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**University of Strathclyde    Technician Commitment Plan    2024-2027**

Commitment Themes	Activity/Objective	Short Term goal Medium Term goal Long-term goal	Impact Measure	Completion Date	Progress and review Comments
Visibility	Continue to ensure University web page presence is up to date	Long term	Engagement figures from corp comms	Ongoing 2024-2027	
Sustainability	Modern Apprentice Co-ordinator to continue to work closely with departments to recruit apprentices	Long term	In line with Assessment Centre recruitment targets	Ongoing 2024-2027	
Career Development Sustainability Visibility	To ensure continued work with HEaTED and ITSS around CPD activities for technical staff. Continue to subscribe to appropriate CPD body	Long term	HEaTED and ITSS information is made available via email directly to all technical staff. Hard copies also displayed in the OSDU offices and training rooms, and visible to staff via our Sharepoint site.	Ongoing 2024-2027	
Career Development Sustainability Visibility	Technical staff will be included with Academic staff who are working towards membership of the Advance HE. This will be advertised to Technical Staff	Long term	Staff are made aware of this opportunity, and encouraged to be involved	On-going 2024-2027	

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Daily Mail University of the Year Awards

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	directly by email and as part of general engagement with Technical Staff				
Career Development	Technical Staff Development programme to offered to all Technical Staff. Information sessions held and the programme offered beginning in summer 2025 and 2027. This is offered by-annually.. Team Member course is the level 1 programme, and participants now work towards ILM level 2 in Team Member Skills – costs met centrally to encourage CPD etc	Long term	Programme run	2025 and 2027	
Career Development Recognition	We will continue to work with the Science Council to promote professional registration for technical staff. This will be offered as part of ongoing development opportunities. These sessions are now virtual by the Science Council and run periodically throughout the year. Technical staff will be informed of the sessions at various points throughout the period via comms and direct email	Long term	Session held each year	Ongoing 2024-2027	
Career Development Recognition	We will engage with the Engineering Council to promote Professional Registration for Technical Staff. The representative from the Engineering Council will deliver	Long term	Information sessions held with staff over the 2 year period.	On going 2024-2027	

	workshops and information session directly to staff				
Career Development	To hold workshops/information sessions from the RSC and IST to promote professional registration	Long term	Workshops held	Ongoing 2024-2027	
Visibility Recognition Sustainability Career Development	Nominate an appropriate Modern Apprentice for the Scottish Apprenticeship Awards. This is done yearly via the Modern Apprentice Co-ordinator	Long term	Apprentice/s nominated	Ongoing 2024-2027	
Visibility Recognition Sustainability Career Development	Nominate a member of Technical staff for the Scottish Graduate Apprenticeship awards	Long term	Apprentice nominated	Ongoing 2024-2027	
Visibility Recognition	As part of the 'Strathclyde Medals' recognition system, we will encourage colleagues to nominate Technical Staff.	Long term	Increased number of individual medal nominations and awards for Technical Staff	Ongoing 2025-2027	In recent years, we have seen an increased number of Technical staff receiving medal nominations and going onto to receive Strathclyde medals. This has often been part of successful teams, but we'd like to encourage more individual nominations for Technical Staff

Visibility Recognition	To ensure there is a Technical Staff voice as part of the Strathclyde Medals panel each year	Long term	To ensure that the Strathclyde Medals preparation procedures (SOP) includes the necessity to ensure a representative is included from the Technical workforce	Ongoing from 2024-2027	
Visibility Recognition	To explore the idea of establishing a 'Technician of the year' award	Long term	To explore this initiative, being sensitive to our existing Strathclyde Medals Recognition process	2027	
Sustainability Recognition Career Development	HR to look at staff turnover within the Technical workforce with a view to succession planning for the future. Career progression is being looked at and career frameworks are being developed by HR colleagues as an ongoing project which will continue over the next few years	Medium/Long term	Plans and framework developed	2027	
Sustainability	To work with HR colleagues on the I--Trent HR/Payroll project team to explore the possibility of establishing sub-groups within the job families to identify different types of technical staff – i.e whether they support	Medium/long-term	To have begun discussions over 2024/2025 with a view to inclusion on the system over the next few years	2025-2027	This will be a medium term goal. The new HR/Payroll system is due to be implemented in 2025/2026

	teaching and scholarship, research, AV or IT				
Visibility Sustainability	JM to hold meetings with leaders across the Faculties and Professional Services to gain a better picture of where 'technical' staff are based. We have IT staff on APS grades who carry out technical work, but we are finding it hard to identify who they are where they are based	Short-term/medium term	To have a list of staff who want to be considered 'technical' staff so that they can also benefit from targeted support to technical staff where they may have been missed in the past	To do this during 2025 to be complete by December 2025	This a temporary solution until the I-Trent project has been completed. This system would, hopefully gather this information more effectively in the future
Visibility Recognition	To ensure the ongoing success of our work in terms of supporting Technical Staff via the Technician Commitment, we will work to establish greater engagement with Senior Leadership at a Faculty/Department level and also at a Senior Leadership Level	Short term/medium term	Regular meetings have been established, reporting back on our work, and encouraging them to support us in the future	2025 - 2027	
Sustainability	To work with our Senior Leadership Representative to establish a formal reporting mechanism for the Technical Staff Development Group and the Technician Commitment	Medium term	An official reporting line established	2025	
Recognition Career Development Visibility	To establish a network of Technical staff at the University, including holding a Strathclyde wide Technical staff conference	Short term/medium term	First conference to be organised for the end of 2024/beginning of 2025. If this initial conference is	2024-2027	

			successful, we will replicate it in the future		
Recognition Career Development Visibility	To work with colleagues in other Scottish Universities who are signatories to the Commitment to establish a community of practice across Institutions.	Short term/medium term	Meetings attended and work begun	2025	
Visibility Career Development	To establish a sub-group of members from the Technical Staff Development Group supported by our Senior Management representative to create a standard guidance document on recommendations for appropriately citing Technical Staff on Academic papers	Medium term	Guidance document to written and circulated within the University	2025-2026	
Visibility Career Development Recognition	To work with Internal Communications to highlight notable work of our Technical staff. Articles to be sent to them for inclusion in 'Inside Strathclyde'. We will establish a regular programme of contact and regular features appearing in the magazine	Short term/medium term/long-term	Contact made and programme established. This will be done with the help of the Technical Staff Development Group	2027	
Visibility Career Development Recognition Sustainability	To implement the outcomes of the Technical Staff Survey which was carried out in 2023/2024	Short term/medium term/long-term	Creation of a technical Staff newsletter – ST  New sharepoint page for Technical Staff – ST	2024/2025  2024/2025	

			<p>Dedicated section of the mentoring scheme for Technical Staff – ST</p> <p>To continue to work with our HR representative to establish relationships with the wider HR Department - MT - LT</p>	2022027	
<p>Visibility</p> <p>Recognition</p> <p>Career Development</p> <p>Sustainability</p>	To increase the diversity of the membership of the Technical Staff Development Group.	Short term	The Group has been extended to more junior members of technical staff	2025	To date this group is attended by Senior Technicians, but feedback from the Technical Staff Survey shows that staff would appreciate the opportunity to be involved in this group
<p>Sustainability</p> <p>Career Development</p>	To establish a co-chair format for the Technical Staff Development Group.	Medium term/long term	A format of – chair, incoming chair and outgoing chair is implemented		This will help with the sustainability of this Group
<p>Career Development</p> <p>Sustainability</p> <p>Recognition</p>	To explore the possibility of a new CPD framework for Technical Staff	Long-term			