

APPENDIX 1 STAGE 3 ACTION PLAN

Action Ref		Action	Talent Recommendation(s)	Technician Commitment Key Area(s)
Career Development	*CD1	Implementation of the Technician Career Framework, including guidance for technicians, technical managers and HoDs with respect to development options and planning. The framework will provide transparency and consistency with respect to grade expectations, supporting workforce planning.	R1 R2	Career Development Sustainability
	CD2	Develop guidance to cover implementation of the Technician Career Framework for existing technicians, through the PDR process.	R1 R2	Career Development Sustainability
	CD3	Assess the Liverpool Research Technical Professional Career Pathway approach and explore whether implementation at Lancaster is feasible.	R2	Career Development
	CD4	Explore linking CPD/Professional Registration to the Technician Career Framework & Career Grade roles.	R1 R9	Career Development Recognition
	*CD5	Develop a technical teaching career pathway to map to the Technician Career Framework, with opportunities for Technicians to complete the ATLAS program.	R11	Career Development Sustainability

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Skills Development	*SD1	Promote the benefits of job shadowing and job swaps both within the organisation and the wider sector eg N8.	R1 R10 R13	Career Development Sustainability
	*SD2	Ensure Institutional and Departmental organograms are available to demonstrate technical team structures with aim of highlighting: 1) Gaps in team structures for Technical Managers 2) Roles, and the experience & skills required to fulfil them, to aid Technicians in identifying appropriate CPD, training and shadowing activities.	R1 R3	Career Development Sustainability
	SD3	Promote ATLAS as an opportunity for recognition of teaching activities for technicians.	R2 R11	Career Development Recognition
	SD4	Investigate need for university roles co-ordinating T-levels and work placements and managing apprenticeships.	R7	Sustainability
	SD5	Following the success of dedicated FST technical training budget, other faculties to explore dedicated funding for technical development.	R10	Career Development Sustainability
	*SD6	Explore the possibility of protected for CPD time for technicians in line with Researcher Development Concordat recommendation.	R10	Career Development Sustainability
	SD7	Share existing expertise and skills through technician led workshops/seminars and shadowing. Increase availability of technician to technician mentoring and buddying	R10	Career Development Sustainability Visibility

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Succession Planning	SP1	Explore options for accessing reliable data on the technical workforce to inform succession planning.	R1 R4	Sustainability
	SP2	Development and implementation of a data informed succession planning process for technicians, exploring the use of apprenticeships through the development of relationships with local FE Colleges (aligned with the Recruitment and Selection review project).	R1	Sustainability
	SP3	Establish guidelines for who should be involved on recruitment and selection.	R8	Sustainability Visibility Career Development
Partners in Research & Engagement	PRE1	Explore opportunities for Technicians to engage in outreach activities, e.g. through the Morecambe Bay Curriculum to: Aid in the delivery of teaching and facilitate practical experience. Highlight the diverse and interesting technical careers available	R2	Visibility Career Development
	PRE2	Create guidance document on 'Technicians role in income generation and diversification'	R5	Visibility Sustainability
	PRE3	Communicate changes to UKRI rules re Technicians as PIs to Technical Staff and others and include within guidance document.	R5	Visibility Career Development
	*PRE4	Raise awareness of the Technical Career Framework to Principal Investigators and integrate research funded technical role descriptions into the Technicians Career Framework.	R5	Visibility

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	PRE5	Produce Guidance on 'Recognising Technicians' Contributions to Research' and embed as best practice in LU processes e.g. recognising technicians' contributions on REF submissions.	R11	Recognition
	PRE6	Engage with programmes and funding calls that emerge from UK Institute for Technical Skills & Strategy (UK ITSS)	R16	Sustainability
Recognition	*R1	Technical managers to continue to celebrate successes, encourage and support participation and positive engagement with current and future opportunities that are available to them	R15	Recognition
	*R2	Technical Managers and academic staff to nominate or support nomination for institutional and external prizes recognising technical excellence e.g. Papin prizes, RSC, Royal Society, Technicians Make it Happen, THE.	R15	Recognition
	R3	Encourage and support Technicians to engage with professional bodies relevant to them.	R14	Career Development
Engagement with wider sector initiatives	E1	Engage with N8 and wider northern University opportunities for network and job shadowing etc. as a means of development.	R2	Sustainability Career Development
	E2	Collaborate with N8 future initiatives e.g. Northern Technicians' Academy to facilitate skills development opportunities for technicians.	R2	Sustainability Career Development
	E3	Secure future funding of National Technician Development Centre (NTDC) membership.	R13	Sustainability

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	E4	Continue and build relationships with IST, NTDC, N8+, Northwest Technician Network, UKITSS and other organisations which bring benefit to Technicians at Lancaster.	R14	Sustainability
	E5	Share information as new UK Institute for Technical Skills & Strategy (UK ITSS) is established and takes shape.	R16	Sustainability
Technicians Voice	TV1	Explore options for dedicated representation of the technical workforce at University Leadership level.	R1	Visibility Sustainability
	TV2	Establish a stronger link between Steering Group and the University Internal Communications team to produce and share stories/successes.	R15	Visibility Recognition
	TV3	Establish a group of Technicians to engage in delivery of the action plan where applicable, share communication on events and opportunities within their departments and collate feedback to the Steering Group.	R15	Visibility Sustainability
	TV4	Monitor the inclusion of the Technicians voice on committees, panels and major university projects e.g. the Curriculum Transformation, Research Culture, Athena Swan and Race Equality Charter	R4 R13	Visibility Sustainability
	TV5	Ensure that there is a clear route to contact technicians when input is required, for example develop a Technician Commitment email address and inbox.	R12	Visibility Sustainability
Evaluation	E1	Evaluate Impact and Effectiveness of all Activities		