

Appendix 3 - Technician Commitment Action Plan (January 2025 – December 2027)

	Action	Timeframe	Owner(s)	Success Measure(s)
VISIBILITY	<i>1. We will hold our first exhibition to celebrate the technical community and the broad range of technical roles at Imperial.</i>	February 2025	People & Organisational Development, College Archivist & Corporate Records Manager, SERCH Committee	Technician portraits to be exhibited at Science & Engineering Cultural Heritage Conference 2025 (SERCH)
VISIBILITY	<i>2. We will expand membership of Imperial's Technician Commitment Steering Group to include three non-management technical staff representative roles.</i>	By October 2025	Technician Commitment Steering Group	Three named Technical Staff Reps to be in place ready for 2025-26 Academic Year
VISIBILITY	<i>3. We will identify and pilot local (departmental) visibility initiatives, so that colleagues better understand the work of technicians in their areas.</i>	By end of Academic Year 2025-26	Technician Commitment Steering Group, People & Organisational Development	- Delivery of pilot initiatives - Positive participant feedback - Increase in the proportion of technical staff feeling recognised and valued, as measured by the staff survey
VISIBILITY	<i>4. We will undertake an audit of Imperial's decision-making committees and panels to understand how technicians are represented.</i>	By end of Academic Year 2025-26	Technician Commitment Steering Group	Audit to have taken place
VISIBILITY	<i>5. Using the platforms available to us, we will pilot a system or process that allows technicians to share information on their roles and areas of expertise, so that these are visible to other technicians.</i>	By end of Academic Year 2026-27	Technician Commitment Steering Group	- Rollout of a system or process - Monitoring of use/uptake by technicians to begin
VISIBILITY	<i>6. We will develop structured guidance for technical staff to be considered as co-investigators or co-supervisors for grants and projects</i>	By end of Academic Year 2026-27	Technician Commitment Steering Group	- Guidance published and promoted - Monitoring of use/uptake by technicians to begin

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RECOGNITION	7. <i>We will continue to offer structured programmes of support and guidance for science and engineering technicians to gain professional registration, increasing the number of successful applications.</i>	Ongoing throughout the 36-month period	People & Organisational Development	<ul style="list-style-type: none"> - Delivery of annual programme of support for professional registration - Increase in attendance - Increase in successful applications for professional registration
RECOGNITION	8. <i>We will embed acknowledgement of technicians in research papers as standard practice across the institution.</i>	Ongoing throughout the 36-month period	Technician Commitment Steering Group	<ul style="list-style-type: none"> - Increase in the uptake of resources - Increase in acknowledgements, as measured by a survey of technical staff - Increase in technicians with articles published as an author
RECOGNITION	9. <i>We will continue to recognise the contribution of technicians through internal and external award schemes, increasing the number of technical staff recognised.</i>	Ongoing throughout the 36-month period	Technician Commitment Steering Group	<ul style="list-style-type: none"> - Increase in the number of technicians receiving internal awards - Increase in nominations for external award programmes - Increase in the proportion of technical staff feeling recognised and valued, as measured by the staff survey
RECOGNIT	10. <i>We will conduct a review of Technical job family salary structures</i>	By June 2025	Members of the Professional, Technical, Operational & Learning Framework Review Group	Review to have taken place
CAREER DEV	11. <i>We will introduce an infrastructure to identify and coordinate technical job shadowing opportunities, both internal and external.</i>	By October 2025	People & Organisational Development	<ul style="list-style-type: none"> - Shadowing programme and associated resources to be launched in time for 2025-26 academic year - Monitoring of uptake by technicians to begin

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CAREER DEV	12. <i>We will continue to offer regular opportunities for internal and cross-institutional networking, to include dedicated opportunities for subsections of the community (e.g. teaching technicians)</i>	Ongoing throughout the 36-month period	People & Organisational Development, Technician Commitment Steering Group	<ul style="list-style-type: none"> - Networking events to have been delivered (internal and external) - Increase in participant numbers
CAREER DEV	13. <i>We will continue to promote training and development opportunities for technical staff (such as apprenticeships, mentoring, professional effectiveness offerings, and the extensive provision available through our Equality, Diversity and Inclusion Centre), increasing participant numbers.</i>	Ongoing throughout the 36-month period	People & Organisational Development, Technician Commitment Steering Group	<ul style="list-style-type: none"> - Increase in the number of technicians engaging with personal effectiveness, leadership management, wellbeing, mentoring and apprenticeships - Increase in proportion of technical staff who feel they can learn and develop at Imperial, as measured by the staff survey
CAREER DEV	14. <i>We will explore defining a minimum annual allowance of days for technical staff to undertake professional development</i>	By end of academic year 2025-26	People & Organisational Development	Review to have taken place and been reported
CAREER DEV	15. <i>We will undertake a mapping exercise of technical roles at Imperial and create a resource for technicians to better understand where they sit, and to visualise and work towards a career progression route. We will pilot the framework and associated resources within one department.</i>	Mapping by July 2025 Pilot by end of academic year 2025-26	Career Pathways Action Group (CPAG) Representatives	<ul style="list-style-type: none"> - Mapping to have taken place - CPAG project outcomes to have been reported via the UK Institute of Technical Skills & Strategy - Resources to have been piloted in one department
SUSTAIN	16. <i>We will expand our offer of technical apprenticeships to include more departments and a larger annual intake.</i>	By end of academic year 2026-27	Apprenticeships Lead	<ul style="list-style-type: none"> - Increase in the range of programmes and the number of departments involved - Increase in the number of technical apprentices recruited each year

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SUSTAIN	<i>17. We will pilot T-level placements.</i>	By end of academic year 2026-27	Apprenticeships Lead	- T-level student placements to have been hosted
SUSTAIN	<i>18. There will be a continued focus on encouraging people from underrepresented groups to apply for our established technical apprenticeship schemes and we will encourage technicians to engage in outreach work to encourage people from a range of backgrounds into technical careers.</i>	Ongoing	Technician Commitment Steering Group	- Increase in the uptake of engagement and outreach opportunities by technical staff