

## Technician Commitment Action Plan: 2021/23

<b>VISION: To build a community of inspiring people with a global outlook to research and teaching.</b>			
<b>Technician Commitment Priority</b>	<b>Action Plan for 2021</b>	<b>Action Plan for 2021/22</b>	<b>Action Plan 2022/23</b>
<p><b>1. Visibility</b> Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is viable within and beyond the institution Career Development</p>	<p>1.1 Circulate and display the Posters that were produced as part of the technician's commitment launch event in December 2019. This will further highlight the work of the profession and technical staff in all areas and grades.</p> <p>1.2 Promote the role of technicians in the 'My Why' campaign and the "get to know your staff" in the Principal's newsletter.</p>	<p>1.3 Develop an annual Technician Awareness Week (this could be jointly coordinated with the Careers and Employability Centre for students and staff), to further promote the technical profession and the types of opportunities available.</p> <p>1.4 Identify a technical staff month to promote, showcase and celebrate the work of the profession.</p>	
<p><b>2. Recognition</b> Support technicians to gain recognition through professional registration.</p>	<p>2.1 Ensure that technicians are acknowledged and mentioned for their contribution in academic papers.</p> <p>2.2 Ensure that technical staff, specifically those with research skills are included on PURE.</p> <p>2.3 Ensure all technical staff have business cards. A useful and inexpensive way to demonstrate to the College and external organisations who they are.</p>	<p>2.4 Create an annual technical award for Technical staff. This can be a section in the annual Staff Awards.</p>	

<p><b>3. Career Development</b> Enable career progression opportunities for technicians through the provision of clear, documental career pathways</p>	<p>3.1 Identify central and local financial support for staff wanting to register for professional membership and training as a result of the training needs survey.</p> <p>3.2 All managers to discuss with technicians their personal development needs and career aspiration plans in line with the Annual Performance and Development Review (PDR) policy. Development needs will be met where possible.</p> <p>3.3 ODDT to highlight and promote appropriate training for technicians from the suite of workshops available within the College.</p> <p>3.4 Invite professional bodies to promote the benefits of professional registration.</p> <p>3.5 Promote opportunities for development inside and outside of the organisation, for example the Outside Insight work shadowing scheme, Internal work shadowing programme, secondments, projects, mentoring and coaching.</p>	<p>3.6 Invite professional bodies to provide guidance, training and support on how to complete professional registration forms for accreditation.</p> <p>3.7 Develop a Career Pathway for technicians clearly demonstrating the requirements for progression from one grade to the next and how transferable skills can be used to enable movement from one department to another.</p>	<p>3.8 We will work with other HE organisations to develop and hold a Technical Staff Conference bringing together the profession and talent enabling them to network and showcase their work.</p>
<p><b>4. Sustainability</b></p>	<p>4.1 Conduct an analysis of the number of resignations and appointments made over the last two years. Clarifying the cost benefit of overlapping appointments/hand over periods.</p>	<p>4.4 Develop a Succession planning strategy that supports routine work, teaching and research work of those who leaves or are planning to leave.</p>	

	<p>4.2 Introduce Apprenticeships for existing technical staff.</p> <p>4.3 We will ensure students are aware of the work of technicians in the College by highlighting the importance of their work in the prospectus, giving a presentations during Fresher's week and showcasing their expertise at Open Days, Careers Fairs and other internal and external facing events.</p>	<p>4.5 Introduce Apprenticeships for new staff, and exploring the possibility of offering a permanent positron for those apprentices.</p>	
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