chalet with own woodland, between creek & sandy beach; en-suite, verandah, fab views; sleeps 4-6. Short breaks welcome. £195-£580pw. Email: redrdrag@waitrose.com website (incl avail chart): www.hoadworks.com/towan.htm

Special Holidays. If you are planning a "holiday of a lifetime", perhaps to mark a special occasion, I can put together all the elements (flights, hotels, transfers, tours etc) in order to make it a memorable occasion. 0161-274 4444 or email: sales@deltatravel.co.uk

Nice. Attract apart nr Promenade des Anglais. Terrace, views, satellite tv, parking. Sleeps 2-3. Email: pcnm@lubs.leeds.ac.uk

Catterick Village. Nr Richmond, Yorkshire. Beautiful 18thC beamed cottage with private gdns. Local pubs & amenities, conv for dales & moors. Sleeps 1-6. From £150-£350. Website: www.blacksmithcottage.co.uk

Sarrazac, Dordogne. Perigordian farmhouse in lrg gdns. Sleeps 6 adults (+2 children under 2 yrs). Luxury private swimming pool. Fully refurb interior. Fully equipped mod kit. Facilities for special needs. All linen & towels provided. Prices from £250 - £850 pw. 00 33 553 62 95 51 or www.la-vigne.co.uk

Almeria brand new lux apart on the fab Valle del Este golf course. 2bed + 2 bath (1 en-suite). Sleeps 4. Fully a/c & heated. Lrg terrace, choice of 3 pools. 45 mins from Almeria airport. See photos of development www.msrgolf.com (Tamarillas). £200 - £300pw. 0161-276 5472 or 0161747 9604.

CARS FOR SALE

BMW Z3. Full MOT, 5 mnths tax. Exc cond. Lady owner. £8,500 ono (27)55121 or 07738 595 323.

1974 MGB-GT Damask Red with chrome bumpers. Tax & tested until Aug 06. Exc cond with extensive history file. £2,800. 07768 334 423 or email: sir.dje@btinternet.com

1993 Peugeot 205. Auto, 1.6, white. Tax & Mot to Aug 06. New cat convertor. £650 ono. 07763 866 743.

MISC SALES

Moses basket & stand by Mamas & Papas. Exc cond. Can email photos. £40. (27)50509 or email: cwalch@dom.oi.mbs.ac.uk

Driveway Gates. As new 3.5ft high black stoved epoxy coated wrought iron, to fit 10 ft gap. Ready to hang. £95. Princess design single bed duvet set for a little girl called Charlotte £8. (27)58649 or 01457 832072 or email: diana.knight@manchester.ac.uk

Remote controlled Plane. High wing style 5ft wingspan, 4ft long "T77" with a Thunderchief Gp42 2-stroke engine, controlled via a Futaba Skyport 4.4-channel FM narrow band radio controlled system comp with charges + Go-plug starter, accessories inc. £190. 0161-980 5691 or email: dave_grovedale@lineone.net

Habitat dining table & chairs. Dublin glass top table & 4 altea chairs with black leather changeable covers. Ex cond, hardly used. Moves forces sale. Sell for £300. 07799 265 563.

Stata 7 for windows 95 or 98. (CD & getting started with Stata for windows book). £50. (27)55054 or email: stephen.rudolfer@manchester.ac.uk

Girl's road bike aged 5+. Genesis 'Freespirit', 5 gears, dark pink/blue body. Exc cond. £30 ono. Meindl gortex girls walking boots, size 2 or Euro 34, black/grey. Hardly used, exc cond. £20 ono. Email: Fiona.barker@manchester.ac.uk

Children's single bed. Mothercare pine 75cm x 190cm. suit for 3-10 yr old with mattress. Exc cond. Only 1 yr old. Cost £180, will sell for £40 ono. (27)52359.

Sofa black 3-4 seater (two). Gd quality leather. Ex-Peter Carlson, reddish. £175 each, may be able to deliver. 07815 550 663 or email: tkcyog@hotmail.co.uk

Townsend Destiny Ladies rd/mountain bike. Dark green, 26" wheel, 18" frame, 15 gears. Gd cond. £40. (27)556982 or email: denise.klangrish@manchester.ac.uk

3ft single storage bed with mattress. Gd cond. £20. May be able to arrange delivery for extra £5 depend on loc. 0161-232 5609 or email: janhilton@hotmail.com

Lrg light blue hard trolley case with 2 combination padlocks & smooth running wheels. Ideal for next holiday. £70. 07811 744 748.

WANTED

From Sept 06, seeking home to share with like-minded owner/occupier, up to £260pcm incl. Sociable but hardworking 27 yr old female grad/uni staff. All areas consid but will need to balance travel expenses against budget. 07709 939 671 or 08708 324 985.

Wythenshawe Hospital Gastroenterology Unit are looking for volunteers who think they are depressed or have diagnosed depression to participate in an ethically approved study on colour perceptions. All that is required is the completion of two very short questionnaires on colour & mood. Email: helen.carruthers@smuht.nwest.nhs.uk

Seeking lift. Non-smoking female sec travelling around 7.30am from Audenshaw, Stamford rd/nearby/Denton, M/cr Rd to Piccadilly/Oxford Rd area/ Return 4.40-5.00pm if poss. Cost shared. 07866 506 817.

SERVICES

John Toland, Professional Glazier & Window Fitter. All window, glass & framework. Dble glazing. Replacement of failed unit (misted glass). Fascias & soffits. 07963 620 887 or 01457 855 382 (ansphone).

Indexing. Do you have to provide an index for your book? A professional indexer will do a professional job. Arts, humanities & social science subjects. 01565 653 597 or email: wildings@btinternet.com

House Improvements. From decoration to carpentry finishes. Wood floors refinished, plastering, doors, architraving, skirting, shelving, storage/wardrobe units. Design & fix. Experienced tradesman. 0161-223 0125 ansphone & fax.

Exp. Joiner. All types of carpentry, woodwork, joinery. Tiling & Plastering. Kitchen, bedroom & office fitting. New windows, doors, ceilings. Hardwood/laminate flooring. Skirting & dado rails, stairs & staircases. Plumbing & electrics. Bricklaying & masonry. Problems discussed. No call-out charge. Free estimates. 0161-610 8597 (answering service) or 07743 324 169.

Independent researcher avail for focus groups facilitation, interviews, qualitative analysis, CV supplied. 01200 440 912 or 07966 699 326 or email: susanhinder@bebb.net

Coaching/Career Consultancy/Personal Development with Chartered Psychologist UKCP accredited NLP Psychotherapist and qualified coach with over 20 yrs' consultancy experience. Psychometric assessment avail. 0161-865 3193 or email: fokkina@tiscali.co.uk

English Language Worries? ESOL/EFL Language Teacher with 26 yrs' experience avail for tutoring beginners, intermediates & advanced students in written & spoken language development. Reasonable rates. 0161-448 8183 or 07790 729 240 or email: cass.windchild@ntlworld.com

Canvas Prints. Have your favourite photograph (family photos, pets, hobbies, artwork & special occasions) printed & hand finished on to canvas. Any size from A4 up to 36" wide. For prices & more info 0161-442 9763 or 07791 169 119.

Chartered Counselling Psychologist/Psychotherapist. Yasmina Lallemand, DipCounsPsych, MSc, DESS, EMDR trained. Staff counselling, psychological assessment, psychotherapy, stress, anxiety, depression, PTSD, trauma. 0161-292 8318 or 07754 140 998.

Assistance with English Language, layout, typing etc of theses, dissertations, reports, specifications, CVs & other documents. No job too large or small. Professional services. Reasonable rates. 0161-231 4648.

Consultancy & Professional Development Services. Training & development events, programme/service evaluation & review, mentor/mentee development, bespoke documentation eg handbooks. 15 yrs' experience in HE sector. Competitive rates. Email: suecarrette@aol.com for details.

Detox. Feeling tired, jaded why not detox with the detox foot spa. Take the spa home, use oil & bring it back next day. £25. (27)57301 or 07720 289 839

Transcribing Services. Fast & efficient transcribing of recorded uni research eg. Interviews & other audio. Competitive rates. Free estimate. Confidentiality assured. Email: fiona.wilson@manchester.ac.uk

Ian Campbell Builders. All paving & block paving & drainage work carried out & general property repairs carried out. Free estimates. 0161-438 5159 or 07966 699 326 or email: icampbell@fsmail.net

Effective Speaking. Training course or private tuition offered by experienced public speaker & trainer. Anything from funeral speeches to powerpoint presentations. (27)53079, email: jackie.wilkin@manchester.ac.uk or jwilkin@talk.net

NOTICEBOARD

HALF-DAY HANDS-ON WORKSHOPS

Distributed Learning and IT Services are offering a programme of free, half-day hands-on workshops in the Kilburn Building, Oxford Road. The WebCT courses listed relate to Campus Edition 4.1

Using Graphics and Images for Online Learning

Wednesday, 5 April, 2pm - 5pm,
Lascelles Williams Room

How to prepare and use simple vector drawings and bitmap images in online learning pages, using Macromedia Fireworks 8 and Dreamweaver. A simple introduction to theory and practice for non-specialist academic and support staff. No specialist knowledge of graphic design, web authoring or image editing is assumed.

WebCT Staff Introduction

Monday, 10 April or Tuesday, 25 April, 2pm - 5pm,
Small Training Room

For academics and support staff new to WebCT Campus Edition or wishing to refresh their knowledge, this covers a survey of WebCT tools and the WebCT interface as seen by learners, including examples of existing courses.

Building your WebCT Course

Wednesday, 26 April, 2pm - 5pm,
Lascelles Williams Room

How to build a functioning WebCT Campus Edition course from a basic template, structuring content and adding tools. Does not cover assessment tools or web authoring. Assumes familiarity with WebCT tools and interface (eg from Staff Introduction course), but not html authoring skills.

Accessible Online Learning Pages with Dreamweaver

Wednesday, 3 May, 2pm - 5pm,
Lascelles Williams Room.

For academics and support staff rather than professional web developers, this hands-on workshop covers how to create valid, accessible pages from materials in Microsoft Word format using Dreamweaver and the LIFT accessibility tool.

An Introduction to Designing and Developing Online Assessment and Feedback

Wednesday, 29 March, 2pm-5pm,
Lascelles Williams Room

This workshop offers the opportunity to evaluate the use of the online environment to support, enhance and/or deliver different modes and methods of assessment. Using WebCT as the main exemplar the course will cover the design, development and delivery of a broad range of assessment techniques.

Communicating and Collaborating Online

Friday, 5 May, 2pm-5pm,
Undergraduate Training Room

How to use conferencing and other collaboration tools to support online learning. The course assumes familiarity with the WebCT Campus Edition interface (eg from the Staff Introduction course) and may involve some preparatory online work.

For more information or to book a place contact david.hume@manchester.ac.uk

COCHRANE ORAL HEALTH GROUP SYMPOSIUM

Evidence for up to date clinical dental practice: 10 years of the Cochrane Oral Health Group

Tuesday, 30 – Wednesday, 31 May 2006
Manchester Conference Centre, Weston Building,
Sackville Street

For more information about the symposium and to book a place visit
www.cochrane-oral.man.ac.uk/symposium.html

FITNESS CLASSES

- THE WELL-BEING ROOM

Monday

Tai Chi 12-1pm (drop-in £4 staff)
Actively Managing your Mood 1-2pm (drop-in FREE)

Tuesday

Pilates (beginners) 12-1pm (enrol £22.50 staff)
Managing Anxiety 1-2pm (FREE - pre-book*)
Classical Hatha Yoga 4.30-5.30pm (enrol £22.5 staff)
Managing Low Mood 5.30 - 7pm (FREE - pre-book*)

Wednesday

Alexander Technique 12-1pm (enrol - £28 staff)

Thursday

Alexander Technique 12-1pm (enrol - £28 staff)
Mindfulness Relaxation 12-1pm (FREE - pre-book*)
Pilates 5-6pm (enrol - £22.50 staff)
Ashtanga Yoga 6-7pm (enrol - £22.50 staff)
Yang style Tai Chi 7-8pm (enrol - £22.50 staff)

Friday

WeightWatchers @ work 11.45-12.45pm (drop-in £4.95)
Core Stability for men 1-2pm (enrol £22.50 staff)

All enrolment courses are six weeks and should be booked in advance at SPORT Head Office, William Kay House, 333 Oxford Rd. Call 0161 275 5986 or email gail.heathcote-milner@manchester.ac.uk

*Book in advance at Counselling, Crawford House, Precinct Centre. Call 0161 275 2864 or email counsel.service@manchester.ac.uk

- SACKVILLE STREET BUILDING

Tuesday

Pilates 12.30 - 1.30pm (enrol £22.50 staff)

Wednesday

Bums & Tums 5 - 5.45pm (enrol £22.50 staff)

All enrolment courses are six weeks and should be booked in advance at SPORT Head Office, William Kay House, 333 Oxford Rd. Call 0161 275 5986 or email gail.heathcote-milner@manchester.ac.uk

- THE MANCHESTER MUSEUM

Tuesday

Campus Power Walk 1 - 1.30pm (FREE)

Wednesday

Tai Chi Qigong 8.15 - 9am (enrol £22.50 staff)

Thursday

Campus Power Walk 12-12.30pm (FREE)
Indian Folk & Bollywood Dance 4-5pm (enrol £22.50 staff)

All enrolment courses are six weeks and should be booked in advance at SPORT Head Office, William Kay House, 333 Oxford Rd. Call 0161 275 5986 or email gail.heathcote-milner@manchester.ac.uk



- SUGDEN SPORTS CENTRE

Monday

Free style Jazz Dance 6-7pm (enrol £22.50 staff)
Cheerleading 7-8pm (enrol £22.50 staff)

Tuesday

Self Defence - women only 4-5pm (enrol £22.50 staff)

Wednesday

Come Dancing - beginners 5-6pm (enrol £22.50 staff)

Thursday Belly Dancing 5-6pm (enrol £22.50 staff)

Book courses at Sugden Centre reception. Call 0161 200 4026 for details

THE AHMED IQBAL ULLAH RACE RELATIONS RESOURCE CENTRE AND EDUCATION TRUST

The Ahmed Iqbal Ullah Race Relations Resource Centre and Education Trust, and The University of Manchester Drama Department invite you to attend a short series of films that examine the problems caused by racism in a wide range of settings.

You can catch the following movies on the following days:

April 25 - Colour Adjustment

May 2 - It Ain't Half Racist Mum and the Diary of Rita Patel

For more information contact The Ahmed Iqbal Ullah Race Relations Resource Centre via rrarchive@man.ac.uk.

For access to more resources on issues of race visit the Resource Centre in Devonshire house or Drama Library in the Sir Martin Harris Building.

THE UNIVERSITY OF MANCHESTER SCHOOL OF LAW LEGAL ADVICE CENTRE

The Legal Advice Centre operates during term-time and provides free, legal advice in strictest confidence to both students, staff and members of the public. Clients are advised by law students supervised by local lawyers and professionally qualified teaching staff.

Precinct Centre, Oxford Road. Opening times:

Mon-Fri 10am-2pm

tel 0161 275 7977 fax 0161 275 7976

email free.legal@manchester.ac.uk

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

WELCOME TO THE WORLD OF CAFÉ SCIENTIFIQUE!



Café Scientifique is a place where, for the price of a cup of coffee or a glass of wine, anyone can come to explore the latest ideas in science and technology. Meetings have taken place in cafés, bars, restaurants and even theatres, but always outside a traditional academic context.

It is based on the Café Philosophique movement, which was established in France in 1992 by the philosopher Marc Sautet, to provide venues where ordinary people could discuss topics in philosophy. The first Cafés Scientifiques were held in the UK in Leeds in 1998. From there, cafés sprang up in Newcastle, Nottingham and Oxford and then gradually spread throughout the UK. Currently, over 30 cafés meet regularly to hear scientists, or writers on science, talk about their work and discuss it with diverse audiences.

Café Scientifique is a forum for debating science issues, not a shop window for science. It is committed to promoting public engagement with science and to making science accountable. The evening is usually led by an invited speaker who talks briefly and without visual aids, before

throwing open the topic to debate, in which everyone is encouraged to take part.

Café Scientifique Manchester takes place at Café Muse in The Manchester Museum on the first Monday of the month at 6.30pm. On Monday 3 April 2006, Jan Wright, Professor of Engineering at The University of Manchester, will lead a discussion on Human-Structure Dynamic Interaction. In the search for sports stadia with better visibility and more lightweight design, structures are more flexible and the natural frequency of vibration of the structure caused by the movement of crowds has reduced. Professor Wright will look at some of the issues including: What is the dynamic loading generated when one or more people jump, bounce or sway on a rigid structure, and how does this alter if the structure is flexible? What design guidelines and control measures should be employed for new stadia? He will also discuss the recent work at this University on human-structure dynamic interaction, carried out on a dedicated and unique dynamic test rig.



Please book in advance at www.cafescientifique.manchester.ac.uk/book



ANY QUESTIONS?

I was very pleased to see that the 147 bus will be free for University staff and students between the Sackville Street and Oxford Road areas of the campus. However, does the University realise that Gateway House, next to Piccadilly rail station and directly on the 147 route, is part of the University campus system and that a significant number - probably the majority- of staff and students from the School of Nursing, Midwifery and Social Work are housed there? Staff and students from Gateway House frequently use the 147 bus to travel to the Oxford Road area so will we still have to pay as technically the free route does not take in Piccadilly Station - or will we be charged a percentage of the fare?

**Lisa Bacon
Head of Maternal, Child and Social Care Division
The School of Nursing, Midwifery and Social Work
lisa.bacon@manchester.ac.uk
0161 237 2542**

I am sympathetic to your point of view, which is shared by other people based at Gateway House, but, unfortunately, it has not been possible to arrange free transport from Piccadilly rail station. There are two reasons for this:

1. There is a strong possibility that the Inland Revenue might see free travel from Piccadilly as a taxable perk and it was not possible to explore this fully within the timescales for the letting of the new contract.
2. The other partners in the Oxford Road Link - CMMC NHS Trust, MMU and RNCM - objected to free travel running from Piccadilly as they do not wish to pursue this for their institutions and they would only agree to free travel between the main campus areas. It was not possible for the Directorate of Estates to negotiate over the status of the Gateway House area on this occasion.

This means that people from Gateway House who wish to take advantage of the free travel offer will have to walk to Sackville Street to catch the bus.

While this is not ideal, it is worth remembering that people working at the edges of the Sackville Street and the Oxford Road areas will have to walk a similar distance to reach the nearest bus stop within the free travel zone.

Diana Hampson
Director of Estates



LETTERS

I just wanted to say how much I enjoy receiving my copy of UniLife.

I particularly enjoy reading the profiles of successful members of staff - although the profiles make me feel a bit jealous, they are quite inspiring too. They give me something to aim for and make me feel like I am part of something important.

The President's letter in the March edition of UniLife also struck a particular chord with me. How exciting to think of a university-driven second Renaissance and Manchester right at the centre of it!

Thank you so much for sending me my monthly dose of inspiration.

Dr Richard Greaves
Faculty of Life Sciences



DEADLINE FOR NEXT ISSUE

Please note the copy deadline for the May issue of Staff Update is Wednesday, 12 April 2006.



AND FINALLY...

Looking for a vacation experience that lets you dip into a new culture while leaving a positive mark on the community in Ethiopia? Building Hope needs your energy and enthusiasm to drive nails, lay foundations and otherwise build hope with Ethiopian families.

Ethiopia, the oldest independent nation in Africa, is truly a land of contrasts and extremes; a land of remote and wild places, covering an area twice the size of Kenya, France or Texas with a population of about 70 million. Its housing crisis is one of the world's worst, with more than 89 per cent of Ethiopians homeless or living in substandard housing. You will spend ten days with local people helping them building their own home and experiencing the warm hospitality that the Ethiopian people have to offer.

Building Hope is now recruiting a team of 10-15 volunteers. The trip is scheduled from 23 July to 9 August 2006 - dates subject to change. The cost of the trip is £1,200 which will include a registration fee of £200, a minimum donation to Building Hope of £300, flights and travel insurance, accommodation and meals, drinking water, transport, sightseeing, first aid provision and orientation materials.

Visit the website to find out more about Building Hope and to download the information pack on volunteering or email Veronique Rizzuto on info@buildinghope.co.uk. The deadline for application has been extended until 28 April 2006.

 www.buildinghope.co.uk

WOOD STREET MISSION DRAW

The winner of the March prize draw is Miss AL Papworth from the School of Chemical Engineering and Analytical Sciences. The winning number was 211.

OPEN MEETING

If you are interested in the University's plans for e-Learning, come along to the next Open Meeting for staff on Wednesday 10 May 2006, which is devoted to this topic. Hosted by Bob Munn, Vice-President for Teaching and Learning, the Open Meeting will take place from 1pm to 2pm in the Kilburn Building, Lecture Theatre 1.1. Everyone is welcome.

CONGRATULATIONS!



Congratulations to **Elizabeth Aniteye**, Senior Occupational Health Nurse, who has been recognised at the Manchester Women's Awards 2006, where she was presented the award for an Outstanding Project by or for Women, on behalf of the African Women's Health Forum.



Hearty congratulations to **Tony Oliver**, from the Pensions Office in the Directorate of Human Resources, and **Birte Dar**, International Students Advisor in the Student Services Centre, who were married at Manchester Registry Office on 4 February 2006.



Congratulations to **Patricia Alder**, from the Directorate of Finance, and **George Parchment** who were married on 27 January 2006, at The Park Hall Hotel, Chorley

Congratulations to **David Tomlinson**, from the Faculty of Life Sciences, who will be awarded a prize as 'Outstanding Foreign Investigator' on the occasion of the Japanese Diabetes Society meeting in Hirosaki in October 2006.

Congratulations to **Jeannie Ivanov**, the University's Sport Sabbatical Officer, who has been jointly awarded the Chris Potter Bursary recognizing the outstanding contribution she has made to sport.

Please send brief information on weddings, births, achievements and other good news stories, along with a photo if you have one, to uninews@manchester.ac.uk or call 0161 275 2112.

CAMPUS CLOSE-UP



KRO

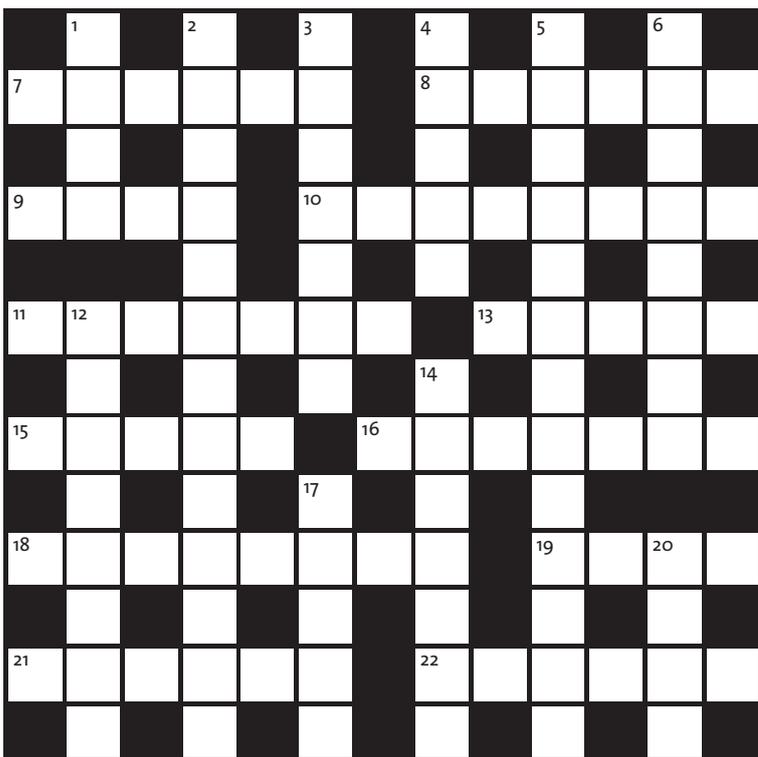
welcome to the family



Last month's illicit illustration was a pottery vase decorated with the facial features of the god Bes, from Esna c. 900 BC. Bes is in the Egyptology gallery at the Manchester Museum, in a case titled: 'Feeding the Tomb Owner'.

Have a guess at what this month's obfuscating image is. If you think you know, send your answers to the usual email address, lorraine.harrop@manchester.ac.uk, or by post to G3 Beyer Building. The winner will be chosen from a hat of correct entries and will receive a free meal and drink at Kro 1 on Oxford Road.

CROSSWORD GENERAL KNOWLEDGE



Across

- 7 The Mikado's town (6)
- 8 French town famous for its tapestry (6)
- 9 A river in central Europe (4)
- 10 Builder of the Labyrinth of Minos (8)
- 11 Northumbrian market town (7)
- 12 A comb-like swimming organ (5)
- 15 Greek author of fables (5)
- 16 Author of a list of peers (7)
- 18 National Park in California (8)
- 19 The "Little Sparrow" of France (4)
- 21 A South American cloak (6)
- 22 A type of kidney bean grown especially in China and Japan (6)

Down

- 1 Herb having aromatic threadlike foliage (4)
- 2 City in Bouches du Rhône (3-2-8)
- 3 An opponent of technological progress (7)
- 4 Realistic Norwegian author (5)
- 5 A werewolf (13)
- 6 A French Calvinist of the 16th or 17th centuries (8)
- 12 Anthem of the European Union (3,2,3)
- 14 The capital and largest city of Iran (7)
- 17 The largest and most eastern of the Lesser Sunda Islands (5)
- 20 An ansate cross, the symbol of life (4)

Solution to the Cryptic crossword appearing in the last issue

