

## STFC Technician Commitment Action Plan

Action	Timeline	Resources & Evidence of Impact	Technician Voice in Development
<b>Visibility</b>			
Institutionalize annual Technician Conference and Awards	November each year	£10k annual budget; measure attendance and gather event feedback	Based on feedback from previous conference participants
Pilot NDTC Technician Survey in Experimental Operations Division	Q4 2024	Funded by Operations board; gather uptake data and feedback from pilot workshops	Feedback will shape the survey's expansion and toolkit development
Roll out NDTC Survey to remainder of STFC	Q2 2025	Funded by Operations board; assess feedback from workshops post-rollout	Technician input will address skills, experience, and development needs
Use Technician Hubsite to highlight achievements, share resources and signpost development materials	Q2 2025	IT support; monitor webpage traffic and engagement	Hubsite requested by technicians for centralized resources
Leadership Support for Technician Commitment	Ongoing	Statements from leadership; executive presence at events	Effectiveness will be reviewed with technicians through focus groups
Encourage Technician Contributions in Publications	Beyond 3 years	Guidance review and sharing of best practice; track publication contributions by technicians in different Departments	Planned for review based on technician feedback on visibility
Outreach Participation	Beyond 3 years	Collaboration with outreach programs run by STFC Public Engagement and Early Careers teams; track technician participation	Developed with technician input if resources available
<b>Recognition</b>			
Increase Technician Award nominations by 30% each year	Annually	Promotion of scheme by STFC; track nominations and gather recipient testimonials	Technicians indicated a need for clearer recognition channels
Create a guide on "how to write award nominations – hints and tips"	Q3 2025 (in time for the annual Technician Awards)	Guidance document on the Hub available to all STFC Technicians. Signposting to the guide during Technician Commitment Award Nominations	Feedback from the awards suggests that Technicians would like guidance on how to write award nominations.
Inclusion of Technicians in Key stages of projects	Beyond 3 years	Track technician participation in project events and forums; we will need to develop a simple way to track this.	Recognised as a need by technicians; monitored for feedback
Address Stigma Associated with Technician Role	Q1 2026	Repeat survey from 2021 and 2022 which included a broad range of technician perceptions; annual tracking	Working group to review survey questions. Specific stigma issues will be identified in technician-led sessions
<b>Career Development</b>			
Pilot a Technician Career Development Toolkit and Plan	Q1 2026	Collaboration with HR on generic role profiles, ITSS on career pathways and UKRI on its technical career framework roll-out; monitor toolkit and plan usage and feedback	Toolkit informed by technician feedback on career challenges. ITSS working group has proposed focus groups to elicit specific technician feedback. Plan will support technician career goals and needs.
Conduct annual focus groups for Technician Commitment	Annually	Focus group materials and facilitators (first focus groups forming part of ITSS	Technicians requested regular career-focused discussion forums

feedback and how to develop action plan		career pathways work); track feedback trends	
Equal Access to Opportunities for Technicians across the organisation	Beyond 3 years	HR tracking of promotion success. Vacancies and development opportunities internally advertised within STFC.	Assessed annually with technician working group input
Promotion Process Review	Q4 2025	Process is being reviewed by STFC during 2025 to restructure around 'job families' and standardised job descriptions. Collaboration with HR and UKRI; review technician feedback on new process clarity and measure promotion outcomes for technicians	Technician members of the review working group. Technicians have clear, fair, understood access to revised promotion processes
Identify shared projects with Early Careers Network	Q2 2025	Increased capacity through collaboration	Technicians will act as stakeholders in collaborative projects
<b>Sustainability</b>			
Increase Steering and Working Group membership by 50%	Q4 2025	Recruitment materials; track engagement and departmental representation	Feedback emphasizes need for cross-department representation
Highlight Technicians in Higher Bands	Beyond 3 years	Technicians supported by the STFC communications team to share their success stories internally; track engagement	Highlighting career progression is a technician priority
Training and Development Catalogue/Knowledge and resource sharing	Beyond 3 years	Collaboration with HR and Early Careers; signpost from Hub and monitor usage	Technicians requested well-signposted and accessible resources for upskilling
Support for Conference Attendance	Beyond 3 years	Director support; monitor attendance and feedback	Conference attendance policy guided by technician feedback