Technician Commitment Stage # 3 Action Plan 2024-2026

Year 1 - 2024				
Activity / Action	**Quarter**	**Theme(s)**	**Responsibility**	**Outcome / Success Criteria**
New recruitment drive for Technician Champions. Formal Technician Champions Network to be established with Chair and co-chair appointed to lead the network.	1	Visibility, Sustainability	Technician Coordinator, Steering Group, HR	New technician champions to be appointed across the University. Existing champions to be given the opportunity to continue in their roles. New role descriptor for champions to be drafted.
Technician Champions meet regularly and promote awareness, communication and engagement across local areas and further. Meetings to be hybrid, where possible and between 10am and 4pm (Athena Swann recommendation)	1 (To continue throughout Action Plan)	Visibility	Chair/co-chair of Technician Champions Network	Technician Champions are embedded as key point of contact and stakeholders in Technician Commitment.
Establish Community of Practice for Technical staff in MVLS on a trial basis with a view to rolling it out to other Colleges after an evaluation is carried out	1 (To continue throughout Action Plan)	Career Development, Sustainability	MVLS CMG, Steering Group	Some of the actions that will be introduced include managing your personal development – interviews, cv writing, completing a regrading app etc., mini grant writing skills, Specialist knowledge sharing workshops eg microscopy, cell culture etc.
Organisational strategy plans include Technical staff. Long-term plan on how RTPs contributions can be captured for REF2028.	1 (To continue throughout Action Plan)	Visibility	Technical Managers, Heads of Technical Services, Steering	Technical Services contribution is recognised and acknowledged as a valuable resource across university, referenced through various strategic

			Group, Academic Staff / PI's	documents, feeding into research grants and REF 2028.
Nominations to internal awards and awareness of rewards schemes for technical staff. Recognition for junior technicians including modern apprentices through celebratory events and awards.	1 (To continue throughout Action Plan)	Recognition	Steering Group, HR, Technical Managers	Recognise contribution of technical staff e.g. James Watt Technician Prize, Professional Services Excellence Awards, HR highlighting reward schemes to technical staff.
Nominations to external award schemes such as THE Technician Award and Papin Prizes that recognise the contribution of technical staff	1 (To continue throughout Action Plan)	Recognition	Coordinator, Technical Managers, Head of Technical Services, Technical Staff	Nominations are encouraged and supported where possible, with greater recognition of technical contribution and successes. Where a large number of nominations is received, a panel should be formed to review/feedback on nominations prior to submission.
Promote opportunities for internal and external strategic leadership training for technical staff	1 (To continue throughout Action Plan)	Career Development	OD, HR, Coordinator Heads of Service, Technical Managers	Collaborate with OD and HR to promote opportunities for technical staff to undertake university Leadership Programmes.
Develop career and progression pathways for professional services including functional areas of expertise aligned to the Glasgow Professional Behavioural Framework	1 (To be completed by the end of year 1)	Career Development	HR PPR, P&OD	Finalise generic pathways and consult more widely on the applicability of each pathway across constituent groups of staff. Align development opportunities at each stage of pathway with internal/external offering. Draft indicative model career pathway for consultation across functional areas. Draft generic Pathways finalised and currently undergoing refinement for online publication.

Generate guidance for PIs and researchers on recognising technical and specialist staff on research outputs.	1	Visibility, Recognition	Research Services Directorate, Coordinator	Work with Research Services Directorate to generate guidance on acknowledgement and authorship on research papers and other outputs. Receive endorsement from RPSC to give visibility and authority at UofG.
Raise awareness and support for professional recognition, ensure enough resources are available for staff wishing to opt-in and maintain professional registration.	2 (To continue throughout Action Plan)	Recognition	Technical Managers, Coordinator, Champions	Encourage staff to explore opportunities for professional recognition and engage in relevant development activities through CPD and PDR eg, teaching aspect of technician roles through the University CPD framework eg AFRET and PgCAP, continue to provide support to technicians with their professional registration applications.
School/College-wide events to showcase technical services available, best practices sharing, attending external events such as Technical Specialist Network.	2 (To continue throughout Action Plan)	Visibility	Technical Service Staff and Managers	Promote technical services available, sharing best practices with other internal/external groups. Increased networking opportunity for technicians within specialist groups.
The continuation of training programmes targeted across all grades of T&S job family, supported through the Apprenticeship Levy	2 (To continue throughout Action Plan - Levy dependent)	Career Development	OD, HR, Coordinator, Managers	Technical and soft skills training, partnering with external training providers to offer and deliver bespoke programmes for Technical Services staff following evaluation of current offering.
Monitor EDI progress in the Technical & Specialist job family and support actions	2 (To continue	Sustainability	HR, EDI	The University's Staff Equality Monitoring Report looks at the

relating to the EDI, specifically aligning with the University's Equality Outcomes, and Diversity KPI's.	throughout Action Plan)			diversity of T&S job family by age, disability, ethnicity, sex and sexual orientation so we could see where we align with the University benchmarks, and where we might need to think about recruitment, etc.
Promote and further develop the job shadowing for technical staff	2 (To continue throughout Action Plan)	Career Development	Technical Managers, Coordinator, OD, HR	Further develop and run the job shadowing scheme, updating and assessing the scheme annually
Promote and further develop the 'Technical Skills Demonstration' scheme	2 (To continue throughout Action Plan)	Career Development	Technical Managers, Coordinator	Technician training sessions to enable skills and knowledge transfer between technical community. Further develop and run this scheme, updating and assessing the scheme annually
Start process to review existing staff funding models to propose changes to current methodologies with the aim of reducing the use of fixed term funding contracts thereby increasing job security.	2 (To continue throughout Action Plan)	Sustainability	Steering Group, College Management, Local College HR teams	Reduction of proportion technical staff on funding end date contracts and resultant increase in open ended appointments
Celebrate achievements, good news stories, winners of internal awards e.g., James Watt Technician Prize through social media and in-person events.	3 (To continue throughout Action Plan)	Visibility	Technical Service Staff and Managers, Technician Coordinator, Steering Group	Increased visibility, awareness and celebrate recognition of varied technical services and roles across University.
University Technicians' Conference with Internal / External speakers	3	Visibility	Technician Coordinator, Technician Conference Engagement Group, Champions	Promote activities and benefits of Action Plan, contribution of technical staff to UoG and networking and collaboration opportunities

Activity / Action	Quarter	Theme(s)	Responsibility	Outcome / Success Criteria
Technical live Q&A Sessions to be held once yearly	3 (every year in quarter 3)	Visibility	Coordinator	Direct engagement with the senior members of the University. Panel to include representatives from SMG, P&OD, PPR, senior academics, technical managers and guest speakers.
Continued support of Technician Commitment Co-ordinator role	Ongoing	Sustainability, Visibility	HR	To drive and manage engagement and activities under the Technician Commitment and deliver Action Plan
Annual review of progress	4	Sustainability, Evaluating Impact	Coordinator, HR	Undertake quantitative and qualitative review through surveys, tracking of participation in training and development opportunities, measuring of progression and impact

Year 2 – 2025

Activity / Action	Quarter	Theme(s)	Responsibility	Outcome / Success Criteria
#MeetATechnician campaign to be relaunched (series 2)	1	Visibility	Technician Coordinator	This campaign highlights career profiles of technicians across the University showcasing how staff have progressed their roles at the University.
Promote inclusion of senior/specialist technical staff as investigators and authors in line with the funding bodies' eligibility criteria.	1 (to continue throughout years 2 and 3)	Recognition	R&I, Steering Group, PIs	Engage with Research and Innovation on nature of authorship and if we can be more explicit in this space. Use of set of criteria through Research Integrity Office. Research Integrity Training for technical staff, where appropriate
Creation of a cross-college Technical Managers and Chief Technicians Group	1 (to continue throughout	Sustainability	Technical managers	Create a cross-college group for Technical Managers and Chief Technicians. The group will meet

	years 2 and 3)			every 2 months and will aim to share best practices, identify and resolve cross-college issues and support cross-college initiatives.
Organise Scottish Technical Conference with external parties to promote Technician Commitment working alongside other universities	*Quarter to be decided after the Annual Review of the Action Plan in Q4 Year 1*	Visibility	Technician Coordinator, Technician Conference Engagement Group, Champions	Collaborate on joint events and initiatives, provide networking opportunities, share best practice, and promote success stories
Encourage and ensure UofG schools and colleges support technical staff to attend conferences and networking events where beneficial to both staff and school/college.		Career Development	Technical Managers, Steering Group	Management support for technicians to attend relevant conferences organised by external bodies to encourage professional networking and cross-sector learning.
Development of cross-college Apprenticeship Programme		Sustainability	HR, Technical Managers,	Development of cross-college Apprenticeships with a view to introduction in Year 3. Growing talent and aiding succession and workforce planning to create a future talent pipeline of technicians across different colleges.
Annual review of progress	4	Sustainability, Evaluating Impact	Coordinator, HR	Undertake quantitative and qualitative review through surveys, tracking of participation in training and development opportunities, measuring of progression and impact

Year 3 – 2026				
Activity / Action	**Quarter**	**Theme(s)**	**Responsibility**	**Outcome / Success Criteria**
Improve research culture and collegiality reflecting on the recommendations from the Talent research culture report.	*Quarter to be decided after the Annual Review of the Action Plan in Q4 Year 2*	Recognition	Steering Group, R&I	Improvement in staff survey on research culture and collegiality from previous years.
Introduction of specialist cross-College training identified by technician champions and technical managers.		Sustainability, Career Development	Technical Managers, Technician Champions	Long term structure and plan in place for cross school and college training. Training may include analytical courses, H&S and those identified by technical managers and champions.
Publicise and celebrate successful post regradings / senior appointments for the past three years		Visibility, Career Development	Coordinator, HR	Visibility of career progression
Technical Staff Survey		Sustainability, Evaluating Impact	Coordinator, Champions, Steering Group	Gauge technical staff engagement with the Technician Commitment and monitor skills and EDI data.
University Technicians' Conference with Internal / External speakers	3	Visibility	Technician Coordinator, Technician Conference Engagement Group, Champions	Promote activities and benefits of Action Plan, contribution of technical staff to UoG and networking and collaboration opportunities
Annual review of progress	4	Sustainability, Evaluating Impact	Coordinator, HR	Undertake quantitative and qualitative review through surveys, tracking of participation in training and development opportunities, measuring of progression and impact