

# ***Technician Commitment: Really?!***

***How the NTDC can support delivery of the TC***

# Technician Commitment: Really?



## Action Plan & Report

- Original drivers – career development concerns raised in internal staff survey

Question number	Question	All staff positive response	Technical staff positive	Chemistry technical staff
55	I believe there is a clear career path available to me at the university	32%	15%	11%

## Process

- Sign-up & self assessment, June 2018
- Action Plan, June 2018 - ongoing [38 point action plan in 7 phases]
- TechYork control from operational managers to a committee of Technicians
- Action Plan progress report, Dec 2019 (lots complete/on target, but behind in a few areas!)
- Technician Festival Sept 2020



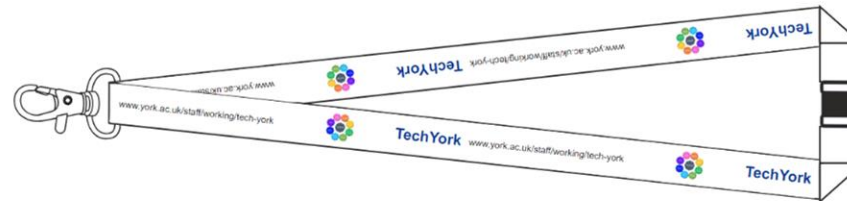
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## Visibility

- Skills survey has made HR more aware of technical staff at the university
- TechYork is the focus of technician's voice and awareness at UoY
- TechYork are now attending all central inductions for new staff
- TechYork webpages, twitter, mugs, pens, lanyards etc.
- Facilitating positive experiences e.g. meeting more technicians, visiting other departments more than ever before, opportunities to do things like this!



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## Career Development

- Work in progress - role descriptors were approved in Dec 2018, live in April. To date 42 technical appointments from Grades 3 (Asst. Technician) to 8 (Dept. Operations Manager) have been made using the grade descriptor templates.
- They “show the steps, we just need to get the path in between”

Job Title	Assistant Technician	Technician (Grade 4)	Technician (Grade 5)	Technical Specialist	Technical Team Manager	Senior Technical Specialist	Senior Technical Team Manager	Dept. Operations Manager
Uni of York HERA	3	4	5	6	6	7	7	8
Higher education Technical Taxonomy (HETT)	Assistant Technician	Technician (Grade 4)	Technician (Grade 5)	Technical Specialist	Technical Team Manager	Senior Technical Specialist	Senior Technical Team Manager	Dept. Operations Manager
HETT Band	1	2	2	3	3	4	4	5
HETT Role Overview	Works primarily under supervision and possess ability to solve simple problems	Reflecting a higher ability and skill level, works autonomously and solves complex problems	Reflecting a higher ability and skill level, works autonomously and solves complex problems	With a management focus, possesses the ability to manage and plan work and resources	With a management focus, possesses the ability to manage and plan work and resources	Leads, manages and plans the work of a large and multi-faceted team	Leads, manages and plans the work of a large and multi-faceted team	Operating at a Departmental or Faculty level, manages and plans work for a number of large and multi-faceted teams

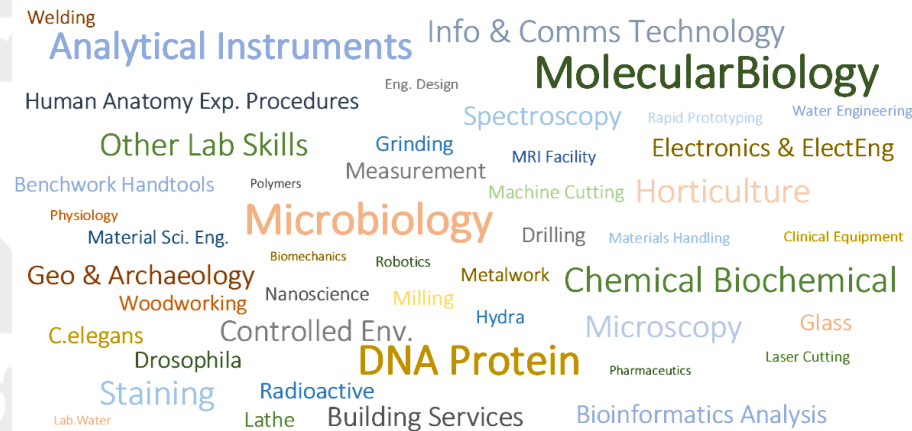


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## Sustainability

- NTDC Skills Survey – carried out in May/June, 89% of technicians completed it and received their own personalised report
- Next step - with the help of the NTDC we have another(!) action plan. Aim to present the Institute / depts. with a report of all the skills available, potential skills gaps, training opportunities etc



- Apprenticeships - as well as 2 existing apprentices in their 2nd year, there are plans for more.....



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## Recognition

- Professional Registration
  - In the Skills Survey, 15% of technicians (~30) listed themselves as Professionally Registered, although common responses were:

*“...don't see the benefit...”*

*“...cost”...*

*“...don't need it to do my job...”*

- TechYork hosted a Professional Registration workshop delivered by the Science Council, aimed at those who have decided to apply, but needed guidance on the application
- Two members of the TechYork committee are Professional Registration Champions and one is a Professional Registration Assessor



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FOR TECHNICAL STAFF AND SERVICES

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Technician Commitment