

STAFF
UPDATE

Exclusively for staff at The University of Manchester

SMOKEFREE LEGISLATION AND
PREVENTING SMOKING ON CAMPUS

As you may well have seen in the national press, the law changes on 1 July this year to make smoking in enclosed public spaces illegal. This will affect us all, both inside and outside work. For example, outside work you will see smoking banned in places like pubs and train stations. At work, it will no longer be legal to provide smoking rooms and allow staff to smoke in company vehicles, single occupancy rooms and so on.

A group has met to revise the University's Prevention of Smoking Policy in advance of the new legislation coming into force. This revised policy has been endorsed by the University's Senior Executive Team and is currently being discussed with the Trades Unions. This article is part of a wider communication and discussion.

The revised policy is largely driven by the demands of national legislation. The revised policy is available on the policy pages of the University's StaffNet at:

www.staffnet.manchester.ac.uk/policies

If you would like more information on what is happening nationally, a useful starting point is:

www.smokefreeengland.co.uk

A significant addition to the legislative requirements is that is that we are asking people not to smoke within five metres of the entrance to a building. We do not plan to mark out these areas, but are expecting all staff to act reasonably in supporting such a policy. That will mean smokers moving away from building entrances and us all being ready to ask people to do so if they are not.

For those members of staff who may wish to use the change in legislation as an opportunity to give up smoking, the University Occupational Health service are able to provide support and there will be more communication to this effect as we get closer to July.

As we approach 1 July there will be an increasing amount of information both in the national press and across the University. If you have any queries that you

would like answering then please feel free to submit them to me and I shall attempt to answer them via *Staff Update* and the regular announcements service. If I receive a number of similar queries, then I may group them together to provide a more general response.

Dr David Barker
Head of Compliance and Risk Management



INSIDE

2 PEOPLE
New STARS Director

4 NEWS
Diversity and Inclusion Survey

7 NOTICEBOARD

3 NEWS
Faculties and Schools Conference

6 CLASSIFIED ADS

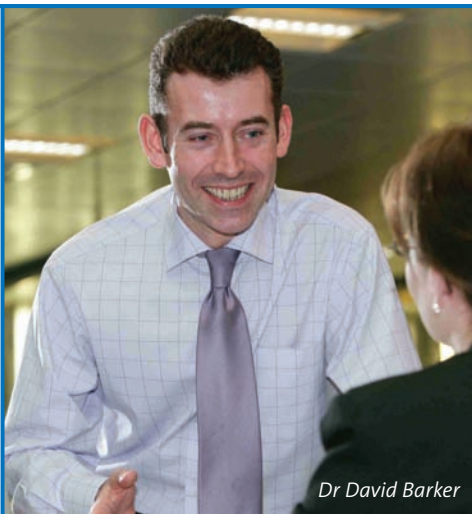
8 IN YOUR OWN TIME...
Crossword and Competition

MOVES

Rachel Brealey has been appointed Head of Faculty Administration (HoFA) for Life Sciences from 1 April 2007. Rachel has moved from the Division of Corporate Services within the University. Simon Merrywest will take on the additional responsibility of Deputy Head of Faculty Administration, as well as continuing his role as Planning Manager.

Dr David Barker (pictured), formerly HoFA in Life Sciences has been appointed Director of Risk and Compliance for the University.

In the School of Dentistry, **Dr Nicholas Grey** has been appointed Acting Head of School. Former Head, **Professor Kevin O'Brien** has been appointed Associate Dean Teaching and Learning in the Faculty of Medical and Human Sciences.



Dr David Barker

MEDAL OF HONOUR

Professor John Perkins, Vice-President and Dean of the Faculty Engineering and Physical Sciences received his CBE at Buckingham Palace on 7 March.

Professor Perkins was awarded the honour in the Queen's New Year's Honours for services to Science and Engineering.



PROFESSORIAL APPOINTMENTS

Annmarie Suprenant, as GSK Professor of Neurosciences in the Faculty of Life Sciences from 1 March 2007.

Stephen Watts, as Professor of Particle Physics (school of Physics and Astronomy) from 26 January 2007.

Ian Kimber, as Professor of Toxicology from 1 July 2007.

NEW STARS DIRECTOR



The new Director of STARS (Sports Trading and Residential Services) is Mike Shore-Nye who comes to Manchester from the University of Liverpool.

During his three years at Liverpool he worked with his team on:

- helping to develop a sports strategy and opening a sport centre extension and new fitness suite along with the redevelopment of two new all hockey pitches.
- developing a cleaning audit and customer service policy alongside a departmental training plan
- re-branding and updating the precinct catering operation

Prior to that he worked in the wine trade for eight years, worked for pub group Wetherspoons and managed groups of pubs in Yorkshire and Manchester before becoming a Senior area Manager and then Commercial Manager for the Lloyds No 1 brand.

Mike is married with two children.

PREVIEW OF RYLANDS



Following the refurbishment of the Rylands Library on Deansgate, staff are being invited to two preview days today, Tuesday, 8 May and Thursday, 10 May.

As well as the construction of a new Entrance Wing, essential conservation work to the historic building has been completed and new exhibition galleries have been installed. Reader service re-started on 10 April. The exhibition galleries and the Historic Reading Room re-open to general visitors on Monday, 14 May.

There will be exhibitions explaining the history of the Library and, in the Rylands Gallery, some of the most significant items from the collections. The Historic Reading Room has been restored. On Tuesday 8 May there will be two performances of music written to celebrate the re-opening of the Library by students from the School of Arts, Histories & Cultures at 11.30am and 2pm.

The Library is in front of the new Magistrates' Courts building and will be open from 10am to 5pm. Please use the Spinningfield entrance and show your University staff card at the reception desk. Reader service will operate as normal.

HUMAN RESOURCES: A WAY FORWARD

At the most recent Open Meeting for staff on 11 April 2007, Karen Heaton, Director of Human Resources, set out her personal thoughts on the future direction for Human Resources.

HR plays a vital part in supporting the *Manchester 2015 strategy* by attracting and retaining first-rate people who really want to work at the University. To do this, it must provide excellent career development opportunities and competitive terms and conditions of employment.

Since taking up her post in September 2006, Karen had visited the Faculties and the Administration and identified a range of issues and challenges facing HR. She planned to address these by strengthening the three key elements of HR strategy - resourcing, developing and retaining staff - to produce:

- A world-class recruitment and selection process and service, which can both relocate people from abroad with the minimum of disruption and engage effectively with the local community;
- Flexible systems for reward, recognition and retention that identify untapped talent inside the University and reward high achievers;
- A creative approach to learning and development, extending beyond the classroom;
- Better communication and consultation processes, including a two-way process that encourages staff to express their views and ideas freely;
- Improved measurement systems and benchmarking outside the HE sector;

- A more approachable, customer-centred HR Function with greater accountability and policies and procedures that really work;
- An improved delivery structure based on better knowledge of the University.

Naturally, the subject of employment produced many questions from the audience, including:

When will the HEERA process be completed?

We are still on target to meet the timescale published in January 2007, which indicated that the scheme would go to ballot in early July. However, HR resources have been stretched recently by the re-profiling and ERVS exercises and I shall write to all staff in 3-4 weeks' time with an update. I am keen to keep to the timescale, as long as this gives the right answer.

When will we hear the outcome of applications to the Early Retirement and Voluntary Severance scheme?

HR has received 449 applications for ERVS by lunchtime on 11 April, which has exceeded our expectations. The timescale depends on how quickly individual line managers process the applications which we pass to them – and sometimes we have to ask them to provide more detailed business cases to support their recommendations. The recommendations are then considered by the Registrar, the Director of Finance and the Director of HR. You should probably expect to wait at least four weeks for a response after submitting an application.

FACULTIES AND SCHOOLS CONFERENCE

The Faculties and Schools Planning and Accountability Conference held at Chancellors in March discussed a number of issues including the progress towards meeting the Goals identified in the *Manchester 2015 strategic plan* and the University's need to increase revenue and reduce costs.

The President and Vice-Chancellor, Professor Alan Gilbert, re-iterated the excellent progress made by the University in relation to core academic goals, but stressed the need to eliminate the financial deficit by the end of 2007/8 without damaging the University's forward momentum.

The conference discussed a range of issues concerning increasing efficiency and cost effectiveness including effective planning, staff re-profiling, workload allocation models and improved management information.

To increase revenue generation, several strategies were identified including increasing student recruitment; increasing online learning activity; providing professional/executive education and training; and ensuring that our academic programmes remain attractive by using market analysis.

The preparations for the Research Assessment Exercise (RAE) 2008 were discussed with regard to their importance to the University's future research reputation.

Sir Terry Leahy, Co-Chancellor of the University and Chief Executive of Tesco, gave a presentation entitled "Transformation". He said that the realisation of the Manchester 2015 goals will be a "transformation" for the University.

He outlined his top 10 tips for managing change which included: find the truth of where you are; audacious goals really do work; vision, values and culture matter more than strategy and management; devise a realistic final measure for your success; link your big goals to day-to-day activities; people, processes and systems must always be considered together; lean thinking works; and simplicity is better than complexity.

Professor David Eastwood, Chief Executive of HEFCE, also gave a keynote speech looking at the priorities and challenges of maintaining a world-class higher education system.

Sir Terry Leahy



ANNUAL LEAVE

The University has reaffirmed its commitment to ensuring that all staff are able to receive their full entitlement to annual leave.

Following last year's Staff Stress Survey, a number of focus groups were conducted with staff and among the main findings was that some staff appeared to be working excessive hours. One of the measures put in place to address this was that "the taking of annual leave will be monitored with the expectation that all staff should be able to take their full leave entitlement".

Deputy Director of Human Resources Andrew Mullen, said: "Although it will sometimes be necessary for staff to carry over a small amount of untaken leave from one holiday year to the next, we would not expect or wish to see colleagues losing leave because they have been unable to take their full entitlement.

"Leave is critical to maintaining a healthy work-life balance and levels are set with this in mind. I know that the forfeiting of annual leave is not widespread, nevertheless the University is committed to providing the conditions where it is unheard of."

A summary of the findings of the focus groups and the action plan in response to these was published in Staff Update in January this year and are available at:



www.manchester.ac.uk/stressfocusgroups

DIVERSITY AND INCLUSION SURVEY

All members of staff are being invited to take part in the University's Diversity and Inclusion Survey. This anonymous survey was launched in April and will be available until Friday 18 May 2007.

This is the first time such a comprehensive assessment of diversity related issues has been undertaken at the University. The information collected will provide the Equality and Diversity team with valuable feedback on the day to day reality of diversity and inclusion.

It is important that the survey is completed by staff at all levels as it will help identify barriers and enablers to learning, development and career progression. It will also help to assess how comfortable staff members are at dealing with diversity issues in the workplace. This feedback will then form the basis of a report that will provide the University with information on areas of good and best practice and also recommendations for change.

Diversity results from differences in gender, ethnic or national origin, religion, age, physical or mental capability, marital status, sexual preference, social background, organisational role, and many other factors which cause people to have different perspectives on the same set of facts or issues.

The University is committed to an environment that values and celebrates the diverse nature of its population; valuing diversity means valuing the differences between people and the ways in which those differences can contribute to a richer, more creative and productive working and learning environment.

The President and Vice Chancellor, Professor Alan Gilbert believes that, "unless we succeed in creating in The University of Manchester an exemplary workplace and a working community based on mutual respect and regard and a powerful sense of common purpose, we will fail to achieve any of the high objectives we have set for ourselves over the next decade."

Associate Vice-President (Equality and Diversity), Professor Aneez Esmail said:

"There has been considerable progress made in redressing inequalities and promoting diversity at the University but there are significant improvements that still need to be made. Taking part in this survey will help us to identify where change needs to happen so that we can focus our efforts more effectively. We want to cultivate an inclusive environment in which all staff are encouraged and enabled to reach their full potential, academically, professionally and personally."

A diverse approach includes everyone; help us change what needs to be changed by taking part in this anonymous survey:

- Fill in an online survey, go to www.manchester.ac.uk/diversitystaffsurvey
- Request a paper copy from either your manager, supervisor or the Equality and Diversity team.
- Contact the Equality and Diversity team if you require this survey in alternative formats, by phone: 0161 306 5857, minicom: 0161 306 5870 or email equalityanddiversity@manchester.ac.uk

GO ON MAKE A DIFFERENCE

We all know that pennies make pounds, so why not donate to a charity through your pay slip every month and help give even more?

If you have a deduction taken through your salary each month you can be tax efficient and contribute even more to your charity of choice. This way, a donation of, say, £10 per month effectively 'costs' £7.80. For higher tax rate payers that same £10 donation would 'cost' a mere £6.

Gift Aid has been set up and approved by HM Revenue & Customs to allow charities to benefit from your contribution so make the most of it; so you can help save the planet or fund a local cause the choice is yours.

To find out more visit:



www.cafonline.org

GETTING A HEADSTART

Professor Alan Gilbert recently presented attendance certificates to participants taking part in the second University HEADSTART Leadership Development Programme.

HEADSTART is an intensive six-month development programme aimed at senior academic and administrative staff to help them prepare for more senior leadership positions within the University. It consists of a series of face-to-face group sessions, one-on-one support

and participation in informal leadership development groups.

The third presentation of HEADSTART is under way with a fourth presentation planned for September 2007.

Any queries about the HEADSTART programme should be addressed to the Staff Training and Development Unit x 52525.




REDEPLOYMENT POLICY

The aim of the University's new Redeployment Policy is to secure alternative employment for those employees whose current role is no longer likely to be required and thereby retaining the valuable skills and expertise we need.

Whilst the University will be proactive in seeking suitable alternative posts for individuals, there is also a requirement for the individual to review current vacancies to identify any roles that they believe they could potentially undertake.


Most staff have access to the vacancies via the staff intranet, which is available at:

 www.manchester.ac.uk/aboutus/jobs

For those colleagues who do not have access to the IT system, we will establish alternative arrangements. We will inform you of these as soon as possible.

If you have any queries please do not hesitate to speak to your designated Human Resources Office.

The policy is available under 'R' for redeployment at:

 www.campus.manchester.ac.uk/humanresources/hr_info/policies_procedures/policies_procedures.htm

Karen Heaton, Director of Human Resources.

ACTOR LAUNCHES TWO CITIES BOAT RACE



Robert Powell, star of Holby City, The Detectives and Jesus of Nazareth, returned to his birthplace yesterday (19 April) to officially launch the Two Cities Boat Race - the annual Manchester v Salford University rowing contest on Saturday 12 May this year.

The Salford-born actor, a graduate of Manchester and an honorary graduate of Salford University, met the two teams at Salford Quays waterfront to discuss training for the big race and the involvement of official charity, SPARKS (Sport Aiding Medical Research for Kids) - of which he is President.

He said: "I'm delighted to lend my support to the Two Cities Boat Race and thrilled that SPARKS has been chosen as the benefiting charity. The Boat

Race on 12 May promises to be a fantastic day and will help put the North West on the map as a region for up-and-coming sporting excellence.

"I have close links with both universities and SPARKS is a charity that is extremely important to me. The money raised will make an invaluable contribution to medical research, helping to give children the best start in life."

The Boat Race will see both university rowing clubs going head to head along the Manchester Ship Canal.

Admission to the Two Cities Boat Race on 12 May 2007 is free. For further information visit

 www.twocitiesboatrace.co.uk

"LIVE LONG AND PROSPER" LEARNING AT WORK DAY 2007

Staff can brush up on their first aid, mummify an orange or get a blood pressure check as part of a programme of events to promote health and wellbeing and get a look behind the scenes at the Museum during National Learning at Work Day on 24 May 11am to 4pm.

National Learning at Work Day is an annual awareness campaign, promoting and supporting workplace learning events across England. Last year an estimated 5,600 organisations took part including large corporations, SMEs, public sector organisations and government departments.

Organised by The Manchester Museum, Staff Training And development Unit (STDU) & the Sport Well-being team activities on offer will include:

CPR & General 1st Aid awareness sessions

The University's First Aid Coordinator offers a taster session where you can try CPR and learn a little about general 1st Aid (advanced booking required)

Occupational Health Information stand and Blood Pressure checks

Occupational Health Nurses will do a blood pressure check and will also have information available about all the services they offer

Mummifying Oranges

Learn about the techniques the Egyptians would have used in Mummification and try it out on an orange! (advanced booking required)

Skull Cleaning

Museum staff demonstrate the skills and techniques involved in cleaning skulls (advanced booking required)

Indian Head Massage

Drop in sessions available all day (no booking required).

Advance booking is required for some sessions but all events are free. For full details or a programme of events please visit the website or email courses-stdu@manchester.ac.uk or tel 52525.

 www.campus.manchester.ac.uk/staffnet/training

PhD OPTIONS

A new University-wide careers event specifically for PhDs will be taking over the Renold Building on Friday 8 June.

"PhD Options" will bring together alumni, former PhDs and current PhD researchers from all disciplines and a wide range of occupations, inside and outside academia, to showcase the breadth of careers open to those with a PhD.

Faculty postgraduate training staff and the Careers Service are interested in hearing from any contacts who gained a PhD in the last 5-10 years who would be prepared to talk about their careers to current students. They are also keen to hear from overseas PhD alumni as they hope to include written profiles – or even video interviews.

For those working towards a PhD, this intensive one day event is a unique chance to explore life beyond the viva, whether staying within your research field or taking a step outside.

If you know anyone who could help with this event, or for more details, please contact your Faculty postgraduate training team or the Elizabeth Wilkinson (elizabeth.wilkinson@manchester.ac.uk) at the Careers Service.

To place a classified advert, contact Janice Brown at uniads@manchester.ac.uk or 0161 275 2113. The deadline for the June issue is 12 noon on Thursday, 17 May.

HOUSES FOR SALE

4-bed detached house. Royton, near Oldham 2 mins from motorway network. Close to delightful Tandle Hill Park and fields. 25 min drive to Manchester. En-suite bathroom plus large family bathroom, spacious garden, downstairs WC. Integral garage and drive with space for 3 cars. £215,000. Contact jeanette.smith@manchester.ac.uk.

Large 3 bedroom semi-detached house in sought after residential area (Heaton Chapel, Stockport) close to the University. Property features large extended kitchen, 2 reception rooms, office, 3 large bedrooms, converted loft space, large garage and gardens. £240k. contact andrew.gibson@manchester.ac.uk, Tel: 07900102515

Flat for Sale. £115,000 1-bed modern second floor apartment in Davenport on the outskirts of Stockport. 1min walk to train station for 10min journey into Manchester, close to A6 bus routes, easy links to M60, all local amenities. Contact jentownend@googlemail.com for further details.

Do your parents need increased support for everyday living? Two bedroom ground floor flat for sale in sheltered community in south Manchester. South facing with small conservatory £120K. Call 0161 494 9395 for further details and to arrange viewing.

Five-bed detached house located in sought-after, residential area of Gatley, short walking distance to village shops and direct trains to city centre and airport. In excellent condition, large dining kitchen, spacious lounge, dining room/children's room, downstairs cloakroom, conservatory, single garage plus off-street parking, sunny private gardens. Price £399,999 ono for quick sale. Phone Chaplin 0161 374 6927.

Bramhall, £159,950, Second floor, 2 dble bed, spacious flat presented to high standard with tandem garage. Secondary glazing, recently decorated. Adjacent to leafy Bramhall Park. Contact joan.sharp@manchester.ac.uk

House for sale. Very large two-bed house in quiet conservation area with wooden floors and high ceilings throughout. Lounge with open fire, large dining room, spacious modern bathroom, large contemporary kitchen. Own parking space and enclosed rear garden. 10 mins Oxford Road/Central Manchester. Email: suecarr@bt.com for details and photos.

ACCOMMODATION TO LET

Didsbury: Sabbatical let from August. Lovely 3+ bedrm hse on quiet street in great neighbourhood. Includes home office, lge kit/din room, nice gdn. Nearby facilities incl. trains, Fog Lane Park, Beaver Rd Primary School. Perfect for family. £775 pcm. Contact: 0161 275 3168 or email daryn.lehoux@manchester.ac.uk

Livingstone Place, Opal Gardens. Postgraduate single en suite rooms available in self catering flats on campus. Visiting researchers and groups welcome. £95 pw. (27)52812 or email: jayne.hindle@manchester.ac.uk

Fallowfield , South Manchester. Tastefully furnished & decorated period mid-terr house located on quiet cul-de-sac. Easy acc & gd transport to city centre, hospitals and Uni campus. Fully DG & GCH, 2 dble bedrms, through linge/din rm with stripped polished wooden flr. Ext fit kit with mod appliances. Small gdn to front and courtyard to rear. mod alarm system. £625 pcm + bills. Suitable for visiting academic/prof(s) non-smoker(s). No pets. Dep. & refs reqd. Contact Mike 0161 445 1426 or 07717 171 779.

Room to Let. Double Room in quiet period house for non-smoker.... Power shower, dishwasher, own parking space, open fire! 5 mins station, 10 mins Oxford Road. £85 per week inc bills (excl phone) Suit female professional on short-term let/visiting academic. Email: suecarr@bt.com for details and photos.

Spacious 2 bed hse in quiet conservation area with wooden floors throughout. Bf: Lnge with open fire, lrg din rm, spac bathrm with power shwr. Large kit with washer/dryer. dishwasher etc. Gdn & own parking space. 10 mins Oxford Road/Central M/cr. Suit couple or single, non-smokers only. £795pcm exc bills + dep. Email suecarr@bt.com

Room to let Ladybarn. Dble rm in quiet period house for non-smoker. £300 per month inclusive, except phone. (Mon-Friday only considered.) Wd suit female prof/post-grad. Must like cats. 0786 7806975.

4 large dble rooms to let, 71 Northern Grove, Manchester M21 2JL. Newly renovated Victorian house, West Didsbury. Quiet road 1 min walk to West Didsbury bars and restaurants, 10 min walk to Didsbury village. £425 pcm, all incl (gas, elec, council tax, internet/NTL digital TV, weekly cleaner). Comfortable communal lounge, newly fitted kitchen, 2 large bathrms with bath and shr. Contact Jaffrey 07850422012 for viewing.

House for rent in Didsbury village. Fully furnished family house on a quiet street available from September 07 for 6 months. Ideal for a visiting academic. House is large, with room for guests, has been fully modernized and is close to all amenities and bus routes. Email noel.castree@man.ac.uk or call 0161 445 6421.

Academic flatmate. Great flat in converted warehouse, overlooking canal. Ducie St, next to Piccadilly Station. Near to Canal St. Bring own furniture or keep desk, cupboard + 4 post bed. Contact a.cc@manchester.ac.uk

HOLIDAY ACCOMMODATION

Florida's Gulf Coast. Spac luxury villa with all amenities. Sleeps 8, 4 bed, 2 bath, 30ft pool & spa, overlooking lake. Close to beaches & Sarasota's cultural centres 50 mins from Tampa, 100 mins from Orlando. £600pw, no premiums for holiday periods. 0208 224 6751 <http://www.sunbirdsvilla.com> email: mark@sunbirdsvilla.com

Tuscany holiday cottage to let. Superb setting near mountains. Large garden. Air conditioning. Florence, Arezzo, Siena easily accessible. Ideal for walking, sight-seeing, museums, restaurants, wine tasting, swimming and much more. Tel: 0208 6998883. Website: <http://freespaces.virgin.net/gp.c> Email: gp.c@virgin.net

Andalucia - Gaucin: In a beautiful white village, a uniquely designed villa, built as a series of apart and cottages, around a central courtyard and pool. Sleeps 2-13 (6 bedrms/6 bathrms). Breathtaking views to Gib & N. Africa. www.thespanshvilla.com or 07801 341856

NICE. Attractive apartment near Promenade des Anglais; terrace; views; satellite TV; parking; sleeps 2/3. pcnm@lubs.leeds.ac.uk

Sandown, Isle of Wright. Luxury 6 berth caravan, sited on lovely family park. The site has a dubhse, outdr swimming pool, children's play area & laundry facilities. Ideal for walking, sight-seeing & is 14 mins from Sandown sunny beaches, many dates still avail. 07815 796 673 for a brochure.

Cuba. Painting holidays., working with leading Cuban Artists. Stay in vibrant Old Havana & the fascinating landscapes of the Vinales valley. All levels. Fully bonded. 01925 726 688 or www.paint-cuba.co.uk

Sarrazac, Dordogne. Perigordian farmhouse in Irge gdns. Sleeps 6 adults (+2 children under 2yrs). Luxury private swimming pool. Fully refurbished interior. Fully equipped mod kit. Facilities for special needs. All linen & towels provided. Prices from £250 - £850 pw. 00 33 533 62 95 51 or www.la-vigne.co.uk

Algarve - Spacious modern villa 3 bedrooms, sleeps 6. Fully equip kitchen, sky tv, dvd, ensuite, private garden and balcony. 10mins from resorts of Alvor & Praia da Rocha. Facilities- indoor/outdoor/children's pools, Jacuzzi and tennis courts. Lagos - Luxury apartment 2 bedrooms, sleeps 4. Balcony overlooking pool, situated on golf course. 5mins from Lagos and marina. 0161 652 5008/07771 623800 or www.lnj-property.com

2 bedroom apartment in the serene village of Los Lobos, Almazora region of Almeria to let. Ideal retreat, 7 mins from the beach, 15 mins from the Championship golf course of Desert Springs and other courses. Contact paul.i.williams@manchester.ac.uk for details. 5% University discount available on advertised rates.

In unspoilt Spanish town, 1 bedroom apartment, 2nd floor, well-decorated, view of the sea, sleeps 2/4. 5 mins from beach, 40 from Almeria airport. Contact vprice@trinityhigh.com or 0161 226 8674

Marbella. Luxury 2 bedroom apartment, 2 bathrooms. Fully fitted kitchen. Sat. TV. Swimming pool and small spa. Close to beaches, restaurants, golf courses and shops. Prices from £300pw - £700pw. 07716 984879.

Siena, Tuscany renovated barn to let with 3 bedrooms, 2 bathrooms and swimming pool. Beautiful views of southern Tuscany and large garden. email: susan.cartwright@mbs.ac.uk for more details.

Orlando, Florida. Luxury 4-bed villa (sleeps 8/10) with swimming pool backing onto beautiful Florida nature reserve. 20 mins drive from major Orlando attractions. See www.florivilla.co.uk or contact Clare on 01834 812309 or at clare@claretownend.co.uk

SOUTHERN ARDECHE - France. Beautiful old converted barn high in Cevennes mountains opposite Provence - sleeps 6. Own entrance, terrace and paddock. Spectacular landscape - views to 100 miles. More wild life than people. Walk, ride, swim rivers. Great markets and fairs - need car. Go green, eat, drink, sleep well. £500 pw. Tel: 02077226740. E-mail: v.brinton@which.net

CARS FOR SALE

Alfa Romeo GTV. 57,000 miles, silver, beautiful car, full service history, excellent condition, cambelt and all other service work up to date, Taxed and MOT'd until September 2007 - £4995 ono. Contact Claire Barnes on ext 52785 or email Claire.barnes@manchester.ac.uk

Nissan Primera 1.6 Precision, R Reg, 6mnths Tax, 1 year MOT, regularly serviced, Silver, 2 owners from new, alloy wheels, sun roof, roof bars, 75,000 miles, £1150 ono. Call: richard.duncombe@manchester.ac.uk or tel: 0161 275 2822 (wk); 01925 762421 (hm).

MG ZR, 1.8, VVC 160. Trophy Blue, 53 plate, 53000 miles, manual, petrol, tax until May 07, MOT until Nov 07, alloy wheels, half leather interior. £4750 ono. Any questions email natashawind@hotmail.com or call 07932758338.

MISC SALES

Beautiful M&S dark brown leather 'Abbey' style sofa, large two-seater, measures H95 x W223 x D102cm excellent condition, cost £1300 new. Price: £500. Can email photos. Tel: 275 2112 (x52112) or email lisa.c.mccarthy@manchester.ac.uk

Theatre Tickets - 2 seats in the stalls to see the musical CATS on Friday, 25th May 2007 at 7.30pm, price £22 each Contact 0161 798 7914 or 0161 275 2180

Tiny Love Symphony-In-Motion baby cot mobile. Plays 15 minutes developmental music by Mozart, Bach or Beethoven. Soft colourful moving animals/shapes are angled to baby's direct line of vision. Remote control allows you to activate the mobile without disturbing your baby. For up to 5 months. Like new, boxed with instructions. £20. email kirsty.de-loose@manchester.ac.uk

Zanussi Frost Free Silver Fridge Freezer only 12 months old, excellent condition. 12.12 cu ft, height 180 cm, width 59.5cm depth 69.4cm. 50/50 split of fridge/freezer, 4 freezer refrigerator. Bought for £600 new will sell for £280 ono. New house forces sale. Contact Claire Barnes on 52785 email Claire.barnes@manchester.ac.uk

Fidelity Black TV. 28 inch. 6 years old. Scart socket needs repair but otherwise in good working order. £50 ono. Contact Jane on 64066

Single pine bed with mattress £20. Beautiful large Chinese rug (10' x 12') £150. Buyer to collect - Stockport area. Tel: ext. 52215 or 07979 758868

Pram: Urban Detour Xtreme 3-wheeler travel system (brown). Includes removable cosy toe cover, weathershield, infant carrier (car seat). Ex. Cond.: £130 ono; Chicco highchair: 3 position adjustable reclining seat, adjustable tray, height adjustable. Ex. cond. £35 ono. Tel: 275 3366 or email: Jacqueline.o'brien@manchester.ac.uk

Ladies Bicycle. Ladies white universal bicycle 10 speed. Fair to good condition. Suit lady/girl up to 5'5" approx. Photo available by email. £10 ono. Delivery to Oxford Road possible on definite sale or pick up from Trafford Centre. For further details contact janet.shippen@manchester.ac.uk or tel: 0161 306 5965 (Work)

Paddy Hopkirk Towball mounted cycle rack. Carries 2 bikes. As new still in box. Reason for sale change of vehicle. £20 o.n.o. For further details contact janet.shippen@manchester.ac.uk or tel: 0161 306 5965 (Work)

WANTED

Wanted: 2-3 bdrm hse for visiting New Zealand academic and family, for summer period July-August 2007. Contact Carolyn.Wilshire@wvu.ac.nz

Toni & Guy Trainee Stylist requires models for free styling sessions either Mon, Tues or Weds Contact Faye Howard on: 0161 839 2955 07856 106632 or Fayehoward11@hotmail.com

Young family of new UoM academic staff would like to establish a pragmatic, non-ideological residential co-operative with likeminded people (other families, couples or individuals). Call 0161 4423763

Musicians - the amateur Hard Times Orkestar is looking for additional musicians (fiddle esp., but all instruments considered) to enjoy playing new and traditional works in a 'folk' idiom by those whose instruments would otherwise be gathering dust unused. Contact richard.fay@manchester.ac.uk

Young family of new academic staff is looking for affordable 2 bedroom house with garden or flat with south-facing balcony, ideally within cycling distance to campus (~5mi) in pleasant neighbourhood. Buying and renting considered. Call 0161 4423763

Volunteers Wanted: Are you a cigarette smoker? We are looking for volunteers for a research study to Test lung function in smokers compared to non-smokers using magnetic resonance imaging (MRI). We are especially looking for long term smokers and those who smoke at least 20 cigarettes per day. For comparison we are also looking for volunteers who have never smoked. If you would like to volunteer please contact: Dr Deirdre McGrath, Imaging Sciences, Stopford Building, tel: 0161-2755154 or email: deirdre.mcgrath@manchester.ac.uk

Families wanted to host Spanish children coming on a School immersion exchange from June 22nd to July 20th 2007. An allowance of £550 will be paid to cover all living expenses. Please contact: ana.martin@step-master.com for further details.

SERVICES

Coaching/Career Consultancy/Psychotherapy/Hypnotherapy with Chartered Psychologist, UKCP accredited, NLP Psychotherapist & qualified Coach with over 20 years' consultancy experience. Psychometric assessment available. Contact Fokkina McDonnell 0161 865 3193, email fokkina@tiscali.co.uk

Handy Home Improvements. Tiling, painting (internal & external), decorating. Joinery, doors, windows & ceilings, plastering. Get all those naggy jobs done in one day. 07963 620 887 or 01457 855 382 (ansaphone).

Struggling to Repay your Debts? If you are struggling with loan and credit card repayments and don't know what to do, call Graham Niven at Tandem Financial Solutions. I will give you free confidential advice and find the right solution for your debt problem. Free home visits are available if required. Call 0161-211-3495 or visit www.tandemfs.co.uk

Ian Campbell Builders. All types of paving, drainage, landscaping, general building work, bricklaying & masonry and property repairs. Free Estimates. 0161-438 5159 or 07989 724 694 or email: kampbell@fsmail.net

Unique handmade jewellery, great as a gift. Different colours avail. From £10. To order Chris.uniquejewels@exploringthepast.co.uk For designs visit www.uniquejewels.exploringthepast.co.uk Tel: (27)56075 or 07800 531 602

Qualified 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. Tel: 0161 865 9647 (answering service). Mob. No. 07743 324169

Private Italian language tuition. Native Italian tutor, 14 years' exp. Lessons tailored to suit all levels, one-to-one or small groups. £15 per hour, free initial consultation. Call Amedea on 07834910173.

LNJ Property - We aim to deliver a friendly, helpful and professional service in any building project undertaken, no matter how big or small. Kitchens / Joinery / Paving / Loft Conversions visit www.lnj-property.com for details or call Simon 0161 652 5008.

Emotional Health/Personal Change. Phobias, depression, anxiety, anger, Post Traumatic Stress, low self-esteem, allergies, bereavement. Are you experiencing any of these and want to make positive changes? Are you considering changing career or retiring? I can help. Contact Brian McHugh NLP Master Practitioner, EFT (Emotional Freedom Technique) Practitioner, TAT (Tapas Acupressure Technique) Practitioner and Qualified coach. 07965-490410 brian@bmchugh.co.uk , www.seechanges.co.uk

Kitchens/Bedrooms/Bathrooms. Supplied & fitted. CORGI Registered fitter available to undertake work. No job too big or small. Estimates given. Will also supply & fit ceramic wall & floor tiling as well as laminate floors. 07970 481 033.

Jetwash. Paths, patios, walls and conservatories cleaned with a high pressure industrial jet wash. No job too big or small. Professional job with minimum wait time. Free estimates. Call Chris 07704356036

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 (ansaphone).

Homoeopathy, fully qualified based in Chorlton. Ideal for pregnant women wanting to use natural medicine. Can supply homoeopathic birth kit and provide consultation. Call 0161 881 2128 for more information.

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 ansaphone & fax.

Tailor made Spanish tuition offered by fully qualified Spanish teacher. Are you a complete beginner? Do you want to improve your existing language skills? Are you already fluent and want to keep up with your Spanish? All levels available. For enquiries email: josevfp@lycos.com

Maths Tuition. Experienced math's teacher available to give maths tuition at secondary and undergraduate level. Call Mike Smith Tel 0161 962 5242

Your GARDEN needs catered for. From routine maintenance to complete make-over. Let me help your ideas blossom. Call Carson 07731800671

Gifts and business items. Have favourite photographs or/and text imprinted onto our clocks, mugs, jigsaws, mousemats, T-shirts and many other items. Fantastic for birthdays, weddings, special events. Also great for promoting businesses, graduations and education awards. We also offer ready made items. Please visit www.aceimprintz.com or tel: 01706 715302.

Virgin Vie at Home Party! Invite the girls round for a great "girls night in". Earn 15% commission to spend on products from our new Summer catalogue to include Jewellery, make-up, cosmetics, skin care etc. Charity events, one-to-ones. Call Rachel now to book your party or enquiry on 07971 12645. E-mail: rach175con@ntlworld.com

Desk Top Publishing. (Theses, dissertations, essays, CV's stationery etc). Web page design, internet service, photography, transcribing, scanning (text recognition and images) multimedia presentations. 07941 464070 or 07726 845654.

FREE EVENING CONCERT BY THE FELLOW'S ORCHESTRA

Wednesday, 9 May 2007

Elgar's Cello Concerto with Christina Waldock
and Sibelius Symphony Number 5
Conductor Richard Waldock.

7.30pm, Entrance Hall, Sackville Street Building

For more details please contact Music Fellow
Hazel Buckley at hazel.buckley@ntlworld.com or
07979 692 035.

STAFF GOLF SOCIETY

All current and retired Staff including research assistants, and PhD students, are most welcome to play with the Society in our mid-week afternoon competition Meetings at courses within fairly easy reach of the campus. Members' Guests are also welcomed at all our Meetings.

2007 Meetings

Knutsford	10 May
Ormskirk	21 June
Stockport	18 July
Walmersley	16 August
Alderley Edge	13 September

At our Meetings we play 18 hole Stableford competitions for handsome Society trophies and also have an annual knock out match play competition. Ladies play with the Gents, from their own tees and using their own score cards. Lack of Club membership should not deter you from coming along to a Meeting on a Guest basis prior to joining.

For more details, or if you have any queries please email or phone Ken Leigh on kmleigh@aol.com or 01925 762551/07770 89346.

NEW HEALTH AND FITNESS TIMETABLE

Try something new for summer by signing up to on of the University's very reasonably priced health and fitness seven week enrolment courses. Courses in everything from 'Egyptian Belly Dancing' to 'kick boxing' take place in a range of venues across Campus at various times in the day - there really is no excuse for not giving one a try!

We also have a new timetable of pay-as-you-go courses which allow you to turn up and get fit without the commitment.

To download a copy of the timetable and to watch the health and fitness video visit www.sport.manchester.ac.uk/healthfitness



SUMMER LANGUAGE PROGRAMME

The Confucius Institute at the University is offering a unique travel experience to staff, students and members of the public who would like to improve their Chinese language skills.

The Summer Language Programme trip to Beijing and Shanghai, will allow you to experience the daily life of the local people as well as learn Chinese from the most experienced language teachers in China's renowned Beijing Normal University.

The trip will be for three weeks, departing from Manchester on Saturday, 30 June and returning on Friday, 20 July.

If you wish to go on the summer language programme and have no knowledge of Mandarin, it is recommended that you take the beginners' course in preparation. However, this is not a pre-requisite.

For more information about the trip to China and to download an application form please see

 www.confuciusinstitute.manchester.ac.uk/languageprogramme.html

More information about language courses can be found at

 www.confuciusinstitute.manchester.ac.uk/courses/index.html

For more information please email confuciusinstitute@manchester.ac.uk or 0161 275 8667.

STAFF RACE TO HELP GOOD CAUSES

Staff at the University's MLP Careers & Employability Division are among a number of University staff helping a range of charitable causes by taking part in this year's Great Manchester Run.

Careers consultants Orietta Lorenzini and Patrick Johnson are raising sponsorship for The Whale and Dolphin Conservation Society and to fund a new community minibus for St Johns RC Primary School, respectively; Assistant Director Tammy Goldfeld is running to support Manchester's New Children's Hospital Appeal, while Laura Antwiss, part of the Division's administrative team, has chosen Macmillan Cancer Support as her charity for the Run.

Nicola Schofield from the Disability Support Office is running the Edinburgh Marathon on Sunday 27 May in aid of hearing dogs for the deaf. Nicola has already done the Blackpool and Nottingham marathons and is planning on Anglesey or the Lake District next year

The link for her fundraising page is below:

 www.justgiving.com/HaggisHearingDogRompNikkiSchofield

CONGRATULATIONS

Helen Draper from the School of Dentistry has received a certificate of commendation after witnessing an incident outside her home last year. Helen came forward and was the sole independent witness in the trial. The certificate signed by His Honour Judge Clark, states that she was a crucial witness and that her evidence greatly assisted the trial. It reads: "She is to be thanked and congratulated on behalf of her community for having the courage and public spiritedness to volunteer herself as a witness."



EASTER RAFFLE PRIZE WINNERS

The winners of the Easter raffle which raised £425 in aid of the Joe Geeling Trust Fund, were:

First Prize

Sarah Heathfield,
School of Medicine

Second Prize

Nadia Wozny,
School of Arts,
Histories & Cultures

Third Prize

Ruth Ellis, IT Services

DEADLINE FOR NEXT ISSUE

The next issue of Staff Update is out on Monday, 4 June, the deadline for news and advertisements is 17 May at 12 noon.

News and information to uninews@manchester.ac.uk (52112)

Information for the noticeboard to unievents@manchester.ac.uk (52922)

Advertisements/distribution queries to uniads@manchester.ac.uk (52113)

CAMPUS CLOSE-UP

KRO

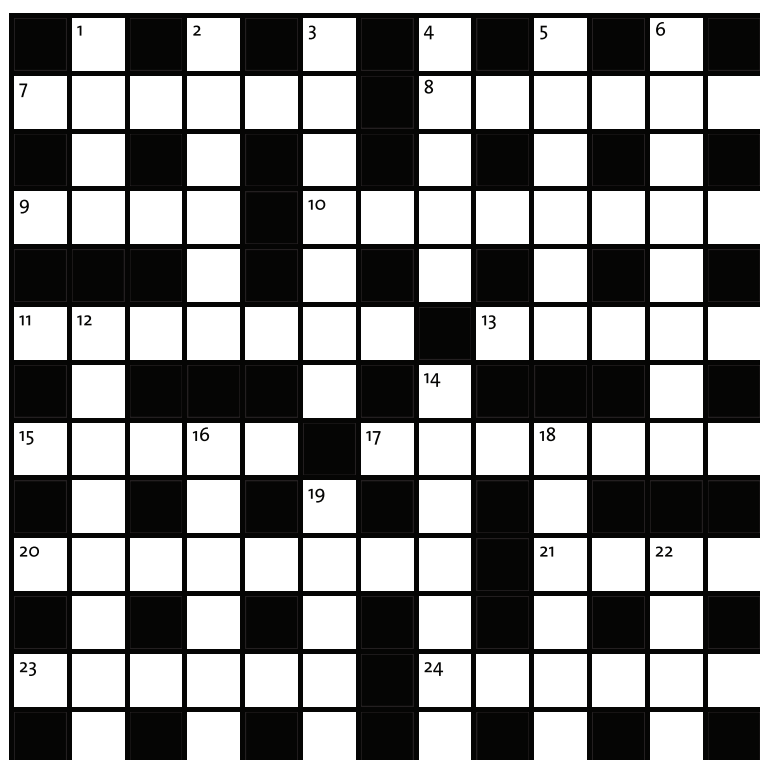
Welcome to the family



Can you guess what this month's image is?
Send your entries to uniads@manchester.ac.uk
before 17 May. The winner will get a free meal
and drink at Kro Bar.

Last month's winner was Dave Downes,
House Services Team, Manchester Business School.

CROSSWORD CRYPTIC



Across

- 7 Artist of French downfall (6)
- 8 Man with cue could show shrewdness (6)
- 9 Last part of corset (4)
- 10 One doles out unfinished business (5,3)
- 11 Artist misplaced in ECG role (2,5)
- 13 Tree hiding sun for a song (5)
- 15 A bit of nosh in a bag? (5)
- 17 An ingenious argument might make miss hop! (7)
- 20 Mysterious for coteries, perhaps (8)
- 21 Link centre of egg, we hear (4)
- 23 Fruit hides beginnings of epidermolysis bullosa for discussion (6)
- 24 The Spanish uniform team (6)

Down

- 1 Occidental artist (4)
- 2 Hen, for example, hiding wide brief? (6)
- 3 Impose licit movement comprising National Front (7)
- 4 Artist cured meat (5)
- 5 Artist frets over measure (6)
- 6 Artist making sly drone (8)
- 12 Artist bringing territory to prophet (8)
- 14 Move cherub round old artist (7)
- 16 Tom gets god up for a siesta (6)
- 18 Artist, expression of joy before study (6)
- 19 Shaking finger to lose new sorrow (5)
- 22 King sheltered artist (4)

SOLUTION to last month's crossword
General Knowledge Crossword
(Greek Mythology)

