

# Technician Commitment

## Institutional Action Plan | 2026–2029

The Sainsbury Laboratory | Dr Adeline Harant, Institutional Lead

| # | Action / Key objectives & outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Timeline                                                                                                                                      | Evidence of impact                                                                                                                                                                                                                                                                             |
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| 1 | <b>Increase the visibility of the technical staff</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <i>TALENT: Rec. 11 (Fair Attribution)</i>                                                                                                     |                                                                                                                                                                                                                                                                                                |
|   | <b>Key objectives / outcomes</b> <ul style="list-style-type: none"> <li>Maintain and update the formal definition of 'technical staff' across TSL documentation</li> <li>Continue the portrait/profile series featuring members of the technical cohort on the TSL website and newsletter</li> <li>Ensure all technical staff have up-to-date profiles on the TSL website</li> <li>Highlight technical staff contributions in TSL annual reports, papers and grant applications</li> </ul>                                   | <b>Timeline</b><br>Ongoing throughout 2026–2029<br>Profile series: 2 per year minimum                                                         | <b>Evidence of impact</b> <ul style="list-style-type: none"> <li>Number of profiles published per year</li> <li>% technical staff with updated website profiles</li> <li>Mentions of technical staff in external communications</li> <li>Survey question on visibility/satisfaction</li> </ul> |
| 2 | <b>Work together with other Technician Commitment signatories (locally and nationally)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                   | <i>TALENT: Rec. 12 (Decision Making)</i>                                                                                                      |                                                                                                                                                                                                                                                                                                |
|   | <b>Key objectives / outcomes</b> <ul style="list-style-type: none"> <li>Establish regular contact with TC leads at the John Innes Centre, Earlham Institute and University of East Anglia</li> <li>Organise at least one joint event per year with local TC signatories (e.g., seminar, networking event)</li> <li>Explore an inter-institute technical staff exchange programme with other research institutes</li> <li>Engage with the national TC community through ITSS and the Technician Commitment network</li> </ul> | <b>Timeline</b><br>Contact with JIC/EI/UEA TC leads: by end of 2026<br>Annual Accessible Talk event<br>Exchange programme explored: 2027–2028 | <b>Evidence of impact</b> <ul style="list-style-type: none"> <li>Number of joint events per year</li> <li>Number of staff participating in exchange visits</li> <li>Evidence of shared resources or good practice adopted from other institutions</li> </ul>                                   |

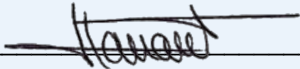
| # | Action / Key objectives & outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Timeline                                                                                                                                        | Evidence of impact                                                                                                                                                                                                                                                                                     |
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|   | <ul style="list-style-type: none"> <li>Continue engaging with the Research Institute Technician Group</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                 |                                                                                                                                                                                                                                                                                                        |
| 3 | <b>Promote the professional identity and career development of the technical cohort</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <i>TALENT: Rec. 9 (Career Pathways) &amp; Rec. 2 (Boundaries)</i>                                                                               |                                                                                                                                                                                                                                                                                                        |
|   | <b>Key objectives / outcomes</b> <ul style="list-style-type: none"> <li>Actively advertise professional registration (e.g., RSciTech, RScience) to all technical staff and ensure they understand the benefits</li> <li>Continue provide financial support for professional registration and renewal</li> <li>Ensure the Career Development Review (CDR) process is adapted to and meaningful for all technical staff, not only those on research pathways</li> <li>Support technical staff in applying for fellowship or professional accreditation through mentoring</li> </ul>                                                                                      | <b>Timeline</b><br>CDR review: 2026–2027<br>Professional registration campaign: annually                                                        | <b>Evidence of impact</b> <ul style="list-style-type: none"> <li>Number of staff with professional registration (baseline + annual tracking)</li> <li>Staff satisfaction with CDR process (survey)</li> <li>Number of staff who accessed support for registration or fellowship application</li> </ul> |
| 4 | <b>Facilitate access to training and development, including dedicated time</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <i>TALENT: Rec. 9 (Career Pathways) &amp; Rec. 11 (Teaching/Development)</i>                                                                    |                                                                                                                                                                                                                                                                                                        |
|   | <b>Key objectives / outcomes</b> <ul style="list-style-type: none"> <li>Continue to advertise training opportunities (internal and external) to all technical staff via the intranet and newsletter</li> <li>Ensure the intranet training resource is actively maintained and populated with relevant courses, conferences, and networks</li> <li>Formalise a dedicated time allocation for training, agreed with line managers (target: at least 6 days/year per staff member)</li> <li>Ensure technical staff have equitable access to the central training budget</li> <li>Investigate HEaTED membership and promote relevant courses to technical staff</li> </ul> | <b>Timeline</b><br>Time allocation formalised: by end 2026<br>Intranet resource reviewed: annually<br>HEaTED membership: investigate by Q1 2027 | <b>Evidence of impact</b> <ul style="list-style-type: none"> <li>Number of training events attended per year (by individual and cohort)</li> <li>Training budget utilisation rate</li> <li>% staff reporting awareness of training opportunities (survey)</li> </ul>                                   |

| # | Action / Key objectives & outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Timeline                                                                                                                                  | Evidence of impact                                                                                                                                                                                                                                                                                               |
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| 5 | <b>Ensure fair acknowledgement of technician contributions to research and publications</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <i>TALENT: Rec. 11 (Fair Attribution)</i>                                                                                                 |                                                                                                                                                                                                                                                                                                                  |
|   | <b>Key objectives / outcomes</b> <ul style="list-style-type: none"> <li>Publish and communicate a formal TSL Authorship and Acknowledgement Policy, accessible on the intranet and website</li> <li>Ensure fair attribution guidelines is included in researcher inductions and research integrity training</li> <li>Monitor technician authorship and acknowledgement trends in TSL publications annually</li> <li>Provide a clear route for technical staff to raise concerns about attribution</li> <li>Explore the possibility of filtering TSL publications by staff cohort on the TSL website</li> <li>Consider making authorship attribution a standing item in CDR discussions</li> </ul> | <b>Timeline</b> <p>Authorship policy published: by end 2026</p> <p>Induction update: 2027</p> <p>Annual monitoring: from 2026 onwards</p> | <b>Evidence of impact</b> <ul style="list-style-type: none"> <li>Authorship policy in place and communicated (Y/N)</li> <li>Number of technicians as named authors per year</li> <li>Number of technicians listed in acknowledgements per year</li> <li>Staff awareness of attribution route (survey)</li> </ul> |
| 6 | <b>Increase recognition of technical staff contributions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <i>TALENT: Rec. 2 (Boundaries) &amp; Rec. 11 (Attribution)</i>                                                                            |                                                                                                                                                                                                                                                                                                                  |
|   | <b>Key objectives / outcomes</b> <ul style="list-style-type: none"> <li>Continue the internal TSL recognition awards for technical staff</li> <li>Establish a regular mechanism to share external award opportunities with technical staff and support nominations</li> <li>Nominate at least one technical staff member for an external award per year</li> <li>Map technical staff to relevant sector awards — e.g., RSB, BBSRC, Gatsby Technical Staff Awards</li> </ul>                                                                                                                                                                                                                       | <b>Timeline</b> <p>Award mapping completed: 2026</p> <p>First nomination submitted: 2027</p> <p>Annual internal TSL awards</p>            | <b>Evidence of impact</b> <ul style="list-style-type: none"> <li>Number of external nominations per year</li> <li>Number of awards received</li> <li>Staff awareness of award opportunities (survey)</li> </ul>                                                                                                  |
| 7 | <b>Ensure technical staff representation and contribution to institutional decision-making</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <i>TALENT: Rec. 12 (Decision Making)</i>                                                                                                  |                                                                                                                                                                                                                                                                                                                  |
|   | <b>Key objectives / outcomes</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Timeline</b>                                                                                                                           | <b>Evidence of impact</b>                                                                                                                                                                                                                                                                                        |

| # | Action / Key objectives & outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Timeline                                                                                                                                                                      | Evidence of impact                                                                                                                                                                                                                                                                                                                                                  |
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|   | <ul style="list-style-type: none"> <li>Maintain technical staff representatives at all key institutional committees (SMG, Athena SWAN, Sustainability, HP3, etc.)</li> <li>Technician Committee to meet monthly (bimonthly open meeting); minutes to be published on the intranet</li> <li>Maintain and monitor a staff suggestion/feedback mechanism with guaranteed response</li> <li>Explore engagement with sector leadership programmes (e.g., ITSS Herschel Programme for Women in Technical Leadership)</li> </ul>                                                                                                                                           | <p>Committee representation: ongoing</p> <p>Leadership Programme: identify candidate by 2027</p> <p>Suggestion mechanism reviewed: annually</p>                               | <ul style="list-style-type: none"> <li>% key committees with a technical staff representative</li> <li>Number of Technician Committee meetings held per year (target: 12)</li> <li>Number of suggestions submitted and response rate</li> <li>Staff confidence in representation (survey)</li> </ul>                                                                |
| 8 | <b>Ensure sustainability of technical expertise at TSL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <i>TALENT: Rec. 6 (Outreach) &amp; Rec. 9 (Career Pathways)</i>                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                     |
|   | <p><b>Key objectives / outcomes</b></p> <ul style="list-style-type: none"> <li>Ensure technical staff are represented in and lead outreach activities (Norwich Science Festival, Plants of the Future, school visits)</li> <li>Actively promote and support the apprenticeship scheme as a route to growing technical talent</li> <li>Develop and maintain an intranet skills database to record and share technical expertise across TSL</li> <li>Establish a programme of knowledge transfer workshops/demos run by technical staff for the wider institute</li> <li>Continue the Sustainability Committee (led by support staff) and expand its scope</li> </ul> | <p><b>Timeline</b></p> <p>Skills database: draft structure by end 2026, populated 2027</p> <p>Knowledge transfer workshops: 2 per year from 2027</p> <p>Outreach: ongoing</p> | <p><b>Evidence of impact</b></p> <ul style="list-style-type: none"> <li>Number of technical staff participating in outreach per year</li> <li>Number of apprentices taken on</li> <li>Number of workshops delivered per year</li> <li>Skills database uptake (% staff with entries)</li> <li>Update on sustainability initiatives led by technical staff</li> </ul> |
| 9 | <b>Embed TALENT Commission recommendations across TSL policy and practice</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <i>TALENT: All TALENT Recs. — esp. Rec. 2, 9, 11, 12</i>                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                     |
|   | <p><b>Key objectives / outcomes</b></p> <ul style="list-style-type: none"> <li>Conduct a structured mapping exercise of TSL activities against all 12 TALENT Commission recommendations</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p><b>Timeline</b></p> <p>Mapping exercise: completed by end 2026</p>                                                                                                         | <p><b>Evidence of impact</b></p> <ul style="list-style-type: none"> <li>TALENT mapping document completed (Y/N)</li> <li>Number of technicians as Cols on grants</li> </ul>                                                                                                                                                                                         |

| #         | Action / Key objectives & outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Timeline                                                                                                                      | Evidence of impact                                                                                                                                                                                                                                                     |
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|           | <ul style="list-style-type: none"> <li>Support technical staff to target Co-Investigator status on grant applications where appropriate; inform PIs of BBSRC guidelines</li> <li>Explore involvement in ITSS Knowledge Exchange placement scheme to support technical staff in cross-sector collaboration</li> <li>Integrate TALENT Commission language and framing into TSL HR policies, job adverts, and induction materials</li> <li>Report progress against TALENT Commission recommendations annually to SMG</li> <li>Invite a TALENT Commission/ITSS speaker to TSL for an awareness session for PIs and line managers</li> </ul> | <p>BBSRC guidelines communicated to PIs: 2026</p> <p>KE placement explored: 2027–2028</p> <p>Annual SMG report: from 2026</p> | <ul style="list-style-type: none"> <li>Number of KE placements or exchanges</li> <li>SMG annual report on TALENT progress</li> </ul>                                                                                                                                   |
| <b>10</b> | <b>Support wellbeing and an inclusive culture for technical staff</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <i>TALENT: Rec. 9 (Career Pathways) — EDI component</i>                                                                       |                                                                                                                                                                                                                                                                        |
|           | <p><b>Key objectives / outcomes</b></p> <ul style="list-style-type: none"> <li>Ensure technical staff are equitably represented in the Athena SWAN submission and action plan</li> <li>Actively promote the TSL Buddies wellbeing programme to technical staff and encourage participation</li> <li>Share the available resources on the Research Park with the technical cohort along with local initiatives</li> </ul>                                                                                                                                                                                                                | <p><b>Timeline</b></p> <p>Athena SWAN resubmission: ongoing</p> <p>Buddies promotion: ongoing</p>                             | <p><b>Evidence of impact</b></p> <ul style="list-style-type: none"> <li>Technical staff representation in Athena SWAN data and action plan</li> <li>Participation in Buddies programme (survey)</li> <li>Staff satisfaction with wellbeing support (survey)</li> </ul> |

*This action plan has been developed in consultation with input from a dedicated technical staff survey (Spring 2026). It is signed off at institutional leadership level.*

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| <p><b>Technician Commitment Institutional Lead</b></p> <p>Signed: </p> <p>Name: Dr Adeline Harant</p> <p>Date: 28th July 2026</p> | <p><b>Leader of Institution (Executive Director)</b></p> <p>Signed: </p> <p>Name: Prof. Nick Talbot</p> <p>Date: 27<sup>th</sup> July 2026</p> |
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