



**Notes and actions from the DMU Technician Commitment Steering Group (TCSG), Monday 24<sup>th</sup> November 2025**

**Attendees:** Shushma Patel, Pro Vice-Chancellor Artificial Intelligence and Dean of the Faculty of Technology, Arts & Culture, Chair (SP)  
Ruth Watson, Deputy Director of People Services (Deputy Chair) (RW)  
Randolph Arroo, Professor of Phytochemistry, HLS (RA)  
Kelly Blank, Talent Development Manager, People Services (KB)  
Alistair Duffy, Professor & Academic Representative, CEM (APD)  
Michaela Hawes, Technical Services Manager, TAC (MH)  
Georgina Hill, Transformation Technical Lead (GH)  
Ana Pal, Technician – Psychology, HLS (AP)  
Manbir Sambhi, Technical Services Manager, TAC (MS)  
Kirstie Skelton Clark, Head of Doctoral College & Research Development, RBI (KSC)  
Katherine Taylor, Technical Services Manager, HLS, Project Lead, (KT)

**Apologies:** Ram Basra, Associate Director of Service Operations, D&T (RB)  
David Bryan, Director of Faculty Operations, HLS (DB)  
Ashok Karavadra, Senior Technician & Team Leader, TAC (AK)  
Kelly McRobie, Technical Instructor, TAC (KMcR)  
Jamie Merryfield, Performance & Events Team Leader, D&T (JM)  
Amy Murphy, Associate Director of Talent & Organisational Development, People Services (AM)  
Ketan Ruparelia, Research Technician, HLS (KR)

***With Members' permission, this meeting was recorded.***

**Declarations of Interest:**

No pecuniary, family, or personal interests declared.

**Key Discussion Points:**

- Review of Terms of Reference and membership balance following faculty merger; proposal to add HLS representation.
- Acceptance of Terms of Reference subject to email feedback.
- Research Concordat update by Kirstie Skelton Clarke: overview of institutional obligations, steering group formation, and alignment with Technician Commitment.
- Discussion on aligning Technician Commitment and Research Concordat action plans for synergy.
- Policy for recognising technicians in research and commercial activity presented by Randolph Arroo; feedback on dispute resolution and promotion pathways.
- Updates from workstreams: widening participation and outreach (Ana Pal), career pathways and apprenticeships (Kelly Blank & Katherine Taylor), EDI initiatives (Georgina Hill).
- Graduate Champions success and plans for future placements; upcoming end-of-year technician event on 12 December.
- Newsletter and Arts & Humanities technical network subgroup update by Michaela Hawes.

- Education Development Trust STEM event scheduled for February 2026.
- Action plan review: progress on most actions, EDI flagged as requiring additional support; sustainability initiative (LEAF) proposed.
- Royal Society of Chemistry Technician Award nominations discussed; institutional approach to streamline nominations suggested.

#### Decisions Made:

- Terms of Reference accepted subject to email feedback.
- Action to invite additional HLS representation to Steering Group.
- Research Concordat steering group to share draft action plan for input from TCSG.
- Technician recognition policy to be refined with HR input on dispute resolution and promotion wording.
- Support for outreach and PDP initiatives confirmed; further sessions to be scheduled.
- End-of-year technician event confirmed for 12 December.
- Nomination process for RSC Technician Award to be coordinated with Marketing & Communications.

#### Action Log:

Action	Owner	Deadline
Invite additional HLS representative to Steering Group	Katherine Taylor	Before next meeting
Provide feedback on Terms of Reference via email to Georgina Hill	All Members	ASAP
Share Research Concordat draft action plan with TCSG	Kirstie Skelton Clarke	March 2026
Refine technician recognition policy with HR input	Randolph Arroo & Ruth Watson	Next meeting
Schedule additional PDP sessions for technicians	Kelly Blank & Katherine Taylor	Early 2026
Coordinate RSC Technician Award nominations with Marketing & Comms	Randolph Arroo & Georgina Hill	Immediate
Progress EDI workstream and recruit volunteers	Georgina Hill	Ongoing
Plan and deliver end-of-year technician event	Katherine Taylor	12 Dec 2025

#### Next Meeting:

Scheduled for: Date to be confirmed