Appendix 3 - TC 2020-2023 Action Plan

Research for discovery and impact: Catalysing transformative research within and between disciplines

Action	Target Date	TC Key Area	Measurable Success Criteria/Outcome measure
Ensure that Technical Staff are embedded within **the research culture**	Dec 2021	Visibility Recognition	• Adoption of an organisational wide authorship policy ensuring fair attribution • Adoption and promotion of Team Science by each Faculty • Strong representation of Technical Staff in supporting and delivering initiatives and activities aimed at improving research culture
Ensure that Technicians and their managers are aware of, and act in accordance with, the highest standards of **research integrity**	Dec 2021	Visibility Recognition Career development Impact	• Increased awareness of the UK Research Integrity Office Code of Practice for Research through technician focussed events • Design and delivery of appropriate training for Technical Staff
Work with **Researcher Concordat** lead to promote join up of Technician Commitment and Researcher initiatives	Dec 2021	Visibility Recognition Career development sustainability Impact	• Invite Researcher Concordat lead to TC Steering Group • Work with Researcher Concordat to ensure there is synergy between the two initiatives to promote Team Science ideas
Promote the inclusion of Technical Staff as **Investigators** (PI/CI) on internal and external funding applications where appropriate and where funding bodies allow	Dec 2021	Visibility Recognition Career development Impact	• A clear pathway for internal approval of submissions • One submission to UKRI Innovation Scholars Secondment which is specifically aimed at Technical staff / technologists
Ensure that the **technical facilities** are integrated into the faculty research strategy and promoted appropriately	Dec 2022	Visibility Recognition Career development sustainability Impact	• Author and adopt a policy to ensure when significant research equipment is purchased priority is given to hosting it in facilities where it will be maintained, users trained and available for all researchers
Communicate the opportunity for all Technical Staff to gain **Professional Registration** with an appropriate professional body and the benefits this will bring	Dec 2023	Visibility Recognition Career development sustainability Impact	• Work with Professional bodies to provide one Science and one Engineering application workshop per year • Utilise existing mentors to assist new applicants
Technicians invited to join and contribute to a relevant Newcastle University Centre of Research Excellence (**NUCoRE)** that aims to launch in 2021	Dec 2023	Visibility Recognition Career development Impact	• The NUCoRE is committed to promoting parity of esteem and collaboration in research, learning, and teaching across disciplines and staff categories' • "Innovation and work" NUCoRE membership of 5 Technicians joining a community of practice alongside other NUCoRE members from other staff categories • All NUCoRE activities will be open to NU technicians

Education for life: Engaging, challenging and supporting students to discover and fulfil their potential

Action	Target Date	TC Key Area	Measurable Success Criteria/Outcome measure
Students to have increased awareness and appreciation of Technical Staff roles by (a) Featuring technical staff in **Prospectus** and (b) Showcasing technical expertise at **open days**	Dec 2021	Visibility Recognition	• Prospectus includes one role profile • Open days invite Technical staff to showcase their activity • Technicians are featured on the website and have an external profile
Technicians given opportunity for Mental **Health First Aid Training** and contribute to the institutional wellbeing agenda for both students and staff	Dec 2021	Recognition Career development Impact	• A clear framework and network providing training to Technicians in mental health first aid and subsequently able to support staff and students
Recognise that Technical Staff are crucial to Teaching and Learning at the University through inclusion of evidence in the Institutions **TEF application** around the quality of the NU Technical staff body	Dec 2022	Visibility Recognition Impact	• Technical staff are referenced in the TEF submission • Improved training opportunities are made available to those technicians who teach or demonstrate • Investigate if honorary academic positions would be appropriate for those who teach / demonstrate at a high level
Develop a **technical demonstrator** role to recognise technicians who use specialist knowledge and pedagogic practice to support teaching programmes.	Dec 2022	Visibility Recognition Career development sustainability Impact	• A framework for a 'technical Demonstrator' or equivalent role is visible at NU • Secondment opportunities and/or exchanges between teaching and research environments, including School X • Advance HE recognition (this is also a measure on a different action - promoting advance HE)
Promote **Advance HE accreditation** for technicians who teach or demonstrate	Dec 2023	Visibility Recognition Career development	• Run one advance HE workshop per year • Increase the number of Advance HE accredited staff year on year
Collate real examples of **Technical Staff driven pedagogy**	Dec 2023	Visibility Recognition Career development Impact	• Capture evidence where Technical staff have driven teaching/new methodologies which impacts on delivery/curriculum

Action	Target Date	TC Key Area	Measurable Success Criteria/Outcome measure
Ensure that all Tech staff are aware of the NU Technician Commitment action plan.	Dec 2021	Visibility	• Induction of new Technical staff to include information about the Technician Commitment and this action plan • Regular (positive) updates to existing technical staff through Technical Managers and NU TechNet
Ensure **NU TechNet** remains highly visible as a NU staff group and has a clear and active marketing strategy	Dec 2021	Visibility Recognition	• Hold three events per year • Employ an intern to manage marketing strategy and communications (newsletter, social medial, email distribution list etc)
Technician led **environmental sustainability** initiative	Dec 2021	Visibility Recognition Career development Impact	• Initiate a technician led project that will focus on innovative ways of reducing waste and energy in laboratories/workshops and studios to dovetail with University drive to net zero
Recognition of Technicians in **Health and Safety** roles	Dec 2021	Visibility Recognition Impact	• Ensure adequate training opportunities at the correct level and certification are offered • A technician led project to support and improve Risk Assessment
Create an **internal award** scheme to recognise Technical talent which would help identify candidates for local and national awards Identify and communicate opportunities to nominate Technical Staff for **local and national awards**	Dec 2021	Visibility Recognition Impact	• An internal award scheme to recognise and reward technical talent and at the same time identify candidates for local and national awards. Make use of the University's Celebrating Success initiative • Clear and visible mechanism for publicising award opportunities. At least one nomination per Faculty per year
An externally facing **webpage** that hosts Technician related activity at Newcastle including case studies of Technical Careers	Dec 2021	Visibility Recognition	• Webpage with Technical career case studies made visible and maintained
Ensure that Technicians are represented on the **NU Blended working task and finish group** and the outputs are implemented	Dec 2021	Visibility Recognition	• Technician representative is embedded to this group • Outputs of this group are implemented and become embedded within the Technician community
Review the **reporting structure** of the TC Steering Group and change if appropriate	Dec 2021	Visibility Recognition	• The Technician Commitment Steering Group currently reports through its Chair to University Executive Board. All other similar initiatives at university level report to the Dean for Research Culture and Strategy. There is a need to review current reporting line and establish the most effective reporting line and ensure this is implemented

Ensure that Technicians are effectively embedded into the activities arising from NU policies around **EDI, Wellbeing and Mental Health**	Dec 2022	Visibility Recognition Career development Impact	• Faculty Technical Managers to agree suitable training for managers and technicians and ensure training opportunities are realised • Managers and Technicians to engage and become involved with University EDI activities to ensure representation of technicians in such initiatives
Encouraging technicians to join the internal **NU Mentoring Scheme** as a Mentor/Mentee	Dec 2022	Visibility Recognition Career development Impact	• Increase the number of Technicians trained as Mentors and willing to become Mentors in the NU mentoring Scheme • Increase the number of technician mentees joining the NU Mentoring Scheme
Create a library of **Technician Portfolios** (text plus photographs) which can be used in PR to give insights behind topical events or newsworthy publications	Dec 2022	Visibility Recognition Career development Impact	• A library of 25 Portfolios with Photographs
Technical Staff input to Unit/Faculty **strategic plans** through Faculty Technical manager	Dec 2022	Visibility Recognition sustainability Impact	• Consultation and Involvement of relevant Technical representatives in the planning process
Development of faculty level **Technical Staff infrastructure plans** to be considered alongside the other strategic plans in retrospective Faculties as part of the organisational strategic planning process	Dec 2022	Visibility Recognition Career development sustainability Impact	• A faculty level Technical/Infrastructure strategic plan
Provide opportunities, structured support, encouragement and time for Technicians to engage in a minimum of **10 days professional development** pro rata per year, recognising that Technicians will pursue careers across a wide range of employment sectors	Dec 2023	Career development sustainability Impact	• Protected time may include the pursuit of innovative ideas as projects or involvement with other university initiatives in addition to courses in order to learn and develop. • Ideas for activity and evidence of success to be captured through PDR
Develop '**alternative currencies'** for recognition to being named on papers to recognise contributions and innovation across Teaching and Research	Dec 2023	Recognition Career development Impact	• In addition to authorship identify other measures of self-esteem and ensure they are captured to recognise the diverse contribution Technicians make

Ensure Technical Staff feature in the organisational university level **Strategic Workforce Planning**	Dec 2023	Visibility Recognition Career development sustainability Impact	• Faculty Technical managers have input into the Strategic plan which articulates a strategy for the technical staff workforce
Greater use/availability of **Secondment Opportunities** across organisation or externally for training and development of staff	Dec 2023	Career development sustainability Impact	• A clear mechanism for financing and approving secondments. One secondment per year using this mechanism
Continue to utilise the **Apprenticeship** programmes to support the ongoing career development of technical colleagues across all grades and disciplines, supporting technical knowledge and skills development as well as supervisory/managerial development	Dec 2023	Career development sustainability Impact	• Increased participation of technicians in Apprenticeship Programmes • Technician involvement in University strategic working focus groups • To provide data to demonstrate tangible outcomes and impact from the use of apprenticeships to support technician development, including numbers engaging with apprenticeships and in which areas of expertise/learning • Create case studies to evidence impact • Potential impact measures would be to demonstrate succession or promotion within the organisation
Technicians are nominated for internal development programmes in order to support their ongoing **career development** Ensure that the content of these programmes meet the needs of our technicians as part of our wider Professional Services community	Dec 2023	Career development sustainability Impact	• To demonstrate structured strategic thinking by all those shown as responsible in this area • To provide data to demonstrate tangible outcomes and impact from the use of internal development programmes to support technician development, including numbers engaging with these programmes and demonstrate where possible how this has supported sustainability and embedding of knowledge within our technical teams • Potential impact measures would be to demonstrate succession or promotion within the organisation
Develop further the internal **online training and development resources** provided through the Organisational Development Learning Management System (LMS). Ensuring development opportunities are tailored to meet the needs of our technical workforce	Dec 2023	Career development	• Feedback from Technical Teams to help further shape the content on the LMS offer for technicians • To ensure the training resources available for technical colleagues continues to meet their training and development needs, regular reporting on usage is provided to Technical Managers and feedback is sourced
Repeat the 2019 **Skills, Roles and Responsibilities Audit**	Dec 2023	Impact	• Use the data from 2019 as a baseline from which to measure impact 1st and 2nd phases of intervention through the Technician Commitment

Engagement for economic and societal benefit: Making a difference locally, nationally and internationally

Action	Target Date Dec 2021 Dec 2022 Dec 2023	TC Key Area Visibility Recognition Career development sustainability Impact	Measurable Success Criteria / Outcome measure
Organise **Technician partnership Conference 2022** (TPC2022)	Dec 2022	Visibility Recognition Impact	• Host the TPC2022 either virtually or physically July 2022
Ensure that the **NU Skills Academy** has a clearly identified workstream for Technicians. Ensure Technicians engage and become involved with the NU Skills Academy	Dec 2022	Career development Impact	• Technician led training opportunities delivered through the NU Skills Academy • Technician CPD courses delivered to external participants contributing towards the KEF submission
Establish relationships with Technical Managers in **Industry sector**	Dec 2022	Recognition Impact	• A list of these relationships identifying Technical Manager contacts in Industry • Explore training and development opportunities and ensure they and their company colleagues are invited to TPC2022
Organise outward facing **Working in Partnership events** bringing together Senior Techs/HR/OD professionals to share best practice	Dec 2023	Visibility Recognition Impact	• Host two events annually (Feb & Sept), where possible physical events
Identify and endeavour to obtain **external funding** for development and knowledge exchange activities	Dec 2023	Visibility Recognition Impact	• A clear list of possible funding streams to explore. Follow up at least one lead per year
In partnership with the N8 universities identify **Knowledge Exchange Concordat** leads in HEIs and work with them to implement the Knowledge exchange concordat	Dec 2023	Visibility Recognition Impact	• Invite a Knowledge Exchange lead to speak at Working in Partnership Event and formulate a plan on how to engage and involve technicians