

Francis Crick Institute Technician Commitment three-year action plan 2021-2024

Technician Commitment focus areas

1. Visibility	2. Recognition	3. Career development
4. Sustainability	5. Evaluating impact	

Responsible people/groups

Technician Commitment lead - TCL	Technician Commitment steering group - TCSG	LRS Network committee - LRSNC
LRS Network L&D subgroup - LRSNLD	Human Resources - HR	Communications team - Comms
Athena Swan Steering Group - ASSG	Crick Staff Consultative Forum - CSCF	Scholarly Communications Advisory Group - SCAG

Ongoing and planned actions.

Area	Action	Status	Responsibility	Timeline	Measure /impact?	Dependencies/risks
1	1. Technician Commitment Steering Group The TCSG was formed in May and has been actively involved in current self assessment and action plan. We will create working groups for internal and external events, awards and grants, professional registration and communications.	Ongoing	TCSG/ TCL	Quarterly meetings	Regularity of meetings/ Number of participants	Continued engagement of volunteer committee members
1	2. Continued activities of the LRS Network The network committee will continue to meet regularly and host Forums and Technologies Bitesize sessions.	Ongoing	LRSNC	Regular events	Events continue to be well attended	Success is conditional on maintaining the number of Network committee volunteers

Francis Crick Institute Technician Commitment three-year action plan 2021-2024

1/3	3. Expertise/skills finder database Teams and individual provide details of their skills to a searchable database. We will work to increase number of contributing laboratories and teams.	Started	LRSNC sub-group including comms support	Target for all labs signed up in 3 years	Number of labs and STPs that have joined	Comms team support and sub-group contribution
1/2/3	4. RITG networking meetings and activities TCL is part of a cross institute steering committee. TCL will recruit support of TCSG members for future event organising. RITG will continue to hold online networking meetings and major face to face meetings annually are planned. RITG aims to support cross institute exchanges for skills /expertise sharing that Crick will aim to take part in.	Ongoing	TCL/TCSG volunteers	Monthly steering committee meetings, quarterly online events, annual symposium	Continued meetings/ participation, with positive feedback for events	Financial dependency to allow Crick technical staff to attend meetings outside the Crick. Regular time commitment of RITG steering group
1	5. Joint institute newsletters The RITG will produce regular newsletters highlighting activities, feedback from events and promotion of future events	Ongoing	TCL/TCSG volunteers	Quarterly	Contributions from each institute and increased / continued interest in events	Time demands on newsletter creator and contributors (currently created by John Innes TCL)
1/2/3	6. Technician commitment week New annual event focussing on career development and networking. Visiting speakers for managing careers, networking and professional registration. Poster sessions with prizes	Planned	TCL/TCSG	Annual event	Week of lunchtime talks and workshops held and well supported	Will require considerable input from steering group members and budget for external speakers will be needed
1	7. LRS new starter science inductions These will continue in addition to H&S/HR inductions to ensure new LRS staff receive the same science induction information as new students and postdocs.	Ongoing	TCL/LRSNC	Quarterly with annual research ethics training	Frequency, participation	Maintaining records of new starters and prompt invitations to inductions
1	8. Highlighting technical staff activities Intranet coverage of Technical staff activities such as involvement Covid testing pipeline /	Ongoing	TCSG / comms team	As arising	High visibility on CrickNet	Requires ongoing monitoring of staff activities.

Francis Crick Institute Technician Commitment three-year action plan 2021-2024

	research, vaccination clinic volunteers, other research and technology highlights and professional registration successes.					
1	<p>9. Technical staff specific awards Explore developing award scheme to be created as part of current annual staff awards</p> <ul style="list-style-type: none"> • Promotion for nominations • Award ceremony at annual awards and celebrated during Technician commitment week 	Planned	TCSG	Annual. First awards to be part of Technician Commitment week event 2021	Nominations received and awards given	Dependent on raising interest in nominations
1	<p>10. National awards for technical staff Identify appropriate award launches (ie Papin prize and THE technician awards) and promote to staff and support nominations and submissions. Celebrate successes.</p>	Planned	TCSG	Continuous	Crick technical staff being nominated for national awards	Database of awards deadlines needs to be maintained
1	<p>11. Technician commitment grant scheme Explore creation of financial award scheme for CPD activities against TC areas ie contributions towards attendance at conferences/seminars, RITG meetings or RITG exchange placements. Peer reviewed by steering committee sub-group.</p>	Planned	TCSG	Two rounds each year. Up to 5 awards per round.	Grants being applied for an awarded following peer review	May be affected by budgetary limits
1	<p>12. Celebratory events Hold regular registration certificate presentations at Town Hall meeting for professional registration. Announcements of promotions.</p>	Ongoing	TCSG	Quarterly as needed	All successful registrants are celebrated	Need to ensure achievements records are kept up to date and communicated to Comms staff planning meetings

Francis Crick Institute Technician Commitment three-year action plan 2021-2024

2	<p>13. Promote Authorship and Acknowledgement for STP-based LRS</p> <ul style="list-style-type: none"> • Use existing guidelines to promote to Group Leaders and STP leads the inclusion of LRS acknowledgements and, when appropriate inclusion of LRS as authors. • Monitor Crick Research Outputs data on LRS/Tech publications and track trends • Monitor data on STP recognition and track trends 	Planned	TCL to request Crick Research Outputs data from Library services and analyse with SCAG and TCSG	TCSG Annual review	Data from Crick Research Outputs	Dependent on library services for up to date data collection
2	<p>14. Professional Registration</p> <ul style="list-style-type: none"> • Continue to promote and provide training for RSciTech, RSci and CSci. • Utilise Science Council online workshops • Provide one to one support • Existing registrants encouraged to mentor others • Celebrate successes on Cricknet and at events 	ongoing	TCL / existing registrants / TCSG	Continuous	Continued successful registrations	Need to continue to promote benefits of registration and of ongoing CPD
2	<p>15. BRF Professional Registration</p> <p>All new technicians at RO level are required to complete the IAT L2 Diploma in Animal Science and Technology, they then join the IAT on the Crick Corporate Membership. Optional to then take the L3 qualification and 2 years post qualification, they can apply to become Registered Animal Technologists (RAnTechs) with the IAT. We will be encouraging this registration for all who can apply for it.</p>	Ongoing	BRF training team	Continuous support for technicians to undertake L3 qualification	Increasing numbers of L3 animal technicians receive RAnTech registrations.	Need to be able to persuade animal technicians of ongoing benefits of registration.
3	<p>16. Technical staff hub on Cricknet created</p> <p>This includes Technical Staff Careers and Development page and Technician Commitment pages.</p>	Ongoing	TCL/HR/	Maintain as new material is created	Awareness of material	Dependent on volunteer contributions for some sections

Francis Crick Institute Technician Commitment three-year action plan 2021-2024

3	17. Leadership apprentices open to Technical staff	Ongoing	HR	Annual	Completion success rates	Time consuming for staff taking part
3	18. Career pathways project Create visual careers pathway and provide information on Cricknet and on Internet. Comms to help with creating visual aspects.	Begun	LRSNC/HR/Comms	Complete mid-2021	Completion	T and D task group project dependent
3	19. Improve clarity and support for the LRS promotion process This will involve reviewing timely announcement of application period opening and encouraging discussion of promotion in PDRs. Review LRS role descriptors to support promotion to all levels Encourage use of mentoring framework for promotion support.	Planned	ASSG /LRSNLD/HR/CSCF	Aim for 2021 promotions launch	Number of applications / Feedback	Time commitment from HR advisors and rewards committee
3	20. Improve perceived utility of PDR process (Lab-based LRS report less satisfaction in survey than STP staff) <ul style="list-style-type: none"> • Briefing/workshops for LRS • Better guidance/comms for GLs • Career development plans encouraged 	Planned	CSCF / HR	Review in 2022 LRS survey	Increase in positive feedback	Dependent on Group leaders participation in workshops/training
3	21. Secondments Continue to make secondments available where appropriate, such as new lab start up roles, and continue super user training opportunities. Investigate creation of short placements between research LRS and STPs and through RITG	Ongoing	TCSG investigate need / HR	Create placement scheme during 2021	Placements available for technical staff to experience other work environments	Back fill for secondments can be difficult

Francis Crick Institute Technician Commitment three-year action plan 2021-2024

3	<p>22. Tracking next destinations External career progression/ destinations to be tracked by Crick Connect.</p> <ul style="list-style-type: none"> Encourage Tech staff sign-up to CrickConnect Promote benefits at LRS network events and on Cricknet 	Ongoing	LRSNC / ASSG /CrickConnect manager	Annual review / reports by Crickconnect manager	High participation in CrickConnect membership by technical staff	Need higher percentage of Technical staff signed up to CrickConnect
3	<p>23. Redesign leaver survey Create new survey and encourage wider participation by technical staff leavers.</p>	Planned	ASSG / HR /CrickConnect manager	End 2021	New version of leaver survey launched	Athena Swan project
4	<p>24. Laboratory Technician apprenticeships Seek new training provider and recruit 2 new apprentices per year</p>	Ongoing	HR	Annual from Sept 2022	Good applications received and apprentices recruited	Need to attract good calibre applicants and maintain engagement of recruiting managers
4	<p>25. Application by the BRF to become Employer Training Providers for the Level 3 Animal Technologist Apprenticeship To supplement existing IAT L2/3 qualifications ensuring quality and consistency of all in-house training. Application currently being prepared with the aim to start the first apprentices by 2022, if all goes to plan.</p>	Begun	BRF management	Annual from 2022	BRF able to provide apprentice training	Application to become a training provider needs to be successful
5	<p>26. TC Progress reports against 2021-2024 action plan</p>	Planned	TCSG/ LRSNC	Annual from Jan 2022	Action plan updated annually on Cricknet	Engagement of Steering group to keep action plan live and relevant
5	<p>27. Repeat LRS T and D survey</p>	Planned	LRS network / TCSG	2022	Survey repeated with response rate, above previous 50%.	Requires significant work from volunteers, needs support.