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YORK
ST JOHN
UNIVERSITY

PROUD SUPPORTER OF THE
Technician Commitment

SPECIALIST TECHNICAL SERVICES

TECHNICIAN COMMITMENT 24 MONTH ACTION PLAN



TECHNICIAN COMMITMENT

JONNY WOOLSEY
HEAD OF SPECIALIST TECHNICAL
SERVICES

York St John University signed up to a sector-wide initiative called 'The Technician Commitment' in 2018. It aims to ensure visibility, recognition, career development and sustainability for technical staff working in higher education and research, across all disciplines.

We have 40 technical specialists who support teaching, learning and research across a range of disciplines. They support our students and colleagues to turn academic goals into practical realities. Our technical specialists are active practitioners and experts in their field. Using their skills and knowledge they lead the way in developing and facilitating applied-based learning. They enhance the student learning experience and empower them with tangible career-ready skills.

Since 2017, 83 higher education institutions and organisations have signed The Technician Commitment. In doing so, they pledge to support their technical staff. The Technician Commitment is a catalyst for change across the sector. It is driving forward the voice of technical colleagues and recognising the essential role they play.

Our Action Plan

To support the great work of our technical staff, I am delighted to share our 24 month Technician Commitment action plan. This plan details how we will deliver on the pledges of the Technician Commitment. It shows how we will continue to support our technical staff to positively impact on our student's success and futures.

For more information about the Technician Commitment visit www.technicians.org.uk/technician-commitment



24 MONTH ACTION PLAN

DECEMBER 2019 - DECEMBER 2021

Action	Visibility	Recognition	Career Development	Sustainability	Y1	Y2
Form a University Technical Managers Committee with an appropriate reporting structure and terms of reference to lead the development and delivery of York St John University's Technician Commitment Action Plan	●	●	●	●	●	
Hold regular consultation with The Specialist Technical Team (STT) and the wider university to direct the pledges of the Technician Commitment	●	●	●	●	●	●
Ensure technical staff are represented on all appropriate committees/groups to ensure that the views and expertise of technical staff are represented	●			●	●	●
We will take ownership of the future of technical services at York St John by identifying key individuals to take forward initiatives and events that align to the Technician Commitment and University strategy at a local and/or cross University level	●	●	●	●	●	●
Develop an internal technical staff network to provide networking opportunities sharing best practice, fostering a technical community	●	●	●	●	●	●
We will attract external recognition and funding for Technician Commitment related activity/projects	●	●	●	●		●
Introduce a Peer Observation of Learning and Teaching (POLT) scheme for technical staff	●	●	●	●	●	●
Promote the Higher Education Academy (HEA) Fellowship Scheme to technical staff	●	●	●	●	●	●
Develop a HEA Fellowship Technical Mentor scheme, with the introduction of peer led coaching and mentoring workshops		●	●	●	●	
Provide the opportunity for all technical staff to gain teacher training through the Post Graduate Certificate in Academic Practice (PCAP) Scheme	●	●	●	●	●	●
We will explore the inclusion of teaching qualifications of technical staff in York St John University's Higher Education Statistics Agency (HESA) Returns	●	●				●
Develop a coaching and mentoring culture within the team		●	●	●	●	●
We will recognise that technical staff are crucial to teaching and learning through inclusion of evidence in York St John University's Teaching Excellence Framework (TEF) submissions	●	●			●	●
Ensure feedback mechanisms include questions relating to technical support and delivery	●	●	●		●	●
Work towards a culture that embraces partnership in the delivery of learning, teaching and research, with the STT consulted on decisions around portfolio development and curriculum design	●	●		●	●	●
Ensure the STT are involved in decisions around development of learning and teaching space and resources	●				●	●
We will explore the inclusion of technical staff, where appropriate, in learning and teaching measures such as staff/student ratio/contact time, etc.	●				●	



Action	Visibility	Recognition	Career Development	Sustainability	Y1	Y2
The STT will continue to contribute to the University planning and strategy cycles. Representatives of the team will contribute at a strategic level at University committees	●	●	●	●	●	●
We will ensure Technical staff are included on all appropriate mailing lists to ensure that they are updated and informed appropriately	●				●	●
Ensure technical staff are invited to Graduation ceremonies as a reflection of the varied roles required to enable students learning and achievement	●	●			●	●
We will ensure that the contribution technical staff make towards research is understood and documented appropriately	●	●	●		●	●
We will explore the Universities approach to fee remission for further study (MA, PhD etc.) and explore if there could be a consistent and transparent approach that reflects the contribution of technical colleagues		●	●		●	
We will support professional registration for technical staff and ensure that professional registration or willingness to work towards professional registration is embedded in recruitment processes for technical positions as an essential criterion		●	●	●	●	●
We will work with other HEIs and partners within the sector to ensure that the process for gaining professional registration is accessible and appropriate across all subject/discipline technical roles	●	●	●	●	●	●
We will support and encourage our technical staff to engage with relevant external networks and attend and present at relevant events to increase their external visibility	●		●	●	●	●
We will support and encourage technical staff to build links and partnerships with industry professionals and organisations	●		●	●	●	●
We will explore the possibility of short term placements for technical staff	●		●	●	●	●
Engage with other HEIs and stakeholders to influence sector wide developments	●	●	●	●	●	●
We will facilitate visits to other HEIs for knowledge exchange and to build a wider sense of technical community	●	●	●	●	●	●
Enable staff to dedicate time for their professional development, e.g. development days throughout the year			●	●	●	●
Complete a skills audit to identify skills gaps, to inform team development, and to identify how to keep our technical staff engaged and motivated			●	●	●	
Ensure funding is available for specialist training to sustain and develop technical staff skills and knowledge, and ensure a consistent and transparent approach to the allocation of this			●	●	●	●
Work with the staff development team to review our current staff development offering for relevance and accessibility to technical staff at all levels			●	●	●	



Action	Visibility	Recognition	Career Development	Sustainability	Y1	Y2
We will develop a training/staff development package that supports and promotes staff development in relation to specialist skill, career aspirations, and health, safety and wellbeing		●	●	●	●	
Map out technical career pathways, including moving into technical management and academic roles, to help staff to identify their career development plans			●		●	
Review technical job descriptions and titles ensuring consistency across the sector and that they align to the values of the technician commitment and the University strategy	●		●	●	●	
Review our technical work placements offer to ensure that we are promoting a career as a technician	●			●	●	●
We will explore opportunities for career development, such as degree apprentices			●	●	●	●
Create an environment where everyone can participate and flourish, and where equality, humanity and social justice are valued and promoted	●	●			●	●
We will ensure all technical staff are appropriately supported and equipped for providing frontline and vital support for student mental health and wellbeing, and ensure colleagues are aware of the support available to them	●	●			●	●
Increase the internal visibility of technical staff by ensuring that we are represented in internal publications, and events	●				●	●
Increase the external visibility of technical staff via online platforms and external events, showcasing the varied and vital work that we do	●				●	●
Create a new web presence that showcases the STT to new and prospective students and staff, plus external partners	●			●	●	
Work with our marketing and communications team to ensure that the Technician Commitment is appropriately communicated and promoted	●				●	●
Encourage technical staff representation at recruitment and public engagement events to increase awareness of technical roles	●				●	●
Encourage staff nominations and applications to internal and external awards	●	●			●	●
We will identify staffing resource to focus on communications	●				●	
We will identify technical roles outside of the Specialist Technical Team and further promote the values of the Technicians Commitment. We will work with Heads/Directors of Service to encourage buy-in and support to ensure that all technical roles have a voice and are included	●	●	●	●	●	●



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