The Sainsbury Laboratory Action Plan 2023-2025

Action	Action	Key outcomes
1	Increase the visibility of the technical staff	- Create a final definition of the term "technical staff" to ensure better representation for those whose position are unclear. - Ensure the technical staff are included in communications, including a series of portraits about members of the technical cohort - Encourage technicians to create/update their profile on the TSL website
2	Working together with other signatories of the Technician commitment either locally or nationally	- Contact the TC leads of local institutions (John Innes Centre, University of East Anglia) to create joint initiatives and share good practice - Create a joint program of event with the other local signatories - Establish an inter-institute exchange programme with other research institutes
3	Continue to promote professional identity of the technical cohort	- Continue to advertise for professional registration and ensure the staff is aware of the advantages. - Ensuring continued support for initial registration along with a potential support for the renewal fees - Career Development Review: ensure that is it adapted to all staff and not only to post-doctoral scientists.

4	Facilitate access to training for technical staff, including a set amount of time per month dedicated to training	- Continue to advertise training available to technical staff either in-house or externally - Populate the intranet with resources, trainings, and conference available for the technical staff - Set an amount of time per month dedicated to training
5	Acknowledgement of technician contributions to publications	- Establishment of an authorship policy which will be accessible online. - Investigate the possibility to be able to look for publication by authors, staff cohort, etc…
6	Increase recognition of technical staff	- Investigate the possibility to set up internal awards, possibility to do it in conjunction with JIC - Establish a way to share external awards opportunities with technical staff and facilitate technical staff nomination for these awards
7	Ensure that the technical staff is represented and has a chance to contribute to changes and decision making within the institute	- Ensure that there is a representant of the technical staff at each committee (SMG, Athena Swan, Sustainability, HP3, etc…) - Technician Committee to meet once a month (bimonthly meeting open to all technical staff) – Minutes to be available on the intranet. - Establishment of a staff suggestion box – monitor and ensure all suggestions get a response.

| 8 | Ensure the sustainability of the technical expertise at TSL | - Ensure representation and contribution of technical staff to outreach events
- Promote the apprenticeship scheme to welcome more students.
- Create a database of skills on the intranet that would be available to staff at TSL
- Ensure the passing of expertise from technical staff to the others by way of workshops/trainings
- Sustainability committee led by support staff to find ways to reduce carbon footprint and waste in our laboratories |