Appendix B - Stage 3 (3 Year) Action P

Visibility	Recognition	Career Development	Sustainability	Evaluating Impact
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✓	✓	✓	✓	
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✓	✓			
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✓	✓		✓	
✓	✓	✓	✓	✓

		✓	✓
	✓	✓	

lan 2024/27

Actions	MI Talent Recommendation/s
Approval and publication of 3 year Technician Commitment Plan	R1 - R13, R15
Continued operation of Strategic Technical Leaders Group	R1 - R13, R15
Publication of Technical 'Careers Insight' case studies on our Careers Development Intranet	R4, R11
Teaching Staff Awards - Technical Staff inclusion in our institutional awards recognising teaching excellence	R4, R11, R12
All Staff STAR Awards - Technical Staff Inclusion in our institutional awards recognising staff excellence	R4, R11, R12
Technical Matters' Newsletter, creation and publication of our technical staff focussed newsletter	R11
Continue to organise and run our Annual Technical Staff Conference series	R11,R12, R15
Maintain our institution wide Technical Staff Community through meetings, networking, projects, training/development and direct communications	R5, R10, R11, R12, R15
Continue to develop and grow the Technical Staff SharePoint Site	R1, R2, R3, R4, R5, R10, R11, R15
Continue to develop, populate and grow our Technical Staff Social Media platforms	R4, R11, R15
Community to organise and participate in local community engagement events and activities including a technical Work Experience programme	R4, R6, R11, R15
Continue to engage and have influence in the GW4 Research Alliance (Bath, Bristol, Cardiff and Exeter)	R1, R5, R10, R11, R12, R13, R15
Continue to encourage and support Professional Recognition for technical staff	R15
Continue to engage with and influence our Research Culture activities	R1, R4, R5, R10, R11, R15
Continue to recognise technical expertise in our Technical Career Framework and activities	R2, R7, R9, R11
Maintain and develop our Technical Career Framework and resources	R1, R2, R3, R4, R7, R9, R11
Continue to ensure technical staff skills are developed and appropriate opportunities are provided	R2, R4, R10, R12, R13, R15
Continue to provide Technical Apprenticeship opportunities	R1, R6, R7, R8, R12
Participate actively in relevant Staff Surveys	R1, R3, R12, R15
Maintain People Development Team - Technical Staff focussed resources	R1, R10

Continue to focus on increasing the diversity and inclusivity within our technical workforce	R4, R6, R8
Continue to promote and provide access to external sector training and development opportunities	R13, R15

Resourcing	Outcomes
Staff Time	Strategic and Operational Plans and Actions
Senior Management Staff Time	Strategic and Operational Plans and Actions
People Development and Technical Staff time	Visibility, Recognition, Celebrated and Acknowledged
Staff Time and central support	Visibility, Recognition, Celebrated and Acknowledged
Staff Time and central support	Visibility, Recognition, Celebrated and Acknowledged
Staff Time and central support	Visibility, Acknowledgment, Awareness, Informed, Connected
Staff Time and central support	Visibility, Recognition, Informed, Celebrated, Connected and Acknowledged
Staff Time and central support	Visibility, Problem Solving, Good Practice, Feedback, Learning, Identity
Staff Time and central support	Visibility, Informed, Sharing Information
Staff Time and central support	Visibility, Informed, Sharing Information, public engagement
Staff Time and central support	Community Engagement, Careers, Citizenship, Learning, Recruitment
Staff Time and central support	Visibility, Problem Solving, Good Practice, Feedback, Learning, Identity
Staff Time and central support	Visibility, Recognition, Acknowledgement, Development
Staff Time and central support	Visibility, Problem Solving, Good Practice, Feedback, Learning, Identity
Staff Time and central support	Career Progression, Visibility, Sustainability and Recognition
Staff Time and central support	Career Progression, Visibility, Sustainability and Recognition
Staff Time, training budgets and central support	Skilled and Developing Workforce
Staff Time, recruitment budgets and central support	Pipeline on new skilled technical staff
Staff Time and central support	Inform planning and actions, gauge progress and progress
Staff Time, recruitment budgets and central support	Careers Support, Skill, Development, Networking, Engagement

Staff Time and central support	A welcoming, inclusive and diverse workplace
Staff Time, training budgets and central support	Skilled and Developing Workforce

Evidence	Technician's Input (Voice)	Target Completion
Monitor and Review	Faculty Technical Managers	Jul-24
Monitor and Review	Faculty Technical Managers	ongoing
Publication	Technical Staff centred	ongoing
Nominations	Technical Staff award panel representation	annual
Nominations	Technical Staff award panel representation	annual
Publication	Technical Staff contributions	termly
Delivery	Organised by Technical Staff	annual
Range and Frequency	Technical Staff driven	ongoing
Publication and usage	Technical Staff driven	ongoing
Publication and engagement	Technical Staff driven	ongoing
Events and Activities delivered (e.g. WEX work experience weeks)	Technical Staff driven	ongoing
Working Groups and Activities	Technical Leadership and Staff representation	ongoing
Technical Career Framework, Engagement with IST and GW4	Technical Staff driven	ongoing
Committee Membership, Activities and Events	Technical Leadership and Staff representation	ongoing
Specialist and Expert Job Roles in place and Staff in Roles	Created and Maintained with Technical Leadership input	ongoing
New Job Roles in place and Staff in Roles, delivery of New Generic+ JD Project	Created and Maintained with Technical Leadership input.	Mar-25
Develop Reviews Project, Training Records, CPD logs, Participation, Feedback and design	Bespoke Development Opportunities Technician Lead	ongoing
Number of Apprentices	Technical Leadership and Staff, national working	ongoing
Engagement, Inclusion	Technical Staff Included	ongoing
Existence of Focussed Staff, Interventions	Technical staff driven activities	ongoing

Action plans, resources, behaviours, analysis, proactivity	Technical staff input and technical staff driven actions	ongoing
Membership and participation e.g. HEaTED, MI Talent, ITSS, Science Council, TM, GW4	Technical staff engagement, feedback and decisions	ongoing

Appendix A - Sta

VISIBILITY
The approval and implementation of a
Continue to operate the Strategic Tech
New set of case studies celebrating te
Continue to support all staff induction
Creation and publication of a 'Technic
Contune to run the annual Technical S
Manitain our institution wide Technic
Develop the new Institution wide 'Tec
Continue to support local community c

RECOGNITION

Contine to recognise Technical Staff a

Meet our obligations as 'Employer Cha

We will continue to include professio

Technical staff will continue to be ena

Technical Expertise is recognised in ou

We will continue to seek ways to reco

CAREER DEVELOPMENT

Maintain our career framework with te

Our technical career framework will co

Our technical career framework will co

Continue to run needs driven technica

Contunue to provide career developme

Contiue to provide a mix of technical s

SUSTAINABILITY

Continue to provide focussed training

Continue to enage with the local comm

Continue to embed technical resource

Continue to provide central support, a

Continue to identify potential future l

Continure to develop resources, tools

Continue to support the national work

EVALUATING IMPACT

The review the implementation of a u

Continue to monitor and review the Te

Monitor and respond to the feedback

Continue to review technical strategy i

The Strategic Technical Leaders Group

The Technical Leaders Group will cont

The Registrar and University Secretary

The Chief People Officer and with the

Actions

a updated 3 year institutional Technical Strategy

nical Leaders Group

echnical careers/apprenticeships

ns through the staff welcome fairs

al Matters' newsletter, that goes to all technical staff and Faculty Managers

staff Conference

al Leaders Community through meetings, networking, projects, training/development and direct communic

chnical Staff and Services' Sharepoint site

careers events

t our Professional Services Staff Excellence Awards

ampions' with the Science Council by continuing to encourage and support professional registration for Tec

nal recognition as 'desirable' in the SKE section on all new technical job roles

ageged in decision making in Faculties, Schools and the Divisions

ur career framework and with specific technical specialist/expert career job roles defined and avaialable

gnise technical teaching excellence and promote HEA (professional) accreditation

echnical roles identified at all levels in the organisational structure - this framework will be refined and m

ntinue to support a mix of career progression pathways for technical specialist/experts as well as for tech

ntinue to help clarify and identify the role types to inform individual career planning

l leader training and development activities on a range of topics; to equip our technical leaders in manag

ent and professional registration workshops and support

staff focuassed training provision as well as opportunities for learning with other staff groups

and development opportunities around people and skills resource planning and on building effective bus

munity to raise the awareness of technical careers at Bristol, including Apprenticeships (apprenticeships a

planning into the University Integrated Planning Processes

dvice, and guidance for Technical Apprenticeships

eaders in the technical family and providing opportunities to develop

and processes for reporting and analysis of technical job family demographics to support succession plan

around HE Apprenticeship HE Trailblazer Consortium and specific HE technician apprentice standards

pdated 3 year institutional Technical Strategy

echnical Career Framework job roles through a 'light touch' review process to ensure compliance and reviev

of technical staff in our full staff surveys

implementation with the University Faculty Managers Group

will continue to minotor and review the operational implemenatation of the technical strategy

tinue to feedback on the local implemenatation of the technical strategy

engages with technical leads/representatives to review the implementation and effectiveness of the stra

Director of People and Organisational Development engages with technical leads/representatives to reviev

	2020/21				2021/22		
	Q3	Q4	Q1	Q2	Q3	Q4	Q1
ations							

chnical Staff

naintained

nnical managers and leaders

ing and developing our teams effectively

siness cases

at Bristol videos)

ning and recruitment

w effectiveness

tegy

w the implementation and effectiveness of the strategy

		2022/23			
L	Q2	Q3	Q4	Q1	Q2