

New 36-month action plan

Following a detailed review of the outcomes from the original two-year action plan, and listening to feedback from the LMB technical community, the new 36-month action plan is as follows:

Action	Details	Measurable Outcome	Responsibilities
1. Continue to encourage professional development and professional registration CAREER DEVELOPMENT RECOGNITION	Processes have been put in place to help technicians with their professional development (CPD) and to assist them with gaining professional registration. We will continue to encourage these activities. We will continue to encourage technicians and their line managers to make use of these tools, especially at the annual PDR. Animal Technicians at Ares are required to gain registration with the IAT.	Records of technicians renewing existing memberships and new applicants for professional registrations	TC committee
2. Identify and promote training opportunities to our technical staff. CAREER DEVELOPMENT	Our end of 2-year plan survey highlighted that our technical staff require more support in accessing training and career development opportunities. We will work with HR and facility heads in identifying and promoting training courses that fit our technicians varied needs.	Increased awareness of training courses, record numbers accessing training via TC.	TC committee HR Facility Heads
3. Continue to communicate to the wider LMB the requirement to acknowledge technical staff and facilities in papers. RECOGNITION CAREER DEVELOPMENT	Encourage facilities to adapt their own policies on authorship & acknowledgement, and to publish & promote these via the intranet.	Review facility web pages on LMB intranet for inclusion of appropriate policies	TC committee Facility Heads
4. Continue to create opportunities for technicians to promote their work. For example, give talks or present posters.	Continue to work with partner groups such as RITG and UKRI institutes and to hold regular MRC symposia and webinars. Promote other opportunities that arise, such as the Herschel	Record number of LMB technicians participating in events	TC committee

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VISIBILITY CAREER DEVELOPMENT	Programme.		
5. Continue to Increase visibility of technicians on the LMB's external website, social media channels and within the buildings. VISIBILITY	Maintain the dedicated TC pages on the intranet and those for facilities and technical roles on the external website. Work with VisLab to make a video highlighting the diverse roles of LMB technicians, upload to YouTube, the intranet and external LMB website and promote via social media channels.	Review website for suitable material. Record number and content of news stories	TC committee VisLab Public Engagement
6. Continue to publish regular newsletter. VISIBILITY	Newsletters will be distributed in PDF format (due to limitations of Mailchimp). They will inform and report on upcoming and recent events, highlight success, spotlight on particular technical facilities etc.	Record number of newsletters, based on one per quarter Review reader metrics	TC committee
7. Encourage technician participation in public outreach activities, for example LMB Open Day or Microscopes for Schools VISIBILITY	Emphasise the career and development advantages of involvement in public engagement. Work with line managers to allow time for technicians to participate.	Record technician participation in activities	TC committee Public Engagement
8. Continue to put technicians forward for both internal (Eileen Southgate Prize) and external prizes. RECOGNITION	The Eileen Southgate prize is now embedded in the LMB and has a well-defined process. This will continue as before. External prizes occur somewhat sporadically and need to be monitored and progressed as necessary.	Review nomination numbers and metrics. Ensure that the awards are suitably celebrated	TC committee
9. Promote the HKEP technician exchange programme between LMB, LMS and Mary Lyon Centre. CAREER DEVELOPMENT	Work with partners at LMS and Harwell to promote the scheme. Use previous exchanges to create news stories and promote the scheme further. Use the scheme as a means of both training and crossover of ideas between institutes.	Post-exchange evaluation feedback from participants to improve the scheme	TC committee
10. Consider apprenticeships and T-Levels as a more diverse form of recruitment.	Promote the possibility of apprenticeships when technical roles become vacant.	Dependent on staff vacancies	TC committee

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CAREER DEVELOPMENT SUSTAINABILITY	Encourage knowledge exchange between facilities experienced in training apprentices and those considering it.		HR Facility heads
11. Encourage technical work experience placements. SUSTAINABILITY	Promote within the LMB technical community e.g. by talking with line managers and articles in newsletters. Liaise closely with Public Engagement, who are very engaged on this topic and will facilitate much of the process.	Record work experience events and numbers of students	TC committee Public Engagement Facility Heads
12. Background research into the demographics of the LMB technician population. This will give insight into identity and enable greater understanding and long-term planning. SUSTAINABILITY	Work with HR and EDI specialist to analyse data on age, gender, BAME and exit interview data. Compare with national data.	Greater understanding of the LMB technician population achieved, enabling more targeted future plans. Metrics on demographics of LMB technicians compared to other MRC sites or UK institutes.	TC committee HR
13. Build a supportive community of technicians in order to improve internal knowledge exchange. SUSTAINABILITY	Mix of social and more formal events open to all technicians, e.g. morning coffee break. Gather feedback from technical staff through surveys and one-to-one discussion.	Track events and feedback from these. Aim to hold 2 events per year. Gather metrics on participation.	TC committee