

Technician's Commitment Plan 2018- 2020

Start Date	Commitment Themes	Activity	Impact Measure	Completion Date
July 2018	Visibility	Continue to ensure web page presence is up to date	Engagement figures from corp comms	Ongoing
July 2018	Sustainability	Modern Apprentice Co-ordinator to continue to work closely with departments to recruit apprentices to departments	In line with Assessment Centre recruitment targets	Ongoing
July 2018	Career Development Sustainability	Work with the local college to ensure development activities are organised within the University to make use of the Apprentice Levy	Development session delivered	July 2019
July 2018	Career Development Sustainability Visibility	To ensure continued work with HEaTED around CPD activities for technical staff	HEaTED visit to the University and info session held	Ongoing
Summer 2018	Recognition Career Development Visibility	Technical staff who have gained AFHEA will be recognised at Teaching and Learning Day and Staff Development Programme Award ceremony in October 2018	Events held	Autumn 2018
September 2018	Career Development Sustainability Visibility	Staff Development Adviser to help promote engagement with the Technical Staff Network within the Science Faculty	Network is meeting 1-2 times yearly and network voice being heard within the University	December 2018
September – November 2018	Career Development Sustainability Visibility	Technical staff will be included in the next cohorts of Academic staff working towards membership of the Higher Education Academy	4 members of technical staff on each cohort	2020
September 2018	Career Development	Staff Development Adviser and technical staff focus group to evaluate both levels of the pilot development programme for technical staff	Programme evaluated	December 2018

Technician's Commitment Plan 2018- 2020

September 2018	Career Development Recognition	We will continue work with the Science Council to promote professional registration for technical staff	Increase the number of science technicians who have gained professional registration by 10%	June 2020
September 2018	Career Development Recognition	We will engage with the Engineering Council to promote Professional Registration for Technical Staff	To have 6 members of Engineering staff who are professionally registered	June 2020
October 2018	Recognition Career Development Visibility	Technical staff who have completed the relevant level of the Technical Staff Development programme will be awarded internal certificates at the award ceremony	Certificates awarded Photos on the web page	October 2018
January 2019	Career Development	Develop programme for technical staff based on the evaluation of the pilot programme	Programme development and ready to be delivered	March 2019
April 2019	Career Development	Roll out of the revised Technical staff development programme available to all technical staff within the University.	Programme being delivered with approximately 18 members of technical staff	November 2019
Summer 2019	Recognition Career Development Visibility	Technical staff who have gained AFHEA will be recognised at Teaching and Learning Day and Staff Development Programme Award ceremony in October	Events held	Autumn 2019
October 2019	Recognition Career Development Visibility	Technical staff who have completed the relevant level of the Technical Staff Development programme will be awarded internal certificates at the award ceremony	Certificates awarded	October 2019
2019	Visibility Recognition Sustainability Career Development	Nominate an appropriate Modern Apprentice for the Scottish Apprenticeship Awards	Apprentice/s nominated	2020

Technician's Commitment Plan 2018- 2020

2019	Visibility Recognition Sustainability Career Development	Nominate a member of Technical staff for the Scottish Graduate Apprenticeship awards	Apprentice nominated	2020
2019	Sustainability Recognition Career Development	HR colleagues to develop a short information session for technical staff on re-grading requirements and applications	Information session developed	Available summer 2019
2019	Sustainability Recognition Career Development	HR to deliver information sessions	2 Information sessions delivered	November 2019
2019	Sustainability Recognition Career Development	HR to look at staff turnover within the Technical workforce with a view to succession planning for the future	Succession plan developed and maintained	Ongoing
April 2020	Sustainability Recognition Career Development	Technical staff development programme available to all technical staff within the University	Programme being delivered with approximately 18 members of technical staff	November 2020