

STFC Technician Commitment Action Plan

<u>Pillar</u>	<u>Action</u>	<u>Activities</u>
Visibility	Continual demonstration of leadership and support for the Technician Commitment by STFC and its Chief Executive and Executive Board	<ul style="list-style-type: none"> • Evidenced by regular statements from the TC Champion on the intranet. • EB visibility at TC events • TC referenced at staff forums
	Annual STFC Technician conference. Technician focussed conference, organised by the technicians, showcasing their valued contributions and providing network opportunities across all levels at STFC	<ul style="list-style-type: none"> • Annual Technician's Conference – STFC to support Organisation/Funding/Staff cost and time/Venue.
	Encourage technicians' contributions to be visible on scientific or technical papers	<ul style="list-style-type: none"> • Review policy and guidance with a view to develop STFC policy and guidelines.
	UKRI/STFC technician focussed webpage, highlighting the technical input of the technician. Visibility to aid in the recruitment of technicians.	<ul style="list-style-type: none"> • Encourage via UKRI TC Employers Working Group for UKRI to include within the UKRI governance of the website. • Encourage facilities to use their own Science Interaction site to highlight their technicians and their contribution to science
	Create technician video logs and profiles for use on internal and external communications and cross-site digital poster boards.	<ul style="list-style-type: none"> • Regular update of video logs to be produced for both internal and external comms
	Examine and promote technician involvement in outreach and becoming STEM ambassadors.	<ul style="list-style-type: none"> • Understand the current position of STEM ambassadors/numbers and why not as many technicians get involved. • Encourage management to promote their technicians to become STEM ambassadors • Link with the apprentice scheme STEM ambassador work

	Review participation and use of the current recognition scheme with a view to understand who is being recognised and by whom - reminding all staff that the recognition scheme should be used to recognise work where that contribution has gone above and beyond.	<ul style="list-style-type: none"> • Raise visibility of the recognition scheme and encourage the peer-to-peer participation. • Understand the level of recognition allocated to technicians (Numbers of)
Recognition	Highlight the requirement to review Resource Retention Allowance and Responsibility Allowance policies through the UKRI Employers Working Group.	<ul style="list-style-type: none"> • STFC representative on UKRI Technician Commitment Employers Working Group to raise as action within their action plan to review allowances. • STFC HR to liaise with the UKRI HR reward team to review allowance policy.
	Support the inclusion of technicians in key project and programme events.	<ul style="list-style-type: none"> • Technicians to be included in invitations to attend VIP and key project/stakeholder events.
	Organisation to highlight the benefits of a professional registration for technicians.	<ul style="list-style-type: none"> • Identify staff within the organisation to present the benefits of being, for example, an Incorporated Engineer, Engineering Technician or having Chartered Status
	Format to encourage the inclusion of technicians at project early stage discussions within STFC, for key projects. Not just a focus on the scientific deliverables. A view of the iceberg below the water line.	<ul style="list-style-type: none"> • Technicians to be included at early stage project discussions/meetings and treated as a key stakeholder.
	Create a plan to tackle the perceived stigma related to being labelled a technician.	<ul style="list-style-type: none"> • STFC to initiate a baseline survey to establish the current level of technicians proud to be called a technician. Repeat annually to establish progress of addressing the perceived stigma.
Career Development	Ensure that all technicians across the organisation have equal access to opportunities.	<ul style="list-style-type: none"> • Seek EB/Ops Board input into how we (STFC) enable this. Current structures and funding models across the organisation have led to perceived inequalities of opportunities for development and

		<p>career progression within the STFC technician community</p> <ul style="list-style-type: none"> • Generate some feasible options to put to EB/Ops Board following consultation with a cross section of operational management and technician WG members.
	Create an STFC career development plan for technicians.	<ul style="list-style-type: none"> • Elevate to UKRI for their action plan via the UKRI Technician Commitment Employers Working Group (EWG). • STFC to consider its own plan in line with UKRI, or bespoke if UKRI do not include in their action plan. • Ensure all technicians have a personal development plan
	Review promotion process to better reflect the candidates and their abilities, skills and merits to the role.	<ul style="list-style-type: none"> • UKRI are reviewing promotion policy currently. STFC need to ensure they have input into how this will look by influencing UKRI policy via the UKRI EWG forum.
Sustainability	Highlight across STFC technicians who have been promoted to higher bands.	<ul style="list-style-type: none"> • Identify technicians who have been promoted and have progressed through the organisation into senior positions. • Highlight these examples to staff via video and internal web platform.
	Develop/expand work experience for technician placements across all departments at STFC.	<ul style="list-style-type: none"> • Develop a consistent availability of placements across all departments within STFC
	Create a digital catalogue to show available training courses, up skilling and access to funding (for example the Apprenticeship levy).	<ul style="list-style-type: none"> • Engage with HR/L&D/Early careers colleagues to capture courses previously identified departmentally to be included in a catalogue (in addition to Oracle catalogue). • Create a platform for sharing of information by technicians who themselves have explored training interventions.
	Policy to support attendance of technicians at conferences and trade shows.	<ul style="list-style-type: none"> • Engage with and gain directors support by highlighting the benefits of the inclusion of Technicians at relevant events.

		<ul style="list-style-type: none"> • Increased attendance at relevant conferences, trade shows and networking events to increase learning and share experience
	<p>Develop management engagement with technicians program by providing guidance/training/workshops, to promote good practice for engaging with technicians and the resulting benefits for all.</p>	<ul style="list-style-type: none"> • Engage with HR/L&D to identify training that can support the manager/technician engagement.