

University of Oxford
Technician Commitment Action Plan
June 2018



Technician Commitment Aims:

- V: Visibility:** Ensure that technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution
- R: Recognition:** Support technicians to gain recognition through professional registration
- C: Career Development:** Enable career progression opportunities for technicians through the provision of clear, documented career pathways
- S: Sustainability:** Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

no.	Action	Aim:	Responsible	Timescale	Success Measure	Current Status
1	To develop and promote an agreed strategy aligned with the aims of Technician Commitment	V, R, C, S	Forum / SRM	Aug. 18	To have a formal University Technician Commitment Strategy published and promoted	In progress
2	Establish a University Technician Commitment webpage	V, C	SM	Dec. 18	To have a live Technician Commitment webpage with appropriate data, contact details and support information	In progress [whole personnel Services website currently undergoing review]
3	Promotion of courses for current technicians through appropriate communication sources and encourage participation	C	SM	Sept. 18	To see increased numbers of technicians participating in dedicated courses	In progress
4	Data gathering on existing technician numbers across University including levels of professional body accreditation	V, R	Forum	Dec. 18	More complete picture of i) total numbers of technicians by department and role and ii) levels of accreditation	In progress
5	To support professional registration for all technicians	R	Forum	Sept. 20	Increased numbers of technicians with professional registration	In progress Some departmental Management Boards have already agreed to fund initial registration

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6	Increase awareness of opportunity for apprentices to train and develop in technical roles	C, S	CS	Sept. 19	To see an increase in apprenticeship applications in technical roles across the University	In progress
7	To develop the University job pages with greater information on apprenticeships and types roles	V, C, S	SM	June 19	To have new job pages with details on the technical employees with links from the Staff Gateway	To start
8	Increase awareness of existing career development opportunities	C,	Forum, CS	June 20	See higher levels of technician engagement with <i>work, learn, develop</i> , the Oxford Learning Institute and apprenticeship schemes.	In progress
9	Showcase careers in technical support on University recruitment website	C, V	CS, SM	June 19	Podcasts and case-studies on revised website	In progress [as part of ongoing revamp of University recruitment website]
10	Encourage departments to consider career development pathways for technicians	C, V	Forum	June 19	Visible career pathways for all staff	In progress
11	Encourage departments to take advantage of Apprenticeships in growing new technicians	S	CS	Oct 18	Increase in apprenticeships across MPLS / MedSci Divisions	In progress [several new schemes under discussion]
12	To deliver the Technician Commitment beyond MPLS / MedSci to the full University	V, R, C, S	Forum	Oct. 20	For all areas of the university to recognise its technicians and the level of support available, building on MPLS, MedSci as examples of best practice.	Not started

