Technician Commitment Action Plan April 2021 -2024

		Action	Alignment with People Strategy Priorities	Year 1, 2, 3 or ALL	Owner
VISIBILITY *Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution*	1	Update and develop the Technician web page. An updated look will be available when OSDS moves to the new web format.	PS Priority: Empowering our people	ALL	OSDS
	2	Use both TechNet in MS Teams and PURE as a way of capturing and sharing skills.	PS Priority: Empowering our people	ALL	OSDS/TCEG
	3	Support Technician involvement in Public Engagement through the Public Engagement Portfolio (PEP) which was created with the needs of Technicians and other professional staff in mind.	PS Priority: Valuing and Developing our people	ALL	OSDS working with Public Engagement Team
	4	Request that VPR & I lobbies at National level to influence contribution from techs are included in next REF	PS Priority: Valuing and Developing our people	2	OSDS/VPR & I
	5	Request that VPR & I raises awareness of the TCI with Heads of School/Units and that they support their Technical Staff across the 4 key themes.	PS Priority: Leading our people	1	OSDS/VPR & I
	6	Encourage new members to join the TCEG to bring in new ideas and to provide experience of participating in a University wide group.	PS Priority - Empowering our people	1	OSDS/TCEG
	7	Deliver online or in-person (when permitted) annual Technician Awayday and Networking events.	PS Priority - Valuing and Developing our people	ALL	OSDS/TCEG

		Action			
RECOGNITION	1	Continued membership of HEaTED and provide support for Professional Registration/HEA.	PS Priority - Valuing and Developing our people	ALL	OSDS
	2	Develop a clear code of practice for acknowledgement of technician contributions - Head of Research Policy, Integrity and Governance will work on how to enmesh this with wider policies in development e.g. Open Research and Research Integrity, liaising with others as required.	PS Priority - Valuing and Developing our people	2	Head of Research Policy, Integrity and Governance
Support technicians to gain recognition through professional registration	3	Ensure that awards and achievements by Technicians are publicised across the University (In The Loop, Webpage, TechNet and look for ways to highlight externally: Press; HEaTED etc).	PS Priority - Valuing and Developing our people	ALL	OSDS/TCEG
	4	Continue to publicise external awards and encourage nominations for and by Technicians.	PS Priority: Valuing and Developing our people	ALL	OSDS/TCEG

		Action			
CAREER DEVELOPMENT	1	Promote and Develop use of TechNet in MS Teams as a means of communicating opportunities and enabling networking.	PS Priority: Valuing and Developing our people	1	OSDS/TCEG
	2	Support creative ways to use the £10k Technician Fund so that it is used to support development across a range of opportunities.	PS Priority: Valuing and Developing our people	1	OSDS/TCEG
	3	Continue to offer the Passport to Management Excellence as leadership and management development to technicians to support aspiring, new, and existing technician supervisors/managers.	PS Priority: Valuing and Developing our people	ALL	OSDS
Enable career progression opportunities for technicians through the provision of clear, documented career pathways	4	Ensure the interests of Technicians are represented in the Career Pathways work as part of the People Enabling Strategy.	PS Priority: Valuing and Developing our people	2	OSDS/VPG
	5	Continue to share opportunities with other Scottish HEIs, including the development of a new Cross-Institutional Mentoring Scheme for Technicians	PS Priority: Valuing and Developing our people	2	OSDS
	6	Communicate with and encourage managers to enable technicians to attend development events and activities.	PS Priority: Valuing and Developing our people	ALL	OSDS
	7	Continue to ensure access to relevant development initiatives are available to Technicians.	PS Priority: Valuing and Developing our people	ALL	OSDS
	8	Continue to make funding available through TCI funding for Technicians to participate in appropriate external development opportunities.	PS Priority: Valuing and Developing our people	ALL	OSDS
	9	Run focus groups with female Technicians to identify appropriate career development support/actions.	PS Priority: Valuing and Developing our people	2	OSDS/EDI
	10	EDI Team to roll-out EDI briefings focused on technicians	PS Priority: Valuing and Developing our people	2	EDI

Action

	#	Action	PS Priority		
SUSTAINABILITY	1	Continue to raise awareness of the Shadowing/Secondment policy to Technicians.	PS Priority: Empowering our people	ALL	OSDS/HR
	2	Ensure that the University wide Apprentices Group set up by OSDS continues to provide support to Technical Apprentices and their Managers.	PS Priority: Valuing and Developing our people	ALL	OSDS
Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised	3	Continue sponsorship from Principal's Office by VPR & I	PS Priority: Leading our people	ALL	VPR & I
	4	Use TechNet to enable networking and sharing of skills via workshop visits when permitted.	PS Priority: Valuing and Developing our people	2	OSDS/TCEG
	5	Work with the Sustainability Team to identify links and opportunities between technicians and sustainability.	PS Priority: Empowering our people	2	OSDS/Sustainability Team
	6	Investigate a role for Technician Champions in Schools/Units to keep profile of TCI high and to cascade relevant information.	PS Priority: Empowering our People	2	OSDS/TCEG

		Action			
EVALUATING IMPACT	1	Carry out twice yearly review of progress on the Action Plan.	PS Priority: Valuing and Developing our people	ALL	OSDS/TCEG
	2	Monitor career progress and development undertaken by the Technical workforce.	PS Priority: Valuing and Developing our people	3	OSDS/HR
Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness	3	Horizon scan for any new relevant actions which need to be included during the life of this action plan	PS Priority: Valuing and Developing our people	ALL	OSDS/TCEG
	4	Analyse responses by Technical Staff in the next Staff Survey which will take place in November 2021.	PS Priority: Valuing and Developing our people	2	OSDS

TCEG - Technician Commitment Engagement Group **OSDS** - Organisational & Staff Development Services
VPR & I - Vice-Principal Research & Innovation **VPG** - Vice-Principal Governance