Technician Commitment Ambitions and 36-Month Action Plan

Stage 3 Self-assessment June 2024
Updated: 25 June 2024 by Cat Sanderson

In September 2017 Nottingham Trent University (NTU) became a proud signatory of the [Technician Commitment](#), a university and research institution initiative supported by the Science Council and the Technicians Make It Happen campaign.

In backing this pledge, NTU has committed to addressing the key challenges faced by technical staff. Our commitment will establish greater visibility, recognition, career development and sustainability for our technician community across all our varied disciplines.

NTU's Technician Commitment ambitions and 36-month action plan 2024 to 2027

Under the Institutional Lead, the Technician Commitment Steering Group has drafted NTU's updated action plan for our next 36 months as a signatory of the Technician Commitment and submitted our self-assessment for second stage peer review. The self-assessment and action plan have been signed by Professor Edward Peck, NTU Vice Chancellor & Chief Executive.

Some of our actions will be able to be addressed with immediate effect while others will take time to develop and evaluate impact. The action plan is a dynamic document which the Steering Group will grow and develop over the 36 months.   We will seek feedback from our technical community and provide updates through our established communication channels and on our Technician Commitment webpage.

Aims

1. Our Technician Commitment Steering Group will work to identify, address and overcome the challenges faced by our technical community. The Group will enable technicians to be visible at a strategic level and be representative of technical, academic and management/leadership colleagues who are committed to embedding the initiative.
2. We will work to establish **Equality, Diversity, Inclusion and Respect** within and for all of our technical community, linking with our Institutional and School level Athena Swan and REC action plans.
3. **Visibility**: We will work to establish and communicate a clear technical structure linked to a comprehensive career development pathway. A thorough understanding of the breadth, depth and importance of technical roles, responsibilities and skills within NTU will be embedded. Showcasing of technical work and achievements will be promoted via institution wide communication and events.
4. **Recognition**: We will promote and support professional registration. Internal and external technical award opportunities for nomination will be promoted across NTU with university representation at technical conferences where appropriate and possible.
5. **Communication**: Our Technician Commitment webpage will be up to date and signpost current and potential staff to sources of information related to NTU's progress and the Commitment itself. A comprehensive resource focussed on curating information and guidance to support our technical community will be established and maintained.

6. We will develop a clear **career pathway** for the career development of our technical staff. Links to training and development opportunities will be visible through our curated technical resource.
7. **Sustainability of technical skills and expertise** will be addressed through our robust and supportive appraisal process, exploring placement and secondment opportunities and NTU's Professional Services Mentoring Scheme.
8. **Monitoring & Evaluation**: We will continually monitor and review progress against our Aims and Ambitions, identifying where further interventions or actions may be required and communicating impact evaluation to stakeholders.

36-Month Action Plan

Outstanding	In Progress	Complete

Action	TC Theme	Success Criteria	Timescale/ deadlines	Progress	Responsible person (s)	Comments
Review Staff Survey responses for technical colleagues' perceptions about the Technician Commitment themes at an institutional level	Evaluating Impact	Successful development of the survey aligned to the workstreams below with relevant questions, effective communication to make all technical colleagues aware of their access to and value of their contributions to the survey with outcomes and actions also communicated.	**30 September 2024**	New internal Hive survey process available that we can use	HR and HOPs	All staff survey replaced by Pulse surveys. Review for any further actions taking the technical voice into account within our 36-month action plan and the workstreams outlined below.
Career Fulfilment workstream; Career Pathways	Career development Recognition Sustainability	• Defining opportunities and career routes • Developing a framework proposal • Considerations for recruitment, development, succession planning and retention of technical staff	**30 June 2025**			

Career Fulfilment workstream; Coaching and mentoring	Career development Sustainability	• Exchange opportunities (internal and external). • Colleague shadowing to gain experience of different roles and skill / knowledge development. • Mentoring both within and external to NTU	**30 June 2025**			
Career Fulfilment workstream; Communication and Networking	Visibility Career development Recognition Sustainability	• Visibility of staff profiles, skills and specialisms • SharePoint and developing the NTU Technical Hub • Opportunities for networking events, showcasing practice and informal conversations	**30 June 2025**			
Career Fulfilment workstream; Resources and Facilities	Career development Sustainability	• Inventory management • Efficiencies and cross-school asset/resource sharing • Innovation and future capital planning	**30 June 2025**			
Career Fulfilment workstream; Industry Collaboration and Innovation	Visibility Career development Recognition Sustainability	• Engaging with industry to develop and extend our own practice • Exploration of potential industry career pathway • Links to research, innovation and commercial knowledge exchange	**30 June 2025**			
Explore opportunity to collaboratively develop a Midlands Enterprise Universities Technician Commitment Network	Career Development Sustainability	Establishment of the Network and regular meetings with clear Terms of Reference, vision and action plan	**31 December 2024**		NTU Technician Commitment Steering Group Chair	
Explore addressing improvements to gender balance across all Schools	Visibility Career development Sustainability	Further improvements in the ratio of male;female staff across Schools and disciplines. Evidenced against stage 2 and stage 3 Technician Commitment Self-Assessment data	**30 June 2027**		HR HOPs	