

Technician's Commitment Plan 2018- 2020 Reviewed July 2020

Start Date	Commitment Themes	Activity	Impact Measure	Completion Date	Review comments June 2020
July 2018	Visibility	Continue to ensure web page presence is up to date	Engagement figures from corp comms	Ongoing	This has been reviewed along with all the other OSDU pages and is 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	Ongoing recruitment to our apprentice programme
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	Sessions were delivered in 2018 and would be delivered again in 2020, but due to current circumstances this will be postponed to 2021
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	Membership of HEaTED re-newed and info sent to tech staff when appropriate
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	Completed at the award ceremony
September 2018	Career Development Sustainability Visibility	Staff Development Adviser to help promote engagement with the Technical Staff	Network is meeting 1-2 times yearly and network voice being	December 2018	This is ongoing and organised by the Science Faculty.

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		Network within the Science Faculty	heard within the University		Supported by HR for Science
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	On going
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	Pilot Programme run and evaluated as agreed
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	Workshops promoted to staff. Virtual workshops in 2020. Links sent to targeted tech staff in Science
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	First workshop being offered via Zoom in May 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	Awarded at ceremony as agreed
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	Programme updated as per evaluation and offered to all Tech staff

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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	The first cohort of both programmes completed in October 2019. The next cohorts to run in May-October 2021
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	Completed as agreed 10 tech staff have been recognised for AFHEA membership
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	As above
2019	Visibility Recognition Sustainability Career Development	Nominate an appropriate Modern Apprentice for the Scottish Apprenticeship Awards	Apprentice/s nominated	2020	Ongoing. Due to circumstances will likely be moved to 2021
2019	Visibility Recognition Sustainability Career Development	Nominate a member of Technical staff for the Scottish Graduate Apprenticeship awards	Apprentice nominated	2020	As above
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	Not completed. Will organise through 2021
2019	Sustainability Recognition	HR to deliver information sessions	2 Information sessions delivered	November 2019	As above

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	Career Development				
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	As above
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	Next cohort due to start in June 2021

	Not complete
	On going
	Complete