

University of Salford Technicians Commitment action plan

Introduction

The Technician Commitment is a university and research institution initiative, aiming to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research, across all disciplines.

Universities are invited to become signatories of the Technician Commitment and pledge action to tackle the key challenges. The University of Salford is a signatory which supports our diverse technical team across campus.

Technicians are essential to the success and day to day working of the university. To ensure we support our technical team the Technician Commitment requires a self-assessment every 3 years. The self-assessment reviews the actions we have taken in each key challenge and sets new actions to guarantee continued support and development of our technical staff. This ensures the university has a responsibility to supporting our technical team.

Our Technician Commitment lead, Phill Dodd-Chandler, over sees our Technician Commitment with the support of Technician Sponsor, Chief People Officer, Jonathan Winter. Phill shares his thoughts on the university Technician Commitment

'The commitment is hugely important. It holds the university accountable to improving several areas of our technical team. Technicians have benefited from funding research and conference attendance to being recognised through our Salford Technician Awards. We strive to keep supporting our technical team through the work of our Technicians Commitment'.

Action Plan

Ref No.	Activity	Lead	Visibility	Recognition	Sustainability	Career Development	Comments
1	Develop a technician job framework with clear career pathways and associated funding.	Phill Dodd-Chandler	Yes	Yes	Yes	Yes	
2	Develop clear technical responsibility between grades and ensure they are implemented.	Phill Dodd-Chandler		Yes	Yes		
3	Create and share more development opportunities (e.g. job shadowing, mentoring etc) both internal and externally with time allowance.	Phill Dodd-Chandler	Yes	Yes	Yes	Yes	
4	Create and support entry level technical jobs, such as T-Level placements	Phill Dodd-Chandler			Yes	Yes	
5	Continue monthly online Technician Talks in the Autumn and Winter months	Neil Salmon	Yes		Yes		These will be a mix of discussions with Senior Leaders of the University, other colleagues from across the University who are engaged in

							work relevant to the Technician Community and also other Technicians who will be sharing good practice.
6	Develop in person “Open Labs” sessions to enable technicians to see the excellent work happening across the University and in addition open conversations that will enable collaboration.	Neil Salmon	Yes				
7	Expand the University of Salford technician awards.	Neil Salmon	Yes				We are look at ways to recognise and celebrate more technicians through this event. Ideas include, opening out the awards into a longer conference and also increasing the number of

							award categories.
8	Standardize Leave Policies	Mahsa Seifhashemi		Yes	Yes		Create consistent policies on annual leave entitlement, TOIL, and lunch breaks across departments to ensure fair treatment.
9	Address Promotion Disparities	Mahsa Seifhashemi		Yes	Yes		Review promotion criteria to identify and address inequities affecting technical staff; provide support to their advancement.

10	Enhance Feedback Channels and Recognition	Mahsa Seifhashemi	Yes	Yes			Set up regular forums and surveys for EDI-related feedback and ensure follow-up on issues raised. Hosting periodic meetings and events with senior leadership specifically for technical staff will help improve their recognition across the university.
11	Increase technician involvement in university decision and policy making	Phill Dodd-Chandler	Yes	Yes			
12	Increase technical research recognition	Bernie Steer	Yes	Yes	Yes	Yes	

Participants

Name	Role
Bernie Steer	Research recognition action lead
Neil Salmon	Reward & recognition action lead
Mahsa Seifhashemi	Equality, diversity & inclusion action lead
Phill Dodd-Chandler	Technicians' commitment project lead