

Appendix 1

	Actions	Notes	Timeframe	Updates
VISIBILITY	1 Create a technician web page	Headline webpage with links to Teams group	March 2024	
	2 Create an inhouse technical staff directory/database	Provide an option via the webpage to register and identify skills to enable skill sharing across the university. Technicians and staff will have internal points of contact if points arise Opportunity for Technicians/Technical groups to have online profile pages	March 2024	
	3 Provide a biennial technical staff "away" day	Build a sense of community and sharing information relevant to technicians from across the organisation. The possibility of smaller/faculty groups meeting more regularly	March 2024	
	4 Identify all staff performing technical roles who are not in the Technical job family	To include Scientific Officer strand, professional demonstrators	March 2024	
	5 Set up Faculty email lists and a whole institution list of technicians	Set up lists that will initially be maintained and kept up to date manually by using technical staff list generated through an HR report Technicians email groups added to school emails for knowledge sharing	March 2024	
	6 Encourage Technician representation on School and Faculty meetings	Provides opportunities for Technicians to gain a wider understanding of the way that the	March 2024	

			Faculty/School is run and allows the opportunity for management to benefit from the experience of Technical staff.		
	7	To align the University of Greenwich Technician Commitment group to the new People Board created by the updated University Strategy		March 2024	
	8	Develop University awards specifically for technical staff	Encourage decision panels to include technician representatives.	March 2024	

	Actions	Notes	Timeframe	Updates
RECOGNITION	1 Source funding and promote funding for technicians to apply for professional recognition	Possibly paying for application fee or contribution towards fee for a limited number of years	March 2025	
	2 Develop a clear code of practice for acknowledgment of technician contributions to publications	Ensure that work done by technical staff is recognised in publications, posters, talks etc	March 2025	
	3 Continue membership of HEaTED (Higher Education and Technician's Educational Development)	Publicize opportunities internally to all technicians with the possibility of hosting courses	March 2025	
	4 Enable technical staff to be able to access internal/external research & enterprise funding opportunities	Eg RCIF capital equipment, VC PhD opportunities etc	March 2025	
	5 Acceptance of appropriately qualified technical staff to supervise research students	Technical staff with the correct qualification and training to be able to supervise PhD students	March 2025	
	Actions	Notes	Timeframe	Updates
CAREER DEVELOPMENT	1 Begin to develop a visible pathway for all groups classed as 'technical', including Scientific Officer and Professional demonstrator strands.		March 2025	
	2 Run training and networking workshops as part of a biennial technicians awayday.		March 2024	
	3 Ring fence funding to support technicians to attend relevant conferences organised by external bodies to encourage professional networking and cross sector learning		March 2025	
	4 Provide ongoing support for technical managers to develop line management skills		March 2025	

	Actions	Notes	Timeframe	Updates
SUSTAINABILITY	1 Expand and formalise a university wide apprentice technician programme, to complement our existing engineering scheme, leveraging the apprenticeship levy		March 2025	
	2 Work with the Learning and development centre to ensure that technical roles are represented and involved in planned activity.		March 2025	
	3 Establish a long-term Technical Managers Group (post action plan development)		March 2025	
	4 Appoint a Technical lead for the Technician Commitment	Role may be a one day a week secondment to support the implementation of the action plan, and to provide a career development opportunity.	April 2023	
EVALUATING IMPACT	Actions	Notes	Timeframe	Updates
	1 Technical staff response in the staff survey		March 2025	
	2 Evaluate engagement of the technician's Teams group		March 2025	
	3 Monitor technician involvement in events and professional registration		March 2025	
	4 HR to track career progress of the technical workforce, to provide annual demographics to include date by grades, gender and other protected characteristics possible in line with GDPR	Statistical reports including recruitment trends in the technical workforce	March 2025	
	5 Review of progress to be conducted and communicated annually	Updates on Tech Teams group	March 2025	