

Appendix A: Proposed key action plans to be used to achieve the 4 principles.

MLW TECHNICIAN COMMITMENT ACTION PLAN

No	Activity	When	By who	Success Measure	How This will address			
					Recognition	Visibility	Career Progression	Sustainability
1	Job restructuring	post Core Grant Award- September 2025 to March 2026	Proposal stage - Lab Leadership & HR HR -Management buy in and approval	New structure in place designated and approved staff promoted to new structure	Appreciating level of skill set available within the team by job reprofiling Promotion through existing institutional stipulated policies where applicable		Provide upgraded, clear professional career pathway within the team	according to budgetary planning
2	CPDs (Continuous Professional Development)	Immediately - as per department training plans	Lab Leadership & Training , Data Leadership &	Designated staff attend planned Trainings				Thursday CPDs - Data staff (already started)
3	UDEMY certification enrolment-Data staff- 5 per year	July 2025	Data Leadership & Training	100% enrolment of designated staff UDEMY certification for all designated staff	UDEMY certification courses enrolment (already included in the budget for Data team-5 people per year)	Include as part of training announcement in the Newsletter and other platforms (news Screen)	Future talent pool to be able to compete for opportunities when they arise, also to be used for succession considerations	Pairing of department leadership with targeted juniors to assist with knowledge transfer
4	Protected CPD days - 5days per year	Immediately- already in place since late last year	HR+Training + Lab and Data Leadership	approved policy in place, designated staff submitting CPD plans, designated staff attending the CPDs as per policy provision	record as part of CPD trainings in Training records and personal file			
5	Acknowledgement of contributions	July 2025	TC committee & Technicians sub-committee	Acknowledgement platforms established with input from Technicians subcommittee (Quarterly Technician Awards, achievements/contributions recognized and shared through established platforms	In publications?, Newsletter, News Screen, quarterly Technician Awards	Explore idea of developing Fair Attribution guidelines if not yet in place (Consult research Strategy Group or Senior Researchers)	Platform which present opportunities for other prospects	
6	Non -monetary recognition awards eg Quarterly Technician Award	July 2025	Technician Committee	Award approved, established	Certificate of achievement Memento/trophy Praise card (already available on the teams platform-tried and tested) Cake for achieving team (technician fund to help with these)	Include in newsletter articles Post on news screen		minimal budgetary implications no budgetary implication minimal budgetary implications
	Establish Technician Networking event	Feb-26	Technician Committee	Technician exchange visit-explore Outdoor technician gathering - twice per year locally		networking platform		proper budgetary planning
7	Authorship inclusion	Sep-25	Lab Leadership, Research Strategy Group Chair, HR	successful agreement with Research Strategy Group Chair on allowing some form of recognition in publications	inclusion in publications as part of acknowledgements	visibility in publications under acknowledgements		