

### **Technician Commitment Action Plan – 2020 – 2023**

We continue to support the Technician Commitment which aims to ensure visibility, recognition, career development and sustainability for technicians. Having published the last action plan in 2018, we have renewed our commitment to undertake a programme of work between 2020 and 2023 in support of the Commitment which will include:

- the development and implementation of a career path for all technical staff
- promotion internally and externally of technical staff achievements and the understanding of the breadth of technical roles
- promotion of professional registration across all disciplines
- greater alignment with institutional work underway in the research, education and staff and student experience.

<b>Planned Action/Objective</b>	<b>Rationale</b>	<b>Timeframe</b>	<b>Support Actions</b>	<b>Responsibility/Lead</b>	<b>Comment</b>
Develop and agree an action plan for 2020 - 2023	Articulate institutional commitment  Visibility & sustainability	End of November 2020	Consult Technical Staff on Action Plan Communication plan - Post agreed Action Plan on the internet and intranet (For Technicians pages) Communicate institution wide (Blas, Technet)	Technician Commitment Working Group	
Provide return based on activity 2018/2020	Evaluating impact	December 11 <sup>th</sup> 2020		Institutional Lead (CMH)	
Technical roles and technical staff identified	Visibility	End of January 2021	Reporting facility established Contact structures/ mailing lists established	OSD Manager/HR BP Operations	
Proposal for Technical staff Career Pathway complete and agreed	Visibility, development, sustainability	End of January 2021		HRBP Policy/Career Pathway Sub-Group	

		End of December 2022	<ul style="list-style-type: none"> <li>• Established grade structure (1 – Senior Staff)</li> <li>• Job descriptions reviewed and revised</li> <li>• Development structures (skills &amp; experience by career stage) agreed and established</li> <li>• Communication plan</li> <li>• Development provision (training, secondment and mentoring schemes planned and accessible)</li> </ul>		
Engagement plan (local schools/colleges, Careers Services, Universities etc) established and operational	Visibility & sustainability	End of December 2021		Technician Commitment Working Group	
Alignment of Technical Commitment activity with institutional ambitions in respect of education and research, student and staff experience	Visibility and sustainability	End of December 2021	<ul style="list-style-type: none"> <li>• Identify relevant working groups and individuals</li> <li>• Develop appropriate mechanisms to link work of TC with those groups (and vice versa)</li> </ul>	OSD Manager with Technician Commitment Working Group	
Professional registration reportable	Recognition & Development	End of December 2021	<ul style="list-style-type: none"> <li>• Establish current picture</li> <li>• Records created</li> </ul>	OSD Manager with Technician Commitment Working Group	

			<ul style="list-style-type: none"><li>• Awareness raising</li><li>• Reporting structures created</li></ul>		
Technical Apprenticeships in place	Development & Sustainability	End of December 2022		OSD Manager	