

Update on the Technician Commitment

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Technician Commitment Institutional Lead

What is the Technician Commitment?

- An initiative supported by the Gatsby Foundation and the Science Council
- Signatory universities and research institutes pledge action against the key challenges affecting their technical staff
- Imperial became a founding signatory in **May 2017** and submitted a 24 month action plan to the Science Council in **June 2018**

Technician Commitment Action Areas

VISIBILITY

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

CAREER DEVELOPMENT

Enable career progression opportunities for technicians through the provision of clear, documented career pathways

RECOGNITION

Support technicians to gain recognition through professional registration and external awards schemes

SUSTAINABILITY

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

Key activities and achievements in 2018-19

VISIBILITY

- 4 well-attended **Technical Managers' Forums** on themes including mentoring, the technical skills survey and campus security
- 5 bi-monthly **newsletters** & regular **news emails**
- Involvement with the **Science Museum's Technician Exhibition** – the Museum have met more than 50 Imperial technicians and visited 30 of your labs and workshops!

RECOGNITION

- Launch of pilot programme to support technicians to apply for **professional registration with the Science Council** – **16 technicians** participated and have applied for RSci or CSci status – assessments are imminent!

Key activities and achievements in 2018-19

CAREER DEVELOPMENT

- Becoming an affiliate member of the **National Technicians' Development Centre**, allowing us to access support for our **Technical Career Pathways** project
- Recruitment and training of **technical mentors** for the PTO Staff Mentoring Scheme, due to launch in September 2019
- Promotion of **training and development opportunities** and **external conferences and events**

SUSTAINABILITY

- Receiving an **Award of Submission** from Lord Sainsbury
- Early scoping for a **lab technician apprenticeship**

Key activities and achievements in 2018-19



Coming soon...

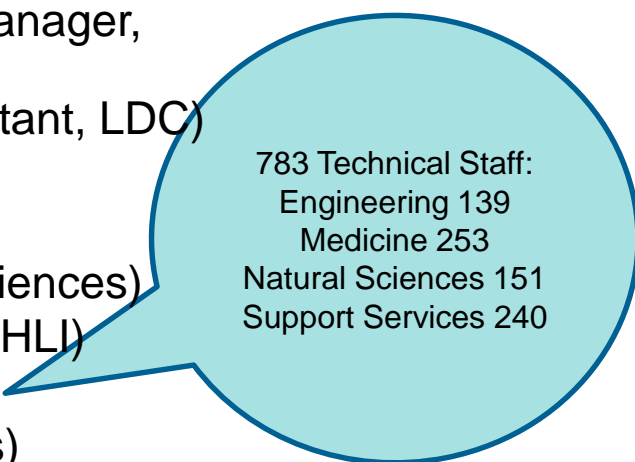
- **Career Pathways for Technicians** – initial meeting with NTDC planned for 30 July and a detailed timeline of activity will follow
- **Lab Technician Apprenticeship** – ‘kick off’ project meeting planned for September – date TBC
- **Naming of technicians in research papers** - work to develop a consistent policy regarding authorship and acknowledgement is due to begin
- **Professional registration** – course to run again in 2019-20 and a programme of support for Engineering Technicians is under development

Want to find out more?

- Imperial's 24 month **Action Plan** and minutes from **Technician Commitment Steering Group** meetings are available on the [Technicians' Portal](#)
 - Download the [Technician Commitment: One Year In](#) report to find out what other institutions have been doing!
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Thanks to the Technician Commitment Steering Group

- Nazia Hirjee (Chair, Faculty Operations Officer, Natural Sciences)
- Paul Brown (Mechanical Instrumentation Workshop Manager, Physics)
- Lindsay Comalie (Organisational Development Consultant, LDC)
- Dawn Beaumont (Faculty IT Support Manager, ICT)
- Ailish Harikae (Apprenticeships Manager, HR)
- Allison Hunter (Technical Operations Manager, Life Sciences)
- Gareth Hyde (Safety & Technical Services Manager, NHLI)
- Ken Keating (Laboratory Manager, Bioengineering)
- Russell Stracey (RSM Workshop Supervisor, Materials)
- Joel Abrahams (Biological Research Officer, Surgery & Cancer)
- Angela Williams (Training and Development Coordinator, Estates)



783 Technical Staff:
Engineering 139
Medicine 253
Natural Sciences 151
Support Services 240