| Visibility Transport for foreign and the strategy of the strategy and the factors of the strategy of the stra | Appendix 6 - 36 Month Plan for the University of Sussex | | | Year 3 - 2024/25 | | | L, | Year 4- 2025/26 | | | | Year 5 - 2026/27 | | | L, |
|--|---|----------------|-----|------------------|----------|-------|---------------------------------------|-----------------|------------|-------|--------|------------------|------------|------|-------------------|
| Livertonic region large and the process of the fermionic Commitment Lead in the Process of Committee Lead in the Proces | | | , | 202A | 1202A | 2024 | 2025 | 12025 | 2025 | 205 / | 2026 | 2026 | 2026 /2 | 026 | 2027 |
| Livertonic region large and the process of the fermionic Commitment Lead in the Process of Committee Lead in the Proces | A attention | 14/h - | 210 | Mr 21/0 | 11/20/12 | 27/0, | 716 | Ale 21/03 | 11/20/1/20 | 1/0 | 7/2/01 | 107 | 12 27 701, | 2101 | Currentatus |
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| ARTONITION IN PROPRIES AND ACTION TO TECHNICAL WORKING ON THE PROPRIES AND ACTION TO A | | II /4DTO/TCC | | | | | | | | | | | | | Continuous |
| APPONTCE Whitebility Forces and for fade-triple tool and notified in page point, securing senter fade-trip Forces and fade-triple tool and notified in page point, securing senter fade-trip Forces and trade-triple tool and notified in page point, securing senter fade-trip Forces and trade-triple tool and notified in page point, securing senter fade-trip Forces and trade-triple tool and south of horizonts, their securing senter fade-triple in the senter of senter in page points and the senter in page points | | IL/ADTO/TCC | | | | | | | | | | | | | |
| Transport technical patent and interest to law years, a tempting sendor feaders understand the initiative at Susses and the presents and schelewends of technicals in the sendor of the | Continue to improve and add content to the Technician website, using the new Website Content Management System once in place. | ADTO/TCC | | | | | | | | | | | | | Continuous |
| Indestinate the littatives at Susses and the presence and antiversements of secholicity with an expositional sector in the sector content to the PS Essential sector in the sector of the sector in th | Visibility | | | | | | | | | | | | | | |
| swork are published. Specifically adding technician based content to the PS Essentials Les forums or other means of percent communication to contact technicians and key stateholders Support and growth of the Technician Comminent Working Group Tocclory | 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 progre |
| Tacker Joseph and promote the work of the Technician Commitment Working Group - Tackers (1994) and promote the work of the Technician Commitment Working Group - Tackers (1994) and posts (1994) | 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 progre |
| Including social media posts Responsition Support technicians with gaining professional registration status TCC/ARTO TC | Use forums or other means of general communication to contact technicians and key stakeholders | тсс | | | | | | | | | | | | | Continuous |
| Stabilish a Technician Recognition Scheme based on the Discretional Pay Review MATO/TMUCA | Support and promote the work of the Technician Commitment Working Group - including social media posts | TCC/ADTO/CM | | | | | | | | | | | | | Continuous |
| Stabilish a Technician Recognition Scheme based on the Discretional Pay Review MATO/TMUCA | Recognition | | | | | | | | | | | | | | |
| Injustice Tolerance Technique Techniqu | Support technicians with gaining professional registration status | TCC/ADTO | | | | | | | | | | | | | Continuous |
| TCC/ADTO ADTO/TMs ADTO/T | Establish a Technician Recognition Scheme based on the Discretional Pay Review | IL/ADTO/TMs/CM | | | | | | | | | | | | | Ongoing/in progre |
| Enter some financial support for training, conference attendance and professional gegitation for trainings acoust the University, equilably. Deliver Technician Networking events regularly through the year TCC ADTO/MDS ADTO | Encourage nominations for local and national awards eg Times Higher | TCC/ADTO | | | | | | | | | | | | | Continuous |
| Enter some financial support for training, conference attendance and professional gegitation for trainings acoust the University, equilably. Deliver Technician Networking events regularly through the year TCC ADTO/MDS ADTO | Career Develonment | | | | | | | | | | | | | | |
| Additation links with appropriate national bodies and their resources of Higher discustion and Technicians Education beloegingment (HEATED), National Technician Seducation and Technicians Education Educatio | Ensure some financial support for training, conference attendance and professional | ADTO/TMs | | | | | | | | | | | | | Continuous |
| Valintain links with appropriate national bodies and their resources of Higher ductation and Technicians (Location Development (HEATED), National Technicians (Location Development (Location Development (Location Under Location (Location Under Location Und | | | | | | | | | | | | | | | Continuous |
| Education and Technicians Education Development (HEATED), National Technician Levelopment Centre (PIXC) We will support technicians to attend relevant conferences organised by external and professional to attend relevant conferences organised by external and professional to attend relevant conferences organised by external and professional to attend relevant conferences organised by external and professional to descript the consistency of t | | TCC | | | | | | | | | | | | | |
| ADTO/TMS ADTO/TCC/TMS ADTO/TCC/TMS | Manifail links with appropriate hattorial boules and their resources egingler Education and Technicians Education Development (HEaTED), National Technician Development Centre (NTDC) | IL/ADTO/HOTS | | | | | | | | | | | | | commods |
| Consistency between science and arts technicians in the actions undertaken for the commitment (e.g. bectu and IAT) ADTO/TMS ADTO/TCC/TMS ADTO/TCC/TMS | We will support technicians to attend relevant conferences organised by external bodies to encourage professional networking and cross-sector learning | ADTO/TMs | | | | | | | | | | | | | Continuous |
| Ensure work on Career Pathways are communicated to all techs, hold workshops and nelude in career development forums/discussions. Sign post and ensure clearly leftined on website. Consider promotion process/guidance for technicians, based on UoWarwick and Jotiverpool. Link to academic promotions process currently under review at Sussex IL/ADTO/TCC Sustainability Increase outreach activities with local schools/colleges to promote technician careers and work experience Produce roadmap of key career stages for technicians from apprenticeships upwards and work experience Promote skills sharing between schools at Sussex, encourage technicians to 'try' new kills in areas outside of their skill area. ADTO/TCC/TMs ADTO/T | 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 |
| PO/TCC PO | 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 progre |
| ADTO/TMS Lefined on website. Orgoing/in progration for creer development forums/discussions. Sign post and ensure clearly Lefined on website. Interview at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promotions process currently under review at Sussex Liverpool. Link to academic promote specifical process. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these partners. Link this to providing facility-based services to these par | Consider setting up a Mentoring Pilot Scheme for technicians, implement. | PD/TCC | | | | | | | | | | | | | Ongoing/in progre |
| Sustainability Increase outreach activities with local schools/colleges to promote technician careers and work experience Produce roadmap of key career stages for technicians from apprenticeships upwards and work experience Promote skills sharing between schools at Sussex, encourage technicians to 'try' new skills in areas outside of their skill area. Work with the Eastern ARC Technician Network on skills sharing, career opportunities, and TPIKE Support and promote greater relationships with external companies and organisations or skills sharing, collaboration and work placements. Link this to providing facility- assed services to these partners. Evaluating Impact Establish evaluation criteria to measure success of the Technician Commitment at sussex, specifically internal recruitment, grade/salary increases, number of applicants TCC/ADTO/HOTS TCC/ADTO/HOTS ADTO/TCC/TMs ADTO | 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 progre |
| ncrease outreach activities with local schools/colleges to promote technician careers and work experience TCC/ADTO/TMs TCC/ADTO/TMs TCC/ADTO/TMs TCC/ADTO/TMs TCC/ADTO/TMs TCC/ADTO/TMs TCC/ADTO/TMs TCC/ADTO/TMs TCC/ADTO/TMS TCC/ADTO/HOTS TCC/ADTO/HOTS | 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 progre |
| and work experience TCC/ADTO/TMS TCC/ADTO/TMS TCC/ADTO/TMS TCC/ADTO/TMS TCC/ADTO/HOTS TCC/ | Sustainability | • | | • | | | | • | | | | | | | |
| Promote skills sharing between schools at Sussex, encourage technicians to 'try' new kills in areas outside of their skill area. Mork with the Eastern ARC Technician Network on skills sharing, career opportunities, RTPs and T-PIKE Support and promote greater relationships with external companies and organisations or skills sharing, collaboration and work placements. Link this to providing facility-based services to these partners. Evaluating Impact Establish evaluation criteria to measure success of the Technician Commitment at Sussex, specifically internal recruitment, grade/salary increases, number of applicants Complete annual evaluation report for Technician Commitment Steering Group, nclude progress against metrics; lessons learnt, targets for future years Review and update action plan with input from technician survey, Technician | Increase outreach activities with local schools/colleges to promote technician careers and work experience | TCC/ADTO/TMs | | | | | | | | | | | | | Ongoing/in progre |
| ADTO/TCC/TMs AD | Produce roadmap of key career stages for technicians from apprenticeships upwards | TCC/ADTO/HOTS | | | | | | | | | | | | | Ongoing/in progre |
| Nork with the Eastern ARC Technician Network on skills sharing, career opportunities, RTPs and T-PIKE Support and promote greater relationships with external companies and organisations for skills sharing, collaboration and work placements. Link this to providing facility- loased services to these partners. Evaluating Impact Establish evaluation criteria to measure success of the Technician Commitment at Sussex, specifically internal recruitment, grade/salary increases, number of applicants on the complete annual evaluation report for Technician Commitment Steering Group, include progress against metrics; lessons learnt, targets for future years Review and update action plan with input from technician survey, Technician Ongoing/in progress against metrics; lessons learnt, targets for future years Review and update action plan with input from technician survey, Technician | 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 progre |
| ADTO/TCC/TMs ADTO/ | Work with the Eastern ARC Technician Network on skills sharing, career opportunities, RTPs and T-PIKE | ADTO/TCC/TMs | | | | | | | | | | | | | Ongoing/in progre |
| Establish evaluating Impact Establish evaluation criteria to measure success of the Technician Commitment at toussex, specifically internal recruitment, grade/salary increases, number of applicants TCC Ongoing/in program TCC/ADTO/HOTS TCC/ADTO/HOTS Review and update action plan with input from technician survey, Technician Ongoing/in program TCC/ADTO/HOTS | 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 progre |
| Sussex, specifically internal recruitment, grade/salary increases, number of applicants Complete annual evaluation report for Technician Commitment Steering Group, nclude progress against metrics; lessons learnt, targets for future years Review and update action plan with input from technician survey, Technician | Evaluating Impact | | | | | | | | | | | | | | |
| Complete annual evaluation report for Technician Commitment Steering Group, include progress against metrics; lessons learnt, targets for future years Review and update action plan with input from technician survey, Technician | Establish evaluation criteria to measure success of the Technician Commitment at Sussex, specifically internal recruitment, grade/salary increases, number of applicants | тсс | | | | | | | | | | | | | Ongoing/in progre |
| Review and update action plan with input from technician survey, Technician Technician Technician | complete annual evaluation report for Technician Commitment Steering Group, include progress against metrics; lessons learnt, targets for future years | TCC/ADTO/HOTS | | | | | | | | | | | | | Ongoing/in progre |
| | Review and update action plan with input from technician survey, Technician Commitment Lead and technicians | TCC/ADTO/HOTS | | | | | | | | | | | | | Ongoing/in progre |

| Key for Who Column | |
|---|--|
| IL: Instituional 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 | |
| | |