Technician Commitment 24 Month Action Plan – Oxford Brookes University

	Up to 12 months	Evaluation of impact	1-2 years	Evaluation of impact
Visibility Ensure that technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution.	Steering Group including representatives from the technical staff will monitor and develop our actions towards the Technician Commitment further and assess gaps in resource to achieve our aims.	Functional committee meeting regularly with action plan reviewed at each meeting, liaising with appropriate senior staff.	We will ensure Technicians can be identified and are more visible in existing promotional materials and corporate media. They are seen as integral to the teaching, learning and research environment in terms of support and delivery of resources as well as instruction.	Comprehensive list of technical staff of the University with roles and appropriate identifiable job titles. Reference to technical staff in print, web and social media.
			Develop a communications plan for connecting communication channels - website, social media and mailing lists, to maximise opportunities to reach everyone in the technicians' community.	Extent of engagement of technical staff with technician commitment communications and activities
	Undertake an audit of the number and type of technical roles within the University.	Clarified technician job titles and increased visibility.	Develop a dedicated website for technical staff that will include staff profiles and success stories.	Usage of web site - number of visits and links; feedback from technical and other staff.
			Ensure that technical staff are represented on key faculty and departmental committees.	Representation leading to technician voice in faculty and departmental committees.
	Provide opportunity for technicians to meet regularly: Establish a calendar of network meetings, to be held every quarter for individuals to discuss practice, talk about CPD, gaining professional registration and share resources.	Evaluation by participants; increased networking; increased visibility through publicity of events.	We will explore the potential to introduce categories for technical staff in the Brookes' People Awards. Ensure technical staff are aware of the criteria for the ACE (salary point increase) award scheme.	Technical staff put forward for- and winning awards; raised awareness and recognition.
			Further Twitter 'takeover' by technicians to be planned for 2021/22.	Standard Twitter metrics- number of retweets, overall participation.

Recognition Support technicians to gain recognition through professional registration			We will Review the options for professional technical registration across the technician population. Undertake an audit to understand the current level of professional registration.	Baseline data on professional registration across the University technical staff and information informing personal career development
Career development Enable career progression opportunities for technicians through the provision of a transparent and more navigable career progression roadmap	We will signpost learning and development opportunities available to the whole technician community.	Level of technician awareness of opportunities for training, personal development and career progression.	We will increase opportunities for technicians to participate in learning and development programmes. Ensure that technicians and their managers use the opportunity of their Performance and Development Review discussion to focus on development within their current role and discuss career aspirations, where appropriate; not just their performance.	Initial evaluation- participation in l &d programmes and of inclusion of information on opportunities in PDR processes.
	Develop a set of role profiles against which new roles can be matched and career development needs can be assessed.	Availability of consistent set of role profiles.	Extend the work on role profiles to develop clear career pathways for technical staff.	Availability of example career development pathways and role profiles.
Sustainability Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised	We will undertake a review of the profiles for technical staff. Provide an evaluation of the cohort based on skills shortages/ needs following a skills audit. Review equality data to ensure that we are able to provide a focus to our attraction and promotion strategies based on any areas of under-representation.	University managers informed of skills gaps now and future. University managers informed of areas of concern to redress under representation.	Review options for the use of apprenticeships in technical areas experiencing skills shortages. Consider measures to increase the participation of under-represented groups in the technical workforce.	Decision on whether to pursue apprenticeship option made at Faculty level Review of options for positive action measures and decisions whether to implement; impact increased representation of underrepresented groups.