



# Technician Commitment Action Plan

# Introduction

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The Technician Commitment is a university and research institution initiative supported by the Science Council and the Technicians Make It Happen campaign.

The commitment includes four key areas.

## **Visibility**

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution.

## **Recognition**

Support technicians to gain recognition through professional registration and external awards schemes.

## **Career Development**

Enable career progression opportunities for technicians through the provision of clear, documented career pathways.

## **Sustainability**

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised.

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## **Evaluating Impact**

The fifth theme, Evaluating Impact, requires institutions to regularly assess the impact of actions taken in support of the Commitment to ensure their effectiveness.

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“We are proud to be one of the 83 institutions, along with our GW4 partners, that have signed up to the Technician Commitment. This is a great opportunity for us to support a key area that will improve and safeguard vital technical skills.

Our technicians are a highly valued and crucial part of the excellent teaching and research that takes place at the University, and this commitment will help the University provide the visibility, recognition, career development and sustainability they deserve.”

Jonathan Knight Pro-VC for Research

# University of Bath Technician Commitment 24-month action plan

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1

Finalise and launch webpages for technical staff:

- Complete online profiles for technical staff
  - Promote Continuing Professional Development information & opportunities
  - Promote professional registration information
  - Technicians' blog
  - Relevant links for technicians
  - Communications plan
  - Award schemes information
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2

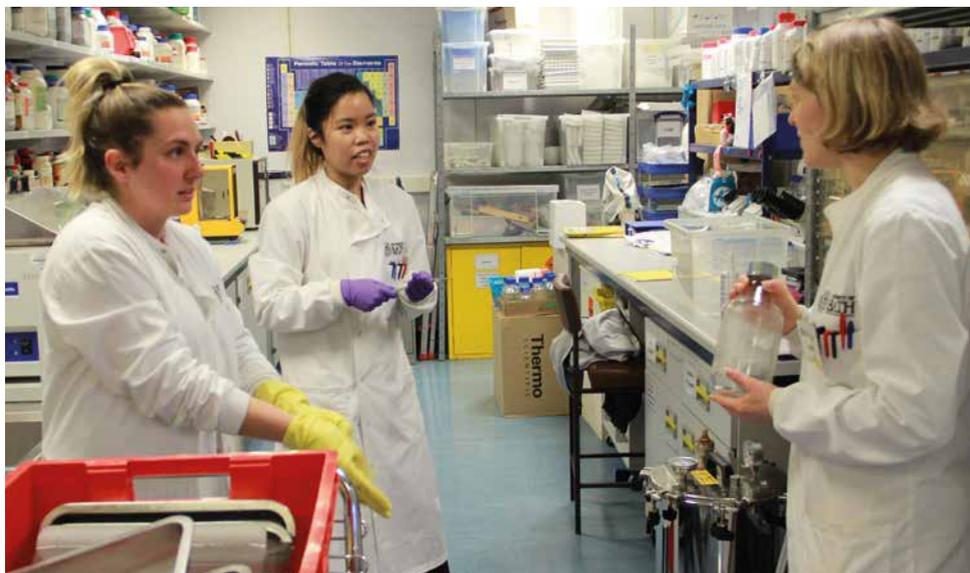
Continue to promote our technical service, as per the communications plan developed as part of the Technical Progression Project

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Annual technical conference

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Our 'Technical Working Charter' is a working agreement that was drafted as part of the Technical Progression Project. The charter sets expectations between technical teams and staff and will be consulted on, finalised and implemented.

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5

Work with the Comms team to improve the capture of technical staff on University-wide email lists

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6

Review policy for acknowledgement in research publications to ensure consistency and fair attribution across the institution

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Technical Representation:

- Technical staff will be represented on Departmental Executives and/or Departmental staff meetings
  - Technical staff will be represented on University Athena Swan self-assessment team
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Ensure that there is a standardised technical staff induction process (e.g. including core skills/H&S training, set up web profile & photo taken, tech email lists/forums, introduction to Technician Commitment)

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Improve support for, and communication with, technical staff outside of core faculty teams by establishing management links with senior technical staff. (e.g. grant funded technicians reporting to PIs will be line managed by Faculty Technical Managers)

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10

Re-join HEaTED

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11

Award Schemes

- Promote existing internal & external award opportunities for technical staff
  - Investigate new internal categories for technical staff
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“There are a lot of unsung technical team heroes behind the scenes, and the Technician Commitment initiative will allow their contribution to be recognised at a University level. I love that our action plan stems directly from the very people who it will have a positive impact on.”

Dr Marianne Harkins

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12

Promote professional registration and achieve Employer Champion status

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Technical Leaders Network programme

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Career framework will be finalised and communicated

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Finalise and publish standardised job descriptions

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Recruitment - review success of changes to adverts & JDs

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17

Skills audit carried out to map the existing skills we have in-house and identify areas of weakness

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**18**

Investigate opportunities to enhance technical engagement with widening participation/outreach

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**19**

Review effectiveness of SDPR process for technical staff

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**20**

Promote and develop the range of CPD activities available to technical staff to ensure development needs are met

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**21**

Promote and develop our wellbeing programme for Technical Staff

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**22**

Explore opportunities for regional collaboration to share ideas and best practice

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**23**

Evaluate the effectiveness of the above actions for both technical staff and service users

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“I’m really proud of this action plan, which shows the University is serious about delivering on its commitment to support technical staff. Seeing the progress made already towards the themes of the commitment has been exciting and I encourage all staff to get behind this to bring positive change for technicians.”

David Williams

You can view our full self-assessment and action plan at  
[go.bath.ac.uk/technician-commitment](https://go.bath.ac.uk/technician-commitment)

Technician commitment steering group

