Technician Commitment Aims:

**V**: Visibility: Ensure that technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

**R**: Recognition: Support technicians to gain recognition through professional registration

**C**: Career Development: Enable career progression opportunities for technicians through the provision of clear, documented career pathways

**S**: Sustainability: Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

| **no.** | **Action** | **Aim:** | **Responsible** | **Timescale** | **Success Measure** | **Current Status** |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | To develop and promote an agreed strategy aligned with the aims of Technician Commitment | **V, R, C, S** | Forum / SRM | Aug. 18 | To have a formal University Technician Commitment Strategy published and promoted | In progress |
| 2 | Establish a University Technician Commitment webpage | **V, C** | SM | Dec. 18 | To have a live Technician Commitment webpage with appropriate data, contact details and support information | In progress  [whole personnel Services website currently undergoing review] |
| 3 | Promotion of courses for current technicians through appropriate communication sources and encourage participation | **C** | SM | Sept. 18 | To see increased numbers of technicians participating in dedicated courses | In progress |
| 4 | Data gathering on existing technician numbers across University including levels of professional body accreditation | **V, R** | Forum | Dec. 18 | More complete picture of i) total numbers of technicians by department and role and ii) levels of accreditation | In progress |
| 5 | To support professional registration for all technicians | **R** | Forum | Sept. 20 | Increased numbers of technicians with professional registration | In progress  Some departmental Management Boards have already agreed to fund initial registration |
| 6 | Increase awareness of opportunity for apprentices to train and develop in technical roles | **C, S** | CS | Sept. 19 | To see an increase in apprenticeship applications in technical roles across the University | In progress |
| 7 | To develop the University job pages with greater information on apprenticeships and types roles | **V, C, S** | SM | June 19 | To have new job pages with details on the technical employees with links from the Staff Gateway | To start |
| 8 | Increase awareness of existing career development opportunities | **C,** | Forum, CS | June 20 | See higher levels of technician engagement with *work, learn, develop*, the Oxford Learning Institute and apprenticeship schemes. | In progress |
| 9 | Showcase careers in technical support on University recruitment website | **C, V** | CS, SM | June 19 | Podcasts and case-studies on revised website | In progress [as part of ongoing revamp of University recruitment website] |
| 10 | Encourage departments to consider career development pathways for technicians | **C, V** | Forum | June19 | Visible career pathways for all staff | In progress |
| 11 | Encourage departments to take advantage of Apprenticeships in growing new technicians | **S** | CS | Oct 18 | Increase in apprenticeships across MPLS / MedSci Divisions | In progress [several new schemes under discussion] |
| 12 | To deliver the Technician Commitment beyond MPLS / MedSci to the full University | **V, R, C, S** | Forum | Oct. 20 | For all areas of the university to recognise its technicians and the level of support available, building on MPLS, MedSci as examples of best practice. | Not started |

**Completed Actions:**

| **Action Number** | **Action** | **Aim** | **Responsible** | **Timescale** | **Success Measure** | **Current Status** |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | Establish Technician Commitment Forum | **V, C, R, S** | SRM / VH | Oct. 17 | First meetings of Technician Forum | Complete |
| 2 | Official launch of UoO Technician Commitment | **V, C, R, S** | SRM / VH / SM / CS | April 18 | Launch Event with external speakers:  >50 attendees from 13 departments | Complete (16/04/18) |
| 3 | Exemption of Apprenticeships from UoO headcount cap | **S** | CS | Mar 18 |  | Complete |
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