

University of Huddersfield 36-month Action Plan 2023 - 2026

VISIBILITY - Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

Work Stream		Action Plan	Target Date	Key Indicators
1	Raise the visibility of Technicians and their work across the University and externally	Maintain and enhance the HudTechNet webspace to continue to promote and encourage investment in the development of our technical staff and to show the University's commitment to the Technician Commitment.	Ongoing	https://www.hud.ac.uk/hudtechnet/
3		Staff a stall at various annual events (i.e. freshers fair, AVDs and Open Days) to showcase the diversity of the skills of the University's technical community.	Sept-24	Attendance at a minimum of two events a year.
4		Communicate the work of technicians across the University, opportunity for staff to find out more about the work of technical staff and how we support our students.	Sept-24	A minimum of two University-wide comms pieces related to technical staff per annum highlighting achievements, news, CPD opportunities and events.
6		Establish external visibility of technicians via social media news stories.	Sept-24	Bi-monthly posting on social media of topics linked to technical staff.
7	Build a campus wide technical community which shares information, knowledge and best practice.	Hold HudTechNet conference for staff bi-annually.	Ongoing	Bi-annual conference with a large internal participation

RECOGNITION - Support technicians to gain recognition through professional registration.

Work Stream		Action Plan	Target Date	Key Indicators
1	To provide support and guidance to technical staff with regards to professional registration and development	Develop workshops to specifically support technical staff with submissions for professional registration.	Sept-24	An increase in the number of technicians with professional registrations.
2		Track professional registrations and recognise those who have achieved this.	Sept-25	Bi-annual news stories recognising those who have achieved professional registration.
3		Consider expanding technician specific training scheme at the University for example HEaTED & NTDC.	Sept -24	Increase in training opportunities
4	Technical staff appropriately and formally recognised within research outputs, publications, and learning (i.e. TEF, HEA) where appropriate.	Drafted guidance document for recognising contributions by technical staff to be submitted for formal approval at the University Research Committee to allow for institution wide roll out.	Jun-24	Increase in number of technical staff being formally recognised within research outputs, publications, and learning (i.e. TEF, HEA).
5	Explore possibility of internal recognition scheme for technical staff.	Identify means of recognising excellent work completed by technical staff.	Sept-24	Evidence of technical staff being recognised.

CAREER DEVELOPMENT - Enable career progression opportunities for technicians through the provision of clear, documented career pathways.

Work Stream		Action Plan	Target Date	Key Indicators
1	Ensuring new technical staff are welcomed into HudTechNet.	Induction – new technical staff signposted to HudTechNet via introduction email.	Sept-24	All new technical staff receiving welcome email and added to Teams site for HudTechNet.
2	Career development	Develop a technical career pathway document.	Sept-26	Career pathways document created.
3		All career development opportunities shared across HudTechNet.	Ongoing	Review how the technical community participate in staff development.
4	Development of technical apprenticeships	Expand current apprenticeship scheme across the institution.	Sept-26	Increase the number of technical apprenticeships.

SUSTAINABILITY - Ensure the future sustainability of technical skills across the organisation and that technical expertise is full utilised

Work Stream		Action Plan	Target Date	Key Indicators
1	Sharing of best practice both internally and externally.	Continue to work with local institutions on exchange programme for technical staff with Yorkshire Technician Exchange Partnership.	Sept-24	Agreement in place and technicians actively engaging with other HE institutes to upskill and exchange knowledge.
2		Appropriate technical representation on working groups across the institution to support the delivery of the University's Strategy Map.	Sept-24	Technical representation on relevant working groups across the institution i.e., Health and Safety.
3	Technical Lead for Technician Commitment	Approval of financial support of a one day per week secondment to support the implementation of the Technician Commitment action plan across the University.	June-24	Person appointed.
4	Expand reach of Technicians Commitment across the institution	Broaden the engagement of the Technician's Commitment by including representation from across all areas of the institution.	Sept-24	Representative from all areas of the University on the Technician's Commitment.