



Manchester  
Metropolitan  
University

# Technician Commitment

24 MONTH PLAN

# Technician Commitment

**Dr Kate Dixon**

Head of Technical Services



In June 2017, Manchester Metropolitan signed up to '**The Technician Commitment**', a national scheme recognising and seeking to raise the profile of the essential work technicians carry out in our universities and research institutes across the country.

At Manchester Metropolitan, we have a talented workforce of 250 technicians in our Technical Services department who enable our researchers and underpin our students' academic experience. Our technicians work with students and staff members in laboratories, theatres, studios and workshops, turning academic goals into practical realities.

Since 2017, 68 higher education and research organisations have made a pledge to support their technicians by signing the commitment. This is incredibly positive news for technicians nationally, recognising the essential role technicians play in enabling positive student outcomes and high impact research.

To support the continued great work of our technicians at Manchester Metropolitan, I am delighted to be able to share our 24-month Technician Commitment action plan.

The plan details how Manchester Metropolitan will deliver the pledges of the Technician Commitment and how we will continue to support our technicians to positively impact student success at Manchester Metropolitan.

For more information about our Technical Services at Manchester Metropolitan, please visit the [Technical Services webpage](#).

# year 1

November 2018 - November 2019



We will submit a proposal of support to the University Executive Group to establish a steering group to take the Technician Commitment forward across Manchester Met.	✓	✓	✓	✓
We will hold regular steering group meetings to review enhance and direct the work happening across Manchester Met to deliver the pledges of The Technician Commitment.	✓	✓	✓	✓
We will develop a Technical Services Strategy for Manchester Met ensuring alignment to The Technician Commitment pledges.	✓	✓	✓	✓
We will deliver 'Manchester Met Tech Net' events and workshops to provide networking opportunities, share best practice, promote secondment opportunities and foster community for technical staff.	✓	✓	✓	✓
We will support and encourage professional registration for technical staff via financial incentives, workshops and events.	✓	✓	✓	
We will identify key individuals to take forward initiatives and events supporting the pillars of The Technician Commitment in local areas across Manchester Met Technical Services.	✓	✓	✓	✓
In partnership with The National Technician Development Centre, we will deliver a skills audit across Technical Services to inform skills gaps and support workforce review.				✓
We will ensure sustainability of technical skills within the workforce by supporting and enabling the training of Man Met technical apprentices and in-house degree apprentices.	✓	✓	✓	✓
We will develop and implement a communications plan for Manchester Met Technical Services.	✓	✓		
We will enable increased external visibility, recognition and career progression for Technical Services staff by enabling staff to attend and present at relevant conferences and external meetings.	✓	✓	✓	
We will deliver increased internal visibility for Technical Services at Manchester Met by ensuring representation on relevant committees, including relevant material in internal publications, on our new intranet site and by inclusion of Technical Services staff in the planned Professional Services video content.	✓	✓		
To reward technical staff and recognise their contribution to University success we will deliver a Technical Services Conference including an awards ceremony.	✓	✓		
To ensure sustainability of technical skills we will recruit a new cohort of technical apprentices in areas of skills shortages informed by the skills audit carried out in partnership with The National Technician Development Centre.			✓	✓
To enable career development for technical staff we will recruit a new cohort of in-house degree apprentices			✓	
We will submit appropriate data via our HESA return to enable technical staff to make a positive contribute to TEF.	✓	✓		
We will promote and support technical registration for staff and ensure professional registration is included as essential criteria on Manchester Met job descriptions for new staff.		✓	✓	
We will continue to develop job roles and organisational structures supporting Manchester Met's Research Centres including technical support for emerging core facilities, this will provide new career opportunities for technical staff.			✓	

# year2

November 2019 - November 2020



We will ensure regular steering group meetings to review enhance and direct the work happening across Manchester Met to deliver the pledges of The Technician Commitment.	✓	✓	✓	✓
We will develop and embed the Manchester Met Tech Net portfolio of events to support Technician Commitment pledges.	✓	✓	✓	
We will further develop and implement the communications plan for Manchester Met Technical Services.	✓	✓		
We will develop Manchester Met policy directing inclusion of relevant technical staff as contributing authors on research publications.	✓	✓	✓	
We will utilise Manchester Met Tech Net, mentoring and management meetings to encourage technical staff to first author research publications as well as contribute to and potentially lead on external funding bids.	✓	✓	✓	
We will deliver a Technical Services Conference celebrating the work and achievements of technical staff including an awards ceremony.	✓	✓	✓	
We will support and encourage Manchester Met Technical Services staff to engage with relevant national networks, conferences and meetings.	✓	✓	✓	✓
We will support in-house degree apprentices and post 18 years old technical apprentices enabling career development and ensuring sustainability of technical skills.			✓	✓
In September 2020, we will recruit a new cohort of post 18 years old technical apprentices in areas of skills shortages informed by the skills audit carried out in partnership with The National Technician Development Centre.			✓	✓
We will continue to promote and support technical registration for staff and ensure professional registration is included as essential criteria on Manchester Met job descriptions for new staff.		✓	✓	

