

## REGISTRAR AND SECRETARY'S CORE BRIEF: DECEMBER 2005

### Pay and Grading

I should like to begin the Core Brief by apologising for the continued absence of hard information on pay and grading. When I wrote the November Core Brief I believed that we were close to agreement with all the campus trade unions on the interim arrangements for the assimilation of staff to the new pay structure. As those of you who are union members will know, consensus between the trade unions was not reached by the end of November/early December. As I write this, arrangements have been made to reconvene talks in the middle of this week but I will not make a prediction of the outcome. As the Core Brief is delivered on different days for different parts of the Administration, it is possible that by the time you receive this further information will be available.

It has become clear to me through meetings with various groups of staff very recently that there have been shortcomings, in some areas, in the effectiveness of the communications about progress on pay and grading. Some of you tell me you have been well briefed, others tell me you have received little or no information for some time. This is not acceptable and I have asked for action to be taken to remedy the situation. I will not go into precise detail in this short Core Brief but I have asked the Director of HR to take the lead on this and I will be monitoring progress with him. I am in no doubt about the level of frustration many of you feel about this matter. I know you appreciate that the issues are complex and, therefore, it does take time to reach an agreement and conclusions which are consistent with the principle of equal pay for work of equal value that underpins the national framework agreement. Nonetheless, you are increasingly impatient for decisions and outcomes that affect you personally as opposed to a statement on the overall situation. We must now attend to that.

### Highlights

My senior colleagues suggested that we might include an item in this final Core Brief of 2005 that identified a handful of achievements this year. For understandable reasons, we focus more often than not on the problems we face rather than the successes we have delivered. In a Core Brief of manageable size, any success list is highly selective and arbitrary so do not be concerned if your part of the administration is not mentioned explicitly. Instead, discuss with your line manager what you and your colleagues have achieved and take satisfaction from that.

- **Manchester named 'Higher Education Institution of the Year'**  
The University of Manchester secured the title of 'Higher Education Institution of the Year' at the Times Higher Awards 2005 held in November 2005. The prize, which was announced by Prime Minister Tony Blair, recognised our success in launching a distinctive new brand identity, the implementation of radical new governance and management structures and the creation of six new research institutes.
- **Nobel Prize winner to lead 'Brooks World Poverty Institute'**  
The University has appointed Nobel Laureate Joseph E Stiglitz to chair its new Brooks World Poverty Institute. The Institute will become a global centre of excellence in multidisciplinary research into poverty and poverty reduction, linked to the appointment of Professor Stiglitz, the first of the iconic appointments promised by the University. The Division of Development and Alumni Relations helped to secure a £1.3million gift from the Rory and Elizabeth Brooks Foundation to support the BWPI.

- **Manchester tops undergraduate popularity league**  
The University of Manchester is the UK's most popular university, according to figures released by the Universities Central Admissions Service (UCAS) this year. The University received more than 60,000 applications for its undergraduate courses, an increase of 2.3% on the previous year. The University also announced a package of scholarships worth up to £10000 per year to attract the best students to the University in the future.
- **Capital Progress**  
The merger triggered a capital programme to create new high-quality facilities worth almost £350million, and already the new-look campus is taking shape. The **MIB** building is nearing completion, whilst the 18-storey **Maths Tower** has now been levelled so that work can start on the £60m **SCAN** building. The new **Multi-Storey Car Park** is on target to open in the spring and the **Functional Biology (FBI)** project will be completed in January. Contractors are already on site for the **AMPPS**, **Chemistry** and **Smith** projects.
- **Manchester Leadership Programme**  
The Careers and Employability Division has successfully launched the Manchester Leadership Programme, which aims to promote social justice and develop students' skills. The MLP, which was launched with 81 undergraduate students from different faculties and disciplines, plays a central role in the University's engagement with the local community.
- **Fair Trade at the University**  
The University has been granted Fairtrade status by the Fairtrade Foundation, reflecting our commitment to ethical dealings and our role within the international community. The commitment by the STARS Directorate and the Students' Union, which includes serving only Fairtrade tea and coffee on the campus, ensured that the University was able to fulfill the five goals set down by the Foundation and achieve accreditation.

### Seasons Greetings

At this time last year we were still coming to terms with the establishment of what we referred to as the "new University". 2005 has been a year of hard work and, like any year, there have been triumphs, set-backs, good news and disappointments. In thanking all of you I also hope you have a restful Christmas/New Year and return in January ready for whatever 2006 might bring. On a point of detail, Thursday, 22 December is a normal working day but, at the discretion of local managers and subject to services needs, the exodus for home can begin at 4 pm.

**Albert McMenemy**  
**Registrar and Secretary**

13 December 2005

