

PROUD SUPPORTER OF THE

# Technician Commitment



CONNECTING  
SCIENCE

## TECHNICIAN COMMITMENT

Action Plan May 2019 – April 2021

Action	Key Area	Target Date	Person/Group responsible	Success criteria/Outcome
1. Work together with other Technician Commitment signatories	Visibility	June 2019	Events	Institutes collaborate on joint events and initiatives, such as RITS
2. A portfolio of learning & development opportunities organised and facilitated by technicians for technicians	Career Development Visibility	June 2019 onwards	Training & Seminars	Technicians participating in, and facilitating, internal training
3. Continue to raise awareness of the varied technician roles and the Technicians Commitment	Visibility Recognition	June 2019 onwards	Marketing & Communications	Continue to add faces/case studies to the 'Make it Happen' campaign. Hold Drop in sessions. Utilise the Employee Partnership for dissemination of TC activities.
4. Host a Technician Commitment 'Launch Event' (external/internal speakers)	Visibility Recognition	June 2019	Events	Employees are able to describe what the Technician Commitment is and what benefits it provides to our technicians
5. Raise awareness of professional bodies and encourage registration	Recognition Career Development	June 2019	Membership & Finance	Technicians understand what professional membership & registration means.



Action	Key Area	Target Date	Person/Group responsible	Success criteria/Outcome
6. Create a Technician Grant/Fund	Career Development	June 2019	Membership & Finance	Technicians can apply for funds to support their professional development and enhance their careers
7. Create a policy which permits every Technician with the right to attend a minimum of 2 CPD sessions per annum	Visibility Recognition Career Development	June 2019	Internal policy, procedures & processes	An increase in the number of technicians accessing development opportunities
8. Encourage Technicians to attend networking events	Recognition Visibility Career Development	September 2019	Training & seminars	Technicians operate within a 'community' where they can learn together and from each other
9. Create a policy outlining the organisation's approach to recognising and acknowledging the work and contribution of technicians	Recognition Visibility Career Development	September 2019	Internal policy, procedures & processes	Technicians are consistently and fairly acknowledged and recognised for their efforts to research and the organisation
10. Organise RITS (Research Institute Technician Symposium).	Visibility Recognition Career Development	November 2019	Events	Collaborate with partners to create an annual conference for technicians working in institutes
11. Technicians are encouraged to access development and networking opportunities organised through HEaTED ( <a href="https://www.stem.org.uk/heated">https://www.stem.org.uk/heated</a> )	Carer Development Visibility	December 2019	Membership & Finance	Technicians participate in events and training
12. Improve social media presence (ie press releases to mention and recognise Technicians when appropriate)	Visibility Recognition	December 2019	Marketing & Communications	Technicians become seen as a valuable resource to the organisation via the use of external communications. Links to video on website

# Technician Commitment

Action	Key Area	Target Date	Person/Group responsible	Success criteria/Outcome
13. Encourage secondments and work-shadowing opportunities amongst the technician community	Career Development Sustainability	January 2020	Internal policy, procedures & processes	Technicians apply for and take up these opportunities to diversity experience
14. Develop a Technician Portal – to advertise training, skills audit, promote events	Recognition & Visibility	February 2020	Technician Portal	A one stop shop where Technicians can easily access materials, resources and find out about events
15. Build on community of technician STEM Ambassadors	Visibility Recognition	February 2020	Public Engagement	Increased numbers of technician Ambassadors who are actively involved in public engagement
16. Nominate Technician for awards (internal & external)	Visibility Recognition	January – May 2021	Marketing & Communications	Technicians are recognised for outstanding effort/performance
17. Grow our Own – to grow and retain early careers Technicians	Sustainability Career Development	May 2021	HR & L & D	Offer a range of apprenticeship, work experience placements and interns to create a future talent pipeline of Technicians
18. Create technical career pathways and job families which are aligned with role profiles	Career Development & Sustainability	May 2021	Internal policy, procedures & processes (with Recruitment)	Barriers to career progression are removed, technicians understand career pathways and what is required to progress

