

Delivering the Technician Commitment

The Technician Commitment is a collaborative endeavour and the Steering Group will support and facilitate the establishment and sharing of best practice demonstrated in the self-assessments and action plans. Progress to date includes:

- Work commenced to identify the technical staff across the University
- Technical Staff Conference on 4 June 2018, organised by technicians, for technicians (the inaugural event was in 2017)
- Re-joined [HEaTED](#) (The Higher Education and Technicians Educational Development)
- Signed up to the Employer Champion initiative which encourages staff to move towards professional registration and have 19 volunteers engaged in this process.

Action plan – Technician Commitment

Planned action/objective	Rationale	Timeframe	Specific actions
To establish a consistent, integrated learning and development plan for the University's Professional Services			
Deliver an Action Plan for approval by PSB	To provide a high level consistent development plan that incorporates all strands of the Professional Services	By end of March 2018	Draft the Action Plan and submit to PSB by end of April 2018
Deliver commitments against external standards			
Meet the requirements of the Technician Commitment	To demonstrate ability to meet sector standards of quality and commitment	By May 2020	Have delivered against the two-year plan outlined in May 2018 to meet the requirements
Establish a schedule to ensure that the requirements of the Technician Commitment are met			
Establish a steering group to support the implementation of the plan			
Develop and agree an action plan for 2018 - 2020		By end of April 2018	The steps following this one are dependent on what such a steering group would decide. Part of the return requires that there is contribution from Technical Staff to the Action Plan
Provide return based on activity 2017/2018	A contribution towards the evaluating impact requirement under the Technician Commitment	By end of April 2018	
Develop a Technical Staff intranet page, state commitment to the Technician Commitment, and post institutional action plan endorsed by most senior staff (COO & VC)	A contribution to the visibility, recognition, career development, sustainability elements of the Technician Commitment	By end of May 2018	

Develop a Communications Strategy to ensure that there is consistency of messaging and that communications opportunities are maximised	A contribution to the visibility requirement under the Technician Commitment	By end of May 2018	Identify success stories in Technician community and promote. Raise profile of technical activity across PSE and BLS
Develop a marker in Core Database to identify all technical staff automatically		By end of June 2018	Identify on Core system how MPSS technical staff can be reported on. Consult those identified to ensure that it is true now and going forward
Develop a programme of events to promote Technical roles		By end October 2018	Lunchtime talks, support technical conference
Ensure Technical roles are identifiable and that job descriptions are developed to reflect the technical elements of the roles	A contribution to the visibility requirement under the Technician Commitment	By end May 2019	
The development of Technician specific professional career paths/frameworks which highlight progression routes and opportunities	A contribution to the recognition requirement under the Technician Commitment	By end of June 2020	
To have established a University approach to the conditions under which Technical staff are acknowledged/named on research grants and other research/scholarly outputs	A contribution to the visibility requirement under the Technician Commitment	By September 2019	Audit of current practice (initially) with a view to recommending a consistent approach
Create an engagement plan to promote technical career opportunities at CU	A contribution to the visibility requirement under the Technician Commitment	By end of February 2019	
Achieve Employer Champion status	A contribution to the career development requirement under the Technician Commitment	By end of July 2018	Take minimum of five technicians through a funded pilot to achieve professional registration by end of July 2018

Implement a programme of workshops to support professional registration	A contribution to the recognition requirement under the Technician Commitment	By end of October 2018	Build Science Council (and Engineering Council?) workshops to encourage technical staff to proceed to professional registration
Annual Professional Registration Award	A contribution to the recognition requirement under the Technician Commitment	By end of June 2019	New award as part of the Celebrating Excellence Awards (in addition to OG)
Develop a plan to raise awareness of the HEaTED Competency Assessment Toolkit for Technical Staff (CATTS) and to engage with the TDM toolkit and National Technician Development Centre	A contribution to the career development and sustainability requirements under the Technician Commitment	By end of December 2018	In preparation for PDR in 2019
To have evaluated the PSE Action Plan for the structural development of and succession planning for the technical staff in the College and consider wider application across BLS	A contribution to the sustainability requirement under the Technician Commitment	By end of June 2018	
Apprenticeships/training programmes	A contribution to the sustainability requirement under the Technician Commitment	By end of December 2018	