## Appendix B – New 36 month plan

Technician Commitment 3-year plan														
Task		2023/24					2024/25				2025/26			
	May - July		_	Feb - Apr	May - July	Aug - Oct		Feb - Apr	May - July		_	Feb - Apr		
To achieve a 'Golden Thread' approach from creation of new courses through to a proportional	ivay odiy	/ tug Oct	1407 0411	1 CD 7 (p)	ividy odry	7 tag Oct	1407 0411	1 CD 7 (p)	TVLLY GUILY	7 tug Oct	1407 0011	100 / (p)		
increase in technical resource provision.														
To maintain regular technial representation at course/programme committee meetings and														
respond to new developments.														
Work with HR to identify and prioritise training needs.														
Work with finance to secure suitable budgets for prioritised CPD.														
To ensure all technical staff maintain and review CPD records as part of the formal 1-2-1 meetings with line managers and as part of the Professional Development Review (PDR) process.														
Work with Directorate-level senior colleagues to ensure candidates for promotion are identified														
and supported through the promotion process.														
Ensure that individual career plans are discussed and accurately recorded as part of the PDR														
process.														
To ensure key managers meet regularly with HR to ensure all career-enhancement avenues are														
being considered.														
Consult with colleagues to identify topics for a technical conference														
To investigate avenues for ring-fenced funding for both an event and support with professional registration.														
To plan and prepare for conference														
To deliver conference														
To increase the frequency of themed Directorate meetings and 'away days' to facilitate best- practise and visibility of internal teams.														
Continue to grow and develop content on staff portal, especially in relation to 'non-IT' specialist teaching and promote to wider University.														
Continue to explore a bespoke technician's website														
Develop technician's website														
Launch technician's website														
Develop and maintain an on-line repository of technical information for internal reference and use.														
Continue to encourage technicians to upload and maintain profiles on University website and														
ensure profiles are displayed in relevant areas.														
Review technical team structure in-line with changing demands and new curriculum.														
Implement team structure changes based on review														
Ensure marketing material is refreshed, updated and targeted for specific events														
Identify specific colleagues within the Directorate to liaise with University branding, comms and														
events teams.														
To ensure colleagues are adequately briefed on the activities of the Directorate to ensure														
consistency of message.														
Continue to pursue Graduate Technician route with a view to securing apprentices as needed.														
Identify and prioritise key areas of focus for apprentices														
Apprentices in post.														
Identify suitable research projects and external promotion opportunities for technical staff and														
continue to encourage participation via meetings, 1-2-1s and PDRs														
Grow and embed Practise-based learning principles														
Develop Simulation strategy														
Launch simulation strategy														
Grow and embed principles from simulation strategy														
Mature lecture capture and digital technologies for hybrid learning														
Identify and pursue new opportunities for hybrid learning.														