

STAFF
UPDATE

Exclusively for staff at The University of Manchester

EARLY RETIREMENT & VOLUNTARY SEVERANCE SCHEME

The University has introduced a new Early Retirement and Voluntary Severance Scheme. The aim of the Scheme is to facilitate a reduction in staff numbers in some areas and to facilitate restructuring in other areas in order to assist the University in achieving the academic, strategic and financial goals laid out in the Manchester 2015 Strategic Plan.

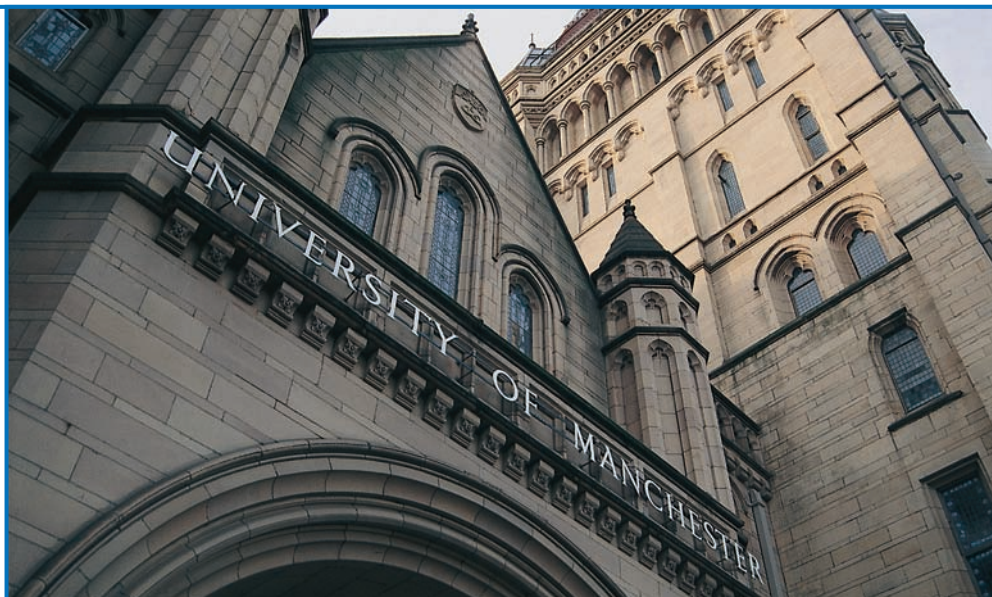
The Scheme is entirely voluntary. In all cases, the institutional interest will be paramount, such that the University reserves the right to accept or reject any application for severance from any individual. Certainly, approval will only be given where there is no intention to replace the applicant.

The Scheme is available for application by all staff, in the context of a requirement for general restructuring. It replaces all other schemes, and is not available to staff for whom agreed arrangements for early retirement or voluntary severance have already been made.

It will be effective from 1 May 2006 and remain available to staff until late summer 2006. Notice will be given four weeks before the intended closure of the Scheme. Staff are encouraged to apply for the Scheme as early as possible so that decisions can be made by July 2006 to comply with the University's accounting rules.

Staff may elect a release date up to 31 December 2006, although the suitability of any elected date will be the decision of management. Final departure dates agreed should take into account the need to complete current and anticipated commitments.

Provision will normally be up to the equivalent of one year of an applicant's basic salary. The resource available will be able to be used flexibly by the applicant for severance purposes – taking part or all as cash, or investing whole or part into the purchase of additional years of pensionable service.



Severance payments will be inclusive of statutory redundancy provisions, and be subject to Her Majesty's Revenue and Customs rules, but the normal expectation should be that payments up to £30000 will be free of income tax.

The Vice-President/Dean or appropriate Head of organisational unit (for example, Head of School; Directorate; Division; School Administration) will be available for informal and confidential consultation about the likelihood of an application being successful. Individual members of staff may also wish to consult with their Human Resources management team, a member of the Pensions Office or the Director of Human Resources, who will discuss in confidence and without obligation on the part of the individual, the implications of any subsequent agreement and alternative means of exercising the flexibility which is a feature of the Scheme.

At no stage during the period of informal consultation will any commitment be given or intended by the University, or expected of the enquirer.

Should the individual decide to proceed, initial application should be made to the Head of Human Resources of Faculty or Administration as appropriate.

Thereafter, the application will be considered through a University approvals process involving consultation with the Vice-President/Dean or Director as appropriate, and final determination by a panel composed of the Registrar and Secretary, and Directors of Finance; and HR. Where authorised, a formal offer will be made. There must be no presumption that an offer has been made - or is about to be made - until such an offer is received by the applicant in writing from the relevant Head of HR.

There will be no buy-back to employment or re-engagement of a member of staff who leaves under the provisions of this Scheme. Members of staff who leave under the provisions of this Scheme will not be eligible to be re-employed by the University within the following 12 months.

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Congratulations, plus a new competition and crossword

STAFF TRAINING AND DEVELOPMENT

There are still places available on the following courses. To book a place, please call 52525, or email courses-stdu@manchester.ac.uk. Further information on all courses can be found at www.intranet.man.ac.uk/rsd/tdu/index.htm

3 May 2006 9.30am-1pm P25: Improve Your Memory	10 May 2006 1.30pm-2.30pm HS75: Safe UV Practice
3 May 2006 10am-4pm P39: Image Course	10 May 2006 2pm-4pm WB5: Coping Better with Academic Pressures
4 May 2006 10am-4pm HS71: Health & Safety for Managers	17 May 2006 10am-4pm (follow-up session 31 May and 14 June, 1pm-4pm) P29: Building Confidence
8 May 2006 9.30am-1pm AP8: PDR for Reviewers (Academic-related & support staff)	18 May 2006 9.30-1pm P26: Speed Reading
8 May 2006 9.30am-12.30pm TL31: Oratory Laboratory	19 May 2006 9.30-1pm AP5: PDR for Reviewers (Academic)
9 May 2006 10am-4pm WB4: Managing Other People's Stress	19 May 2006 9.30-5pm M1: Design & Print
10 May 2006 9.30am-1pm BF34: Risk Management Training (Business Risk)	23 May 2006 9.30-12.30pm HS49: COSHH Assessment for Non Lab-based Staff

OBITUARIES

Professor Enid Mumford died on Friday, 7 April 2006, aged 82. Enid Mumford was, until recently, an Emeritus Professor of The University of Manchester and a Visiting Fellow at Manchester Business School. She was a companion of the Institute of Personnel Development and a Fellow of the British Computer Society (BCS). She was also a founder member and ex-chairperson of the BCS Sociotechnical Group.

Early in her career, Enid Mumford realised that the implementation of large computer systems generally resulted in failure to produce a satisfactory outcome. Such failure could arise even when the underlying technology was adequate. She demonstrated that the underlying cause was an inability to overcome human factors associated with the implementation and use of computers. Four decades later, despite the identification of these sociotechnical factors and the development of methodologies to overcome such problems, large scale computer implementations are often unsuccessful in practice.

In 1983, she won the American Warnier Prize for her contributions to information science, followed by an Honorary Doctorate from the University of Jyväskylä in Finland. In 1999, she was the only British recipient of a Leo Lifetime Achievement Award for Exceptional Achievement in Information Systems, one of only four in that year. Leo Awards are given by the Association for Information Systems (AIS).

MOVES

Matt Foulkes has been appointed as Events co-ordinator for One Central Park, the University's new site on the east side of Manchester.

Lisa Linekar has joined as Conference and Marketing Assistant at One Central Park.



MANCHESTER
1824

The University
of Manchester

Staff Survey 2006

24 April - 19 May

Everyone's views
are important
Make yours heard!

staffsurvey@manchester.ac.uk

STAFF SURVEY 2006



This year's Staff Survey was launched on Monday 24 April. All University employees are encouraged to make their views heard by completing either an online or paper version by 19 May 2006.

This survey is shorter than the last one but retains many of the same questions to allow trends to be monitored. Other questions have been revised to reflect feedback or as a result of lessons learned from the last survey.

The link is www.manchester.ac.uk/staffsurvey

Queries can be sent to the survey team by email: staffsurvey@manchester.ac.uk

Full details of the results and actions arising from the 2004 survey can be found at: www.campus.manchester.ac.uk/staffnet/staffsurvey

NEW CAR PARK OPENS



CAR PARK STAFF

Stuart Lockwood, Project Building Surveyor
Liz Usher, Office Manager
Ian Hilton, Car Parks Manager

The new Booth Street West Multi-Storey Car Park was handed over to the University on 10 April 2006. Having been completed on time, it is now in operation.

The car park has a capacity of 974 spaces, 55 of which are designed to accommodate persons with disability. The car park is open seven days a week from 6am to 12midnight and is staffed during these times. Every effort has been taken to ensure that it provides a safe and secure environment and meets all the criteria required for the Police 'Secure Car Parks' Award.

The building will also provide accommodation for the University Car Parks Office which is

moving from its current location in the John Owens Building. The contact numbers (27)52228 and (27)52231, are the same. The car parks staff are in the process of transferring permit holders to car parks as close as possible to their place of employment. They will then begin to allocate permits to those on the waiting list.

It is hoped this will signify the end of an extremely difficult period for many who have to commute by car. The Director of Estates, Diana Hampson, would like to thank all staff for their patience, with special thanks to Ian, Liz and Stuart (pictured) for their efforts, which, together with the builders, S.C.C. Ltd, have seen all the time schedules being met.

OPEN MEETING WITH THE PRESIDENT AND VICE-CHANCELLOR

You are invited to meet the President and Vice-Chancellor, Professor Alan Gilbert, on Tuesday, 23 May 2006 for an update on the University's progress towards the goals identified in its strategic plan, Manchester 2015. Professor Gilbert will give a short presentation, after which you will be free to ask questions about the plan and more generally. The meeting will take place from 1pm to 2pm in Lecture Theatre 1, Crawford House, and seats will be allocated on a first-come, first-served basis.



MATERIAL WORLD

Three members of the School of Materials, Aileen Collis, Jacquie Wilson and Vicki Wheeler, are holding an exhibition of original designs and artwork from Wednesday, 24 to Saturday, 27 May 2006, at Hulme Hall, Oxford Place.

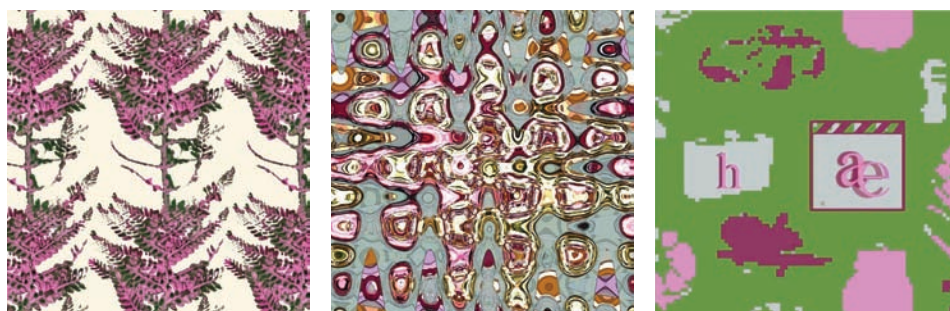
Aileen Collis is currently an Artist in Residence on the 'Setting Up Scheme', supported by Arts Council England, North West. Her design process begins with photography, which is then manipulated using computer software to create multi-faceted, decorative and illusional one off pieces. End use is a main consideration; from deckchairs to art canvases, Collis approaches each new project differently.

Jacquie Wilson is a Senior Lecturer in Design. Jacquie's work is driven by concerns with location, time, and space and tries to make chaos out of order as well as order out of chaos. It is concerned

with control and freedom, similarity and variation, single images and repetition. Landscapes emerge from sprayed grasses on canvas and paper while plants grow into abstract panels in series. The work evokes multi-layered experiences through space, colour, time and light.

Vicki Wheeler is a Lecturer in CAD and Drawing. Her practice explores architecture and other built space, and our relationship to these 'artificial' environments. Particularly concerned with working site specifically, she creates digital prints on textile, paper and other materials as well as experimenting with methods of installation.

A Preview Evening is being held on Wednesday, 24 May 2006 between 5pm - 9pm. The exhibition is open Thursday, 25 and Friday, 26 May 2006, from 11am - 2pm and 4pm - 7pm, and Saturday, 27 May 2006, from 11am - 4pm.



GET ACTIVE IN THE OFFICE!

Staff are being encouraged to take more exercise – without leaving their desks. SPORT, a part of STARS, has devised a series of web-based workouts to allow office-based staff to build exercise into their daily routine.

'Deskercise' is being offered to staff at The University of Manchester through a series of instructional videos on the University website www.manchester.ac.uk/sport. Deskercise will be available to view from 15 May 2006.

Sport Marketing Officer, Beccy Archer, who helped develop Deskercise, said: "The workouts are aimed at staff who spend large amounts of time sitting down at a computer screen. We're hoping these simple routines will help to improve the health and wellbeing of the University's workforce."

Deskercise is straightforward to use. From 15 May 2006, all staff will be able to take part by logging on to the website and entering their University username and password. They will then be able to click on individual exercises or groups of exercises to form their work-out.

Sport Development Officer for Health & Fitness, Gail Heathcote-Milner, said: "We have devised the programmes based around a



number of themes, such as 'Stretching and Posture', 'Strength and Conditioning' and 'Relaxation and Breathing'. They're good fun to do and hopefully staff will be able to enjoy the benefits."

Each exercise takes only a few minutes to do. "If you spend long periods of time sitting down, it's a good idea to do regular stretches," adds Gail. "Taking part in Deskercise will give staff an idea of the type of stretches they can do to relieve tension and improve their wellbeing at work"



www.manchester.ac.uk/sport

www.manchester.ac.uk/stars/itservices

POSTGRADUATE ADMINISTRATORS' CONFERENCE



On 30 March 2006, the University held its first conference for postgraduate administrators. The main aims of the day were to foster a graduate education community for administrators across the University, and to encourage networking, sharing good practice and communication across and between a wide range of administrative staff working in graduate education roles.

Professor Gerald Hammond, Associate Vice President for Graduate Education and Albert McMenemy, Registrar and Secretary, addressed the conference. An insight into graduate education through the years and the vision for graduate education at The University of Manchester were presented, in addition to discussion of the key priorities for the University's administration. The conference also offered an opportunity for participants to find out about new policies and initiatives in postgraduate education and to take part in interactive workshop sessions focussing on topics such as student support, graduate policy, recruitment and admissions and international development.

The conference was well attended, with over 100 colleagues participating and it is planned to make it an annual event. A number of the workshop sessions will also be repeated later on in the year.

For more information about the conference or workshop sessions, or if you have any suggestions for future workshops, please contact Kathryn Curr at K.Curr@manchester.ac.uk. A conference report and copies of presentations made at the conference will also be available on the Graduate Education website at a later date.



www.campus.manchester.ac.uk/researchoffice/graduate/events

MANCUNIANs MAKE SENSE OF THEIR BRAINS

People from across Greater Manchester found out how well they know their own minds recently, when they attended a range of activities organised by the University as part of Brain Awareness Week. For the third year running, a children's event was held at The Manchester Museum and another for the general public at the Arndale Centre.

The Museum event was specially designed to enhance children's understanding of how the brain works, with pupils from Altrincham Grammar School for Girls working with academics to devise and run the activities. At the Arndale, shoppers were also asked to submit their views on the success of the event.

Organiser, Dr Ellen Poliakoff of the School of Psychological Sciences, said: "They were highly interactive events, with activities focused on understanding the senses, including visual illusions, reading Braille and working out the flavours of deceptively-coloured drinks. Having local schoolchildren help us devise them was invaluable in finding the most enjoyable and accessible ways of communicating scientific knowledge.

"One visitor commented that it was the best event she had ever attended at the Museum, and at the Arndale two girls were so impressed that they started demonstrating the activities themselves!"

Co-organiser, Dr Stuart Allan of the Faculty of Life Sciences, added: "We hope that some of the youngsters who took part will be encouraged to think about careers in science. It can have an image problem, but these events hopefully demonstrated that it's not all about white coats and grey beards."

Brain-shaped stress balls, Pickled Brain sweets and 'Know Your Brain' leaflets were handed out on the days, but the team says there was a serious side to the events.

"As well as how the brain interprets what we see and feel, we also illustrated how it's put together and what goes wrong in conditions like Parkinson's, Alzheimer's and stroke," explained Stuart. "During Brain Awareness Week last year we saw a widespread desire to know more about diseases like this which people often have direct experience of - and the research we are doing to help understand and treat them."



HIGHER FUTURES 4 U

The University was pleased to welcome over 300 primary school children onto campus as part of an exciting new initiative called Higher Futures4U – a flagship project developed by Aimhigher Greater Manchester in partnership with the University's Student Recruitment, Admissions & Widening Participation Division, The Manchester Museum and the Careers and Employability Division. The Year 6 pupils and their parents came from 12 primary schools across Greater Manchester, in areas known to have low participation rates into higher education. For the vast majority of children their visit was the first opportunity they would have had to meet real students and visit one of their local Universities.

Higher Futures4U is being led by Stuart Herrington, a former Manchester primary Headteacher, in close partnership with the University. A key part of the project has involved 60 children each day taking part in carousel activities encompassing extracting DNA from onions in The Manchester Museum, student-life 'speed-dating' and an interactive campus tour through a 'day-in-the-life' diary of a typical Manchester student.

Paul Shone from the Student Recruitment, Admissions and Widening Participation Division, who coordinated the visits, said: "It has been a pleasure to welcome these children and their families to the University. The excitement and interest they have shown in student life has been extremely refreshing. It's crucial that the University



is able to reach out and provide quality awareness-raising activities to young people from low-participation areas at an early age. We now plan to embed the successful aspects of this project into our Division's strategy in the coming years."

In the next few weeks the children will be visiting some prominent Greater Manchester employers to find out more about the world of work and will then be welcomed back to the University in June 2006 for their Higher Futures4U Graduation Ceremony!

Further information about the scheme can be obtained from Paul Shone paul.d.shone@manchester.ac.uk / 52050 in the Student Recruitment, Admissions and Widening Participation Division.

STARS RECOGNISED WITH IIP STATUS

Sports, Trading and Residential Services (STARS) has achieved Investor In People (IIP) recognition, under the stringent new guidelines.

STARS consists of 750 staff working in widely differing operational areas. It encompasses a Limited company operating Weston Conference Centre/Days Hotel and Chancellors; has absorbed Scholarest contract catering into an in-house catering operation; consolidated independent residences into three operational campuses; operates Sport; manages a significant conference business and operates with implants from Finance, HR and Estates.

Speaking of the award, Director Andrew Yates confirmed that the award of IIP recognised the huge efforts all parts of STARS put into developing a seamless integrated business, although much still remained to be done. In particular STARS paid tribute to the support the Finance, Estates and HR teams gave in supporting the STARS culture. He commented: "Although IIP recognises that the business processes are robust, without the active support of colleagues within STARS and from other Directorates, the award would not have been given. The HR team, in particular, have been outstanding in supporting managers to deliver the systems and processes which have resulted in IIP success. Our task is now to roll out a visibly higher quality service in those areas which impact most on staff and students; catering, sport and accommodation."

ALUMNI ASSOCIATION

This month we put the Alumni Association under the spotlight and discover a range of staff benefits too!

Andrew Spinoza,
Chairman of the Alumni Association ►

▼ Annette with Jackie Furby (seated),
International Alumni Officer



www.manchester.ac.uk/alumni



With more than 202,000 members, the Alumni Association certainly has its work cut out. Maintaining the alumni database, the largest in the UK apart from the Open University, is a mammoth task – and then, of course, there are events and reunions at home and overseas, publishing and circulating the magazine *Your Manchester*, fund-raising and the rest. Yet Annette Babchuk, Head of Alumni Relations, could not be more enthusiastic or cheerful. “It is very rewarding to maintain the relationship with our alumni round the world,” she says. “But it can only run effectively because we have an integrated team and we are focused on the 2015 objectives.”

The Alumni Association, supported by the Division of Development and Alumni Relations, has a lively Chairman in Andrew Spinoza (Combined Studies 1982) a Public Relations Consultant in Manchester. In addition to general members, there are a number of subject-specific and area-specific groups, including a dozen very active overseas groups, from Greece to Singapore. “The overseas alumni are particularly enthusiastic,” says Annette. “They have signed up to the 2015 club and are helping to take forward the University’s 2015 Agenda.”

There are increasing benefits of actively belonging to the Association. “We have negotiated a wide range of discounts – and they are also open to members of staff,” says Annette. They range from car hire to hotel rates, restaurants to theatres, holiday attractions and accommodation. And they are being extended all the time.

The Alumni Association grew out of the old Manchester University Convocation and the UMIST Alumni Association. In recognition of this, University Service Medals have been presented to John Esson and Mike Dent from Convocation, and Alan Randall Jones and Roy Wood from the UMIST AA.

A major event is coming up in June 2006 – The University of Manchester Alumni Celebration. This includes a Town Hall Reception, special lectures, networking parties and a grand dinner in the Whitworth Hall, hosted by Professor Alan Gilbert, President and Vice-Chancellor. And there’s even a World Cup party, so that football fans can watch England’s first game on the big screen.

That’s the Alumni Association for you – they try to think of everyone!

SUE NEESHAM

PA to the Vice-President and Dean of
the Faculty of Engineering and Physical Sciences

As PA to the Vice-President and Dean of the Faculty of Engineering and Physical Sciences, Sue Neesham could hardly be more suited to the demanding job. She epitomises those three essentials: enthusiasm, energy, experience. “All that’s gone before has stood me in good stead for this job,” she says. “There’s never a dull moment – and it’s great fun.” That attitude chimes well with that of her boss, Professor John Perkins FREng, who also believes that work should be “fun”.

Sue has filled similar roles over her years in the University alongside Vice-Chancellors, Deans of Faculties, Heads of large Schools. She takes it all in her stride: royal visits, dealing with VIPs – Ambassadors, Nobel Prizemen, captains of Industry and the rest -, organising ceremonies, high-level conferences and events. All in a day’s work. In one of her jobs, she even had to get to grips with an alligator, as her then boss, Professor Mark Ferguson, Head of Cell and Structural Biology at the time, studied their birth patterns. No problem. “I have worked high up in the administration and at the coalface – that has helped me to appreciate problems experienced at various levels,” she says.

Her present job is “like helping to run a small university”. The demands can be high - sometimes even calling for sacrifice of normal domestic life (with husband David and 12-year-old daughter Philippa) and hours of sleep. “Whatever it takes,” she says. Recently, for instance, she

organised and implemented a VIP three-day visit for Nobel Prizeman Ivar Gaiever and his wife from the US. Naturally, every detail had to be right – and she had to be there to make sure it was right.

She is not one to blow her own trumpet. Rather the opposite in fact. Just highly professional. And she is quick and keen to point out from the start that she couldn’t do her job without the support of her colleagues throughout the University, and particularly Angela Ball, PA to Renata Halstead, Head of Faculty Administration, and Secretarial Assistant Emma Connell. “Without them, it just wouldn’t work,” she says.

Sue first came to work at the University in 1979 - as Assistant to the Secretary for Ceremonials, working in the Vice-Chancellor’s office and being involved from the start in every facet of organising and overseeing major events, from royal visits to honorary degree ceremonies. After a four-year “apprenticeship”, she took over that role herself. Subsequently, she became Secretary to the Vice-Chancellor, Professor Sir Mark Richmond FRS. When Sir Mark moved on after ten years, she moved out into the wider University, spending many years as PA to a succession of Heads of the large Department of Physics and Astronomy.

Following the merger, she moved to her present job. “It was like starting from scratch,” she says. And there is a clear sense of her enjoyment in the challenge of the new, yet informed by the experience of the years.



“There’s never a dull moment - and it’s great fun”



To place a classified advert, contact Lorraine Harrop on uniads@manchester.ac.uk or 0161 275 2113. The deadline for the June issue is 12 noon on 19 May.

HOUSE FOR SALE

Buxton. Park Hse. Lux, duplex 4 bedrm apart, 2 bathrm, 2 lrg recep, halls, din-kit, store-rooms in beaut Vic Italianate stone hse in conserv area built by arch. Robert Duke for himself in 1870, surrind 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. Entryphone hall, lng, 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

Heaton Mersey. Stockport. 1 bedrm mod end mews hse in quiet area close to all amenities. Ideal 1st time buyer prop just mins from Didsbury, Stockport, M60, on 42 bus route & only 20 mins to the Uni by car. Open plan lng with French drs leading to easily maintained gdn. Kit/din, bedrm with fitted walk-in robe, bathrm with shwr, dble glazed throughout. CGH, alarm, parking space. No chain. £132,000. 07791 169 119.

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

Northenden 3 dbl bed, 2 recep Edwardian Semi. Country style kit/French windows to gdn. GCH. Recently ren and décor. Exc cond. 4 miles to Uni and hospitals – good bus links and good access to M56 and M60. Exc local community schools and nursery, shops and PO. Close to river and transpennine trail. Conv for Didsbury and Chorlton. OIRO £205K. For more info tel David 07952 030170 or see www.rightmove.co.uk/viewdetails-11581832.rsp?pa_n=i&tr_t=buy

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 3112.

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.

Sale. Rm to let in period terr, very close to Metrolink & Sale town centre. Newly refurb kit/bathrm with DG & GCH. Suit prof m/f, non-smoker. £300pcm + bills. Dep reqd. 0161-283 3500 after 6pm or 07769 876 313.

Single rm in Rusholme area. Close to Uni, looking for non-smoker pg or prof. Early view essential £280pcm. 07803 045 697 or email: nick.cunningham@manchester.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.c/k/> Email: gp.c/k@virgin.net

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@mickeysorlandovilla.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

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

Pembrokeshire. Tastefully, renovated farmhse, set in extensive gds. Sleeps 7, 4 bedrms, 2 en-suite & bathrm. 20 mins walk to coastal path. 0161 442 8422.

Tranquil Spanish countryside, 20 mins from Malaga airport. Beautiful air-cond townhse on golf course. Clubhse, swimming pool for comf relaxing holiday, all yr round golf, walking or beaches. Brochure david@rdjones.info

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

Budapest. Holiday apart set beside the Danube, within UNESCO World Heritage Site. Visit historic & cultural sites, thermal baths, museums, theatres, opera. For longer holidays or weekend breaks, see <http://www.holidayinbudapest.com/>

Lake District. Tiny 3-bedroom ff cottage in stunning location in Great Langdale. Sleeps up to 5 (two dble beds, one single). Wash mach & dryer. Electric central heating. Parking. Non-smoking; sorry, no pets. Price from £200/week low season, all inclusive. Tel Prof Pyle on 015394 31309 or l.pyle@manchester.ac.uk

CARS FOR SALE

2000(W) Fiesta. Met blue-green, 6 mnths TAX, MOT to July. 40k miles. Zetec 1242cc, aircon, 4 dr, elect wdws, heated f & r windscreens. Gd cond. £2,000. 07849 175 383.

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

Mercedes C180. R Reg. Full MOT. Exc cond. £4,250 ono. 07981 860 885.

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

MISC SALES

Ikea single mixer, nr new. £25. 0161-445 6421.

2 channel DJ Mixer Synergy Hybrid. Ideal for starting DJs. Great cond & in full work order. Bargain at only £20. 07751 723 255 or email: meriel.barham@manchester.ac.uk

Sony 'Explore' car stereo in immac cond with orig box & user manual. Installed & prof removed, so no scratches or other damage. **£45. Sylvanian Families** collectable figurines, furn & bldgs. Will suit children. All in gd cond, no boxes. Aprox 100 pieces of furn & 3 families. Pictures on mobile phones or house visits for viewing. Offers around £200. Remote control vehicles. 1 digger & 1 Ferrari. Hardly played/adult collector. No boxes both in working order. £50 each ono. (27)58795.

Hi-fi turner. Sony ST-5500ES FM stereo/FM-AM turner in exc cond & perfect working order. £25 ono. (27)51783 or email: forbes.manson@manchester.ac.uk

Ski boots womens size 6/7 Nordica Easymove. HP Slide in, Micro adjust fastenings, used twice inc boot bag. £40 ono. 0161-306 4590 or email: pam.hyde@manchester.ac.uk

Take That Tickets. 3 tickets for gig at MEN Arena on 21 May. £145. 0161-306 3800 or email: christine.collins@manchester.ac.uk

M & S armchair, nr new, golden brown, cost £450, sell for £150. Mothercare safety gate for small child nr new £12. Cot mattress from Mothercare, perfect cond £17. (27)53627.

Pram, Urban Detour Xtreme 3-wheeler travel system (dark brown). Inc removable cosy toe cover, weathershield & infant carrier (car seat) to form a travel system. Exc cond. £130. (27)53666 or email: jacqueline.o'brien@manchester.ac.uk

Proline CFC Free fridge with freezer compartment. 86cm high, 53cm deep x 52cm across. Buyer to collect. £20. (27)52110 or 07866 529 766.

Sony "XPlod" XR-CA370x radio/cass & CD Auto Changer. FM/MW/LW turner, Auto reverse, 3 band equaliser pre set, CD text display, red key illumination. 10 CD changer, 45 x 4 watts (with instructions). Front cover is detachable with hard case to protect it. Exc cond. £70. (27)54962 or email: victoria.williams@manchester.ac.uk

Rowing Machine Horizon II, similar to standard gym style air-resis row mach. Exc for improving general fitness and strength. Foldable – small footprint for storage. Cost £500 new, OIRO £200. Contact David 07952 030170.

WANTED

Visiting Professor (from Aug to mid-Dec) would like to house-sit or rent somewhere to live. Please contact Marita Hyman meh-48@cornell.edu or Paul Pinet ppinet@mail.colgate.edu

Avail on 23 May 06 or 1 wk earlier neg. Hse, flat or apart with 2-3 bedrms. Ideally within walking distance of the Precinct Centre. Monthly rent ranging £450 - £550. Email: hanhua.liu@manchester.ac.uk

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.

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

Professional Toastmaster & Master of Ceremonies avail for weddings, graduation events, seminars, dinners, conferences etc. (27)52238 or email: francis.s.green@manchester.ac.uk or francis.green@ntlworld.com

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

Graphic/Web Designer. Professional offering a wide range of services from logos, business cards, letterheads, advert, flyers, etc. Business/conference/academic web sites. www.absolutetone.net - 0161 832 8699 - eaubois@absolutetone.net

NOTICEBOARD

GOLF SOCIETY

All current and retired staff (including post-doctorals and PhD students) are welcome to play in our mid-week afternoon competition meetings. Members' guests are also welcome.

2006 Meetings

11 May	Knutsford
15 June	Wigan
13 July	Chorlton
10 August	Caldy
1 September	Dunham Forest

For more information email or phone Ken Leigh on kmleigh@aol.com or 01925 762551/07770 893467

CLASS NETWORK – MUSEUM TOUR

Tuesday, 9 May
12pm-1pm

A guided tour of The Manchester Museum covering its history and a visit to all permanent exhibits and special objects. The tour will take approximately one hour and will be followed by lunch. There are 50 places which will be allocated on a first-come, first-served basis. To book a place contact joan.lythgoe@manchester.ac.uk. For further details of Class Network events visit www.campus.manchester.ac.uk/class

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)

Monday Actively Managing your Mood 1-2pm
(drop-in FREE)

Tuesday Pilates (beginners) 12-1pm
(enrol £22.50 staff)

Tuesday Managing Anxiety 1-2pm
(FREE - pre-book*)

Tuesday Classical Hatha Yoga 4.30-5.30pm
(enrol £22.5 staff)

Tuesday 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)

Thursday Mindfulness Relaxation 12-1pm
(FREE - pre-book*)



Thursday Pilates 5-6pm
(enrol - £22.50 staff)

Thursday Ashtanga Yoga 6-7pm
(enrol - £22.50 staff)

Thursday Yang style Tai Chi 7-8pm
(enrol - £22.50 staff)

Friday WeightWatchers @ work 11.45-12.45pm
(drop-in £4.95)

Friday Core Stability for men 1-2pm
(enrol £22.50 staff)

All enrolment courses are 6 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 6 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)

Thursday Indian Folk & Bollywood Dance 4-5pm
(enrol £22.50 staff)

All enrolment courses are 6 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)

Monday 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 200 4026 for details

THE WELL-BEING ROOM



The University of Manchester Counselling Service and SPORT have been collaborating on an innovatory programme of workshops and courses – the Wellbeing Programme – since September 2004. The aim has been to contribute to general wellbeing, stress reduction and improved functioning in the new University. The combined resources of the Counselling Service and SPORTS have provided an outlet for all staff and students at the University.

The Well-Being Room is located at the heart of the campus in St Peter's House, next to the Precinct Centre. Gail Heathcote-Milner, Sport Development Officer at the University describes it as “a haven for staff and students to come and chill out.”

Mary Walsh, from the Counselling Service, says: “The programme is based on the belief that in order to achieve our potential and find balance in our lives we need to attend to our body, as well as learning to pay attention to our mind and psychological and emotional well-being more generally. Staff members and students attend the classes for enjoyment and relaxation, to find ways

of juggling the demands of everyday living as well as learning a variety of skills that can enhance our lives and learning.”

The programme of courses and classes offers help with how to recognise stress; stress reduction- relieving stress-related physical and psychological symptoms; promoting health and well-being; setting and achieving goals and fulfilling our potential; developing self care and understanding in the context of academic studies and work; learning how to cope with academic stress. There are also classes such as yoga and tai chi and light, low-impact exercise, such as gentle stretch, or pilates, as well as relaxation classes to help participants cope with, and reduce, stress.

The courses offered by the Counselling Service are not just for those facing particular challenges or difficulties, many participants simply want to find ways to relax in their daily lives and improve their overall mental attitude.



www.sport.manchester.ac.uk/healthfitness/well-beingroom

The Well-Being Room, at the heart of the campus, is a haven for staff and students to come and chill out...



ANY QUESTIONS?

ASK THE PRESIDENT

Staff still have time to submit questions for an interview with President and Vice-Chancellor Professor Alan Gilbert which will be broadcast on the web later this month, as reported in last month's *Staff Update*.

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. There has been a good response from staff on a range of themes including the environment, equality and diversity and pay and grading. Inevitably, due to time constraints it will not be possible to include every question but it is hoped to reflect the issues and topics highlighted by staff.

Questions can be submitted in advance via email to uninews@manchester.ac.uk (type 'President's Webcast' in the subject line). The deadline is 5 May 2006.



PENSIONS NEWS

Pension statements and new booklets have been issued to all members of the Universities Superannuation Scheme (USS) recently and 2006 Pensions News and the UMSS A Day Special bulletin have been distributed to all members of the University of Manchester Superannuation Scheme (UMSS).

If you are a member and haven't your mailing in the internal post, please send an email to the pensions office - pensions@manchester.ac.uk – putting USS or UMSS in the Subject box. Please state that you have not received your mailing and let us have your full name and correct internal mailing address.

For more information on UMSS, check out the new updated pensions website at www.campus.manchester.ac.uk/humanresources/pensions/umss



DEADLINE FOR NEXT ISSUE

Please note the copy deadline for the June issue of *Staff Update* is Thursday, 18 May 2006.



AND FINALLY...

The winner of April's Wood Street Mission Draw is Mr A J Cruttenden, Faculty of Life Sciences. The winning number was 239.

LOCKERS FOR HIRE

Three galvanised fully secure steel cycle lockers have been installed on campus at the Denmark Rd and Chemistry Buildings. These lockers can be hired direct from Bikeaway by contacting 01752 202 116 or by visiting the website www.bikeaway.com. They will be rented out for a £50 charge per year to cover maintenance and administration of the lockers and a deposit is required for a key.

FOODONCAMPUS EQUIPMENT AMNESTY

FoodOnCampus loses thousands of pounds each year in lost crockery, cutlery, flasks, platters, fruit bowls, and baskets. The list is endless....

Many of these items will be lying forgotten in cupboards and kitchens across campus. FoodOnCampus would be delighted to get them back in circulation so that it can reduce University expenditure as well as encouraging recycling. In addition, FoodOnCampus would be prepared to collect these items.

If you have come across a lost piece of catering equipment please help us get it back home. Email foodoncampus@manchester.ac.uk and someone will be in touch to pick it up.

CONGRATULATIONS!



Congratulations to **Emma-Louise Cullen**, from the School of Nursing Midwifery and Social Work, and her husband **Michael** on the birth of **Elisabeth Emma Cullen**. Libby was born on 18 February 2006 and weighed 9lb 7oz.



Congratulations to **Joanne Cox**, from the School of Nursing Midwifery and Social Work, and her husband **Paul** on the birth of **Ethan Paul Cox**. Ethan was born on 5 March 2006 and weighed 5lb 13oz.

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

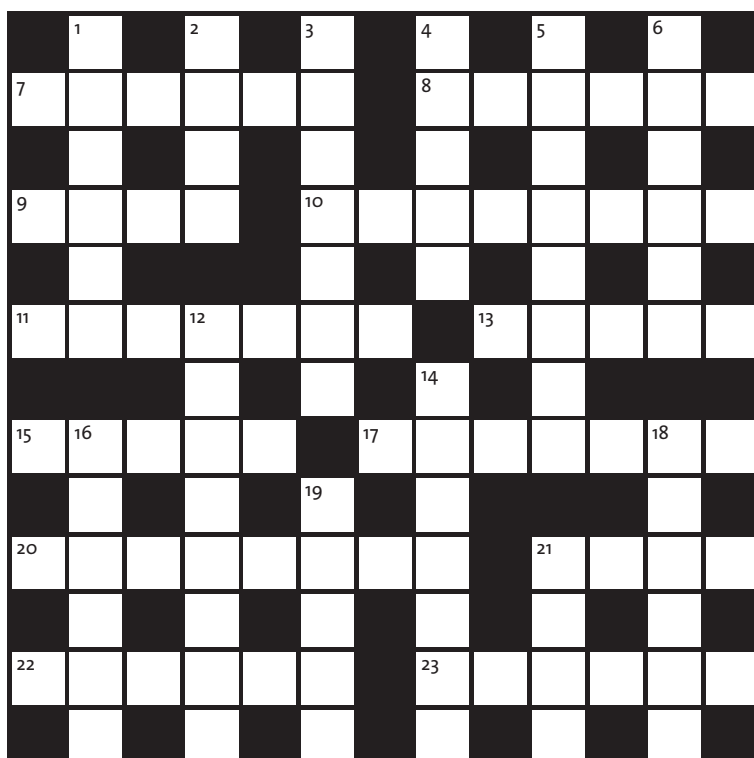


Last month's illicit illustration was from a Latin manuscript, Beatus 'Commentary on the Apocalypse' from Spain, 12th Century, held at The John Rylands University Library.

Well done to Carol Burrows from The John Rylands Library who knew the answer and wins a meal and drink at Kro Bar!

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 CRYPTIC



Across

- 7 A necessary commodity is a wire nail (6) 15 Sound of insect returning over woman (5)
8 Song caught by lieutenant's rope (6) 17 Initially your shelter is gaping (7)
9 Spread back face (4) 20 Mother off-shore securing terra firma (8)
10 Vacate it quickly to put in motion (8) 21 Red gets force out of the game (4)
11 Could be a trashy receptacle (3-4) 22 Excited chaser in hunt (6)
13 TV Dick's abrasive (5) 23 Treat European with beer from the west (6)

Down

- 1 Tommy's diet? (6)
2 Stone's nothing to a friend (4)
3 A rapid escape? I don't believe it! (7)
4 Animal that may be found in holts? (5)
5 Grievance giving most of sauce bad name (8)
6 Beam right in the rear (6)
12 Those who lease number an assay (8)
14 My radar turns to part of ship's beam (4-3)
16 Stop sleeping to take in drug in break (6)
18 Unable to make a type of cloud (6)
19 This vessel unusually makes you ill in City Hall (5)
21 Violent anger, without a hint of normality (4)

Solution to the General Knowledge crossword appearing in the last issue

