Uni of York Action Plan 2024 - 2026

Ref	Activity	Success criteria	Action Owner	2024 Q1	2024 Q2	2024 Q3	2024 Q4	2025 Q1	2025 Q2	2025 Q3	2025 Q4	2026 Q1	2026 Q2	2026 Q3	2026 Q4	Category
V1	Engagement with VC, the Deans of the Faculties, and senior management to promote the successes of technicians and the TC action plan	Invite VC, Deans etc. to TechYork events, and send periodic reports.	TechYork Committee				■				■				■	Visibility
V2	Reinstate the Steering Group. Review membership and terms of reference	Scheduled steering group meetings with attendance by senior management	Dean of Science Faculty & Faculty Technical Managers													Visibility
V3	Continued support of TechYork to host knowledge exchange events	At least two events to be hosted per year	Faculty Technical Managers	■	■	■	■	■	■	■	■	■	■	■	■	Visibility
V4	Review inclusion of IT and estate technicians with TC	Consultation with estates and IT senior management on the merits of the TC action plan	Chair of TC Delivery Group				■									Visibility
V5	Grow outreach activites with local schools and professional bodies	Attend and host NYBEP events, continue with technical skills courses for the Royal Society of Biology	Chair of TC Delivery Group			■				■				■		Visibility
R1	Introduction of local technical coordinators within research areas (Department of Biology)	Implementation of corridor coordinators with training, formal job descriptor and recognition.	Chair of TC Delivery Group						■							Recognition
R2	Fair attribution for technicians on academic publications	Publication and implementation of formal guidance for fair attribution	Chair of TC Delivery Group				■									Recognition
R3	Enable technical staff to log and record their research-related outcomes and activities (research, grants, outreach, awards etc.) using the universities online system 'PURE'	Technicians to have the option and knowledge to record any research related outputs within PURE	Research Culture Working Group, TC Delivery Group								■					Recognition
CD1	Become a Science Council "Employer Champion"	More than 6 technicians newly, professionally registered, application submitted to the SC.	TC Delivery Group				■									Career Development
CD2	Build on the success of YoTEP, expand to Yorkshire universities.	At least 5 exchanges per year with another Yorkshire university	TC Delivery Group	■				■				■				Career Development
CD3	Approval, pathway and training for technicians to be PI and Co-PI on grant applications.	At least 4 technicians to complete the training that is offered to PostDocs to become a leader. At least 2 technicians to apply for funding.	Research Culture Working Group, Chair of TC Delivery Group										■			Career Development
CD4	Work with the Director of H&S to implement the USHA Leadership & Management of H&S in Higher Education, Management Standard.	The involvement of all technical managers in the design, training and implementation of the management standard.	Director of H&S, Faculty Technical Managers				■		■							Career Development
CD5	To monitor and report on the success of Nottingham, Liverpool and Warwick's career and promotional pathways, and consideration for York to adopt a similar promotion pathway for technicians	Present report to VC, Deans, Directors of Operations, unions and HR. Agreement and resource assigned to investigate adoption of a similar scheme for York.	Faculty Technical Managers		■					■	■					Career Development

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Ref	Activity	Success criteria	Action Owner	2024 Q1	Q2	Q3	Q4	2025 Q1	Q2	Q3	Q4	2026 Q1	Q2	Q3	Q4	
S1	Revisit apprenticeship scheme when university finances allow	Inclusion of apprenticeships within either faculty or departmental budgets.	Faculty Technical Managers					■				■				Sustainability
S2	Engagement with Research Culture, Sustainability, Athena Swan and other university level committees	A technician to be part of at least three university level committees.	Faculty Technical Managers				■									Sustainability
EV1	Survey of technical community of the impact, success and improvement of the TC action plan	Analysis of survey results, implementation of trends into action plan	TC Delivery Group					■	■							Evaluating Impact
EV2	Publication of statistics on promotions, training, rewarding excellence applications and successes	Annual report to the technical community, Deans and Directors of Operations for the Faculties	TC Delivery Group					■				■				Evaluating Impact

TC Delivery Group	Andy Firth, James Fox, Richard Keogan, Richard Hagan, Lucy Hudson, Graeme McAllister, Abby Mortimer, Caragh Whitehead, Kerrie Wright
TC Delivery Group Chair	Lucy Hudson
Faculty Technical Managers	Andy Firth, Lucy Hudson, Graeme McAllister
Dean of Science Faculty	Professor Andy Dougill
TechYork Committee	James Fox and a group of volunteers
Research Culture Working Group	University level committee, chaired by the Pro VC for research