

Swansea University Technician Commitment- Renewal Action Plan January 2025 - December 2027

Swansea University and its Technician Commitment Steering Group and Action Plan Working Group members will continue to build upon the successes of our signatory action plan. Through the guidance of Technicians, we will continue to work and advocate for positive change that directly benefits all those working within our technical community. We must also recognise that we are part of a wider community of professional service, academic and research staff and as such, our efforts should continue to contribute to the success of Swansea Universities goals for both Teaching and Research and align with the university's Strategic Plan.

	Objective	Technician Commitment Aligned Pillar/s				Resource (Responsibility)	Date	Success Measures
		Visibility	Recognition	Career Development	Sustainability			
1	Continue to explore and discuss technician-specific career pathway development							Completed review of technician pathways
2	Develop technicians' skills and role profiles across all departments, faculties and directorates, through improved training, CPD and PDRs, internal mentoring, secondment and shadowing processes, and ring-fenced training budgets. Support technician-led outreach							Positive feedback from technicians and line-managers on CPD, PDR, mentoring, secondment and shadowing processes. Technician Commitment and Faculty/ Directorate training budgets identified. Technician-led outreach activity.
3	Develop and promote technician recognition mechanisms, including academic/ research publications, internal/ external award schemes and departmental level inclusivity							Technicians' achievements and contributions are recognised and published
4	Promote Equality, Diversity and Inclusivity (EDI) within the technical community							Technicians present at EDI committees and diversity themed initiatives such as Aurora. Commitment to attracting and recruiting a diverse, qualified technician workforce.
5	Encourage, support and give opportunity for all technicians to deliver and engage with the Technician Commitment Action Plan and their own professional development. Engage all technical managers in the work of Technician Commitment							Increased technician engagement. Release of time/ FTE equivalent to allow for capability to work specifically on Technician Commitment and their own Professional Development.
6	Continue to build on the university's technician-dedicated web pages and social media platforms that improve the visibility and engagement of the technical community							Technician visibility, recognition and engagement across strategic and departmental webpages increased. Positive technician feedback on social media activity.
7	Develop our external sector network of partners and peers							Increase of technician representation on external sector and networks partnerships.
8	Maintain/ increase presence of the technician voice at university committees							Number of technicians on committees across the University
9	Explore mechanisms and funding to support professional registration							Identification of funding opportunities, both internal and external. Workshops held to support Registration.
10	Continue with annual technician symposium and regular networking events							Annual Symposium and events scheduled, feedback collated.
11	Continue to explore and develop Technician Apprenticeship Programmes/ an Apprenticeship Framework							Creation of draft Apprenticeship Framework/ Programme completed

12	Identify areas where we can improve on succession and business planning						Areas identified with a view to encourage positive changes seen across all Faculties and Directorates.
13	Review, analyse and publish the data collected in the NTDC / Swansea University Technician Skills Survey						Technician Skill Survey analysed- data collected and used to benefit Career Development, Visibility, Recognition and Sustainability of Swansea University's technician community
14	Develop and support technician wellbeing and teambuilding						Opportunities for all technicians to improve workplace wellbeing, morale and teambuilding identified and actioned.
15	Build on institutional approval and endorsement of the 'technician' definition agreed by the technician and technical community						Institutional approval and endorsement of the 'technician' definition agreed by the technician community
16	Identify where technicians have been explicitly mentioned in Teaching Excellence Framework, Knowledge Exchange Framework, Research Excellence Framework and Environment/People and Culture Statements						Identification and publication of evidence to show where technicians have been explicitly mentioned in TEF, KEF REF and Environment/ People and Culture Statements.
17	Investigate the content and research criteria and refine/ create a framework for Honorary Degrees/ Doctorates for technicians						Draft Framework for Technician Honorary Degrees/ Doctorates created