

Appendix 6 - 36 Month Plan for the University of Sussex 2024-2027

Action	Who	Year 3 - 2024/25			Year 4 - 2025/26			Year 5 - 2026/27			Current Status		
		01/06/2024	01/07/2024	01/10/2024	01/10/2025	01/04/2025	01/07/2025	01/10/2025	01/01/2026	01/04/2026		01/07/2026	01/10/2026
Overarching Actions													
Maintain regular liaison with Technician Commitment Lead	IL/ADTO/TCC												Continuous
Continue to improve and add content to the Technician website, using the new Website Content Management System once in place.	ADTO/TCC												Continuous
Visibility													
Ensure senior leadership team are invited to key events, ensuring senior leaders understand the initiative at Sussex and the presence and achievements of technicians	IL/ADTO/TCC												Ongoing/in progress
Ensure Internal comms about technicians, their successes and the tech commitment work are publicised. Specifically adding technician based content to the PS Essentials messages sent by the COO or other senior PS members of staff.	IL/ADTO/TCC												Ongoing/in progress
Use forums or other means of general communication to contact technicians and key stakeholders	TCC												Continuous
Support and promote the work of the Technician Commitment Working Group - including social media posts	TCC/ADTO/CM												Continuous
Recognition													
Support technicians with gaining professional registration status	TCC/ADTO												Continuous
Establish a Technician Recognition Scheme based on the Discretionary Pay Review	IL/ADTO/TMs/CM												Ongoing/in progress
Encourage nominations for local and national awards eg Times Higher	TCC/ADTO												Continuous
Career Development													
Ensure some financial support for training, conference attendance and professional registration for technicians across the University, equitably.	ADTO/TMs												Continuous
Deliver Technician Networking events regularly through the year	TCC												Continuous
Maintain links with appropriate national bodies and their resources eg Higher Education and Technicians Education Development (HEaTED), National Technician Development Centre (NTDC)	IL/ADTO/HOTS												Continuous
We will support technicians to attend relevant conferences organised by external bodies to encourage professional networking and cross-sector learning	ADTO/TMs												Continuous
Connect with other external bodies (including University and professional) to ensure consistency between science and arts technicians in the actions undertaken for the commitment (e.g. bectu and IAT)	ADTO/TMs												Continuous
Review and look to extend the Online Career Development Tool to include technician skills and attributes, and engage technicians with this	PD/TCC												Ongoing/in progress
Consider setting up a Mentoring Pilot Scheme for technicians, implement.	PD/TCC												Ongoing/in progress
Ensure work on Career Pathways are communicated to all techs, hold workshops and include in career development forums/discussions. Sign post and ensure clearly defined on website.	ADTO/TMs												Ongoing/in progress
Consider promotion process/guidance for technicians, based on UoWarwick and UoLiverpool. Link to academic promotions process currently under review at Sussex	IL/ADTO/TCC												Ongoing/in progress
Sustainability													
Increase outreach activities with local schools/colleges to promote technician careers and work experience	TCC/ADTO/TMs												Ongoing/in progress
Produce roadmap of key career stages for technicians from apprenticeships upwards	TCC/ADTO/HOTS												Ongoing/in progress
Promote skills sharing between schools at Sussex, encourage technicians to 'try' new skills in areas outside of their skill area.	ADTO/TCC/TMs												Ongoing/in progress
Work with the Eastern ARC Technician Network on skills sharing, career opportunities, RTPs and T-PIKE	ADTO/TCC/TMs												Ongoing/in progress
Support and promote greater relationships with external companies and organisations for skills sharing, collaboration and work placements. Link this to providing facility-based services to these partners.	ADTO/TCC/TMs												Ongoing/in progress
Evaluating Impact													
Establish evaluation criteria to measure success of the Technician Commitment at Sussex, specifically internal recruitment, grade/salary increases, number of applicants	TCC												Ongoing/in progress
Complete annual evaluation report for Technician Commitment Steering Group, include progress against metrics; lessons learnt, targets for future years	TCC/ADTO/HOTS												Ongoing/in progress
Review and update action plan with input from technician survey, Technician Commitment Lead and technicians	TCC/ADTO/HOTS												Ongoing/in progress

Key for Who Column
IL: Institutional Lead
ADTO Associate Director of Technical Operations
HOTS Head of Technical Services
TCC: Technician Commitment Co-ordinator
TMs, Technician Managers
AM, Apprenticeship Manager
CM, Comms Manager
WG: Technician Commitment Working Group
PD: Professional Development team