



Children's Cancer Institute | Technician Commitment Road Map

36 months (2026-8)

2026

Theme	Initiative	Actions	Success Measures	Date
Recognition	Technicians share ideas and learning, allowing us to 'Achieve as One'	<ul style="list-style-type: none"> Hold yearly retreat for CCI Technicians. CCI Technicians to be a part of broader committees within CCI. 	<ul style="list-style-type: none"> High attendance of Technicians at the yearly retreat. Increased Technician engagement in internal and external committees. 	H2 2026
Recognition	Technician recognition through INTERNAL award schemes	<ul style="list-style-type: none"> Ensure Technicians are proportionately represented in CCI internal recognition and awards achievements. Create a central location for Technicians to encourage nominating each other for awards and for applying for awards as they emerge. 	<ul style="list-style-type: none"> Minimum of 2 internal awards per year for Technicians. Creation of centralised location for Technicians to communicate. Percentage of award recipients that are Technicians proportional to how many Technicians are at CCI. Increase in Technician engagement with the CCI 'Engagement Survey'. 	H2 2026
Visibility	Technician storytelling (Internal & External)	<ul style="list-style-type: none"> Publish regular Technician profiles and stories via internal & external channels. Feature Technicians through lunchtime talks, seminars, and forums. Ensure Technicians are explicitly named and included in internal language, communications, and strategic messaging. 	<ul style="list-style-type: none"> Technician-focused internal articles and external posts published throughout the year. Increased Technician mentions in internal communications. Improved attraction and retention of Technician talent. 	H2 2026

2027

Theme	Initiative	Actions	Success Measures	Date
Visibility	External visibility of Technicians in academic publications	<ul style="list-style-type: none"> • Create guidelines to ensure fair and equitable acknowledgements and authorship of Technicians at CCI. • Provide training to Technicians, Leaders and other Staff at CCI to ensure implementation of guidelines and accountability. 	<ul style="list-style-type: none"> • Publications include appropriate acknowledgement and authorships for Technicians. 	2027
Career Development	Structured career framework for Technicians	<ul style="list-style-type: none"> • Create a 'Technician Career Pathway' framework that has some universal base across all Technicians by focusing on accountability and responsibility instead of specific technical skills. • Recognise specialist, cross-functional, and leadership capabilities within progression criteria. 	<ul style="list-style-type: none"> • High attendance at seminars celebrating the release of the 'Technician Career Pathway' framework. • All CCI Technicians being moved into the appropriate career band. 	2027
Recognition	Technician recognition through EXTERNAL award schemes	<ul style="list-style-type: none"> • Identify suitable external award opportunities for Technicians. • Communicate external award opportunities to CCI Technicians. 	<ul style="list-style-type: none"> • Technicians at CCI participating and receiving external awards. • Increase in number of Technicians applying for awards and receiving awards. 	2027
Recognition	Professional registration and continued learning	<ul style="list-style-type: none"> • Identify and review relevant professional registration bodies for Technicians. • Internally promote registration options, including providing internal support. • Encourage Leaders to support registration with professional bodies. • Strengthen and formalise access to non-academic conferences and industry-led learning opportunities, broadening Technician exposure to external innovation and cross-sector capability development. 	<ul style="list-style-type: none"> • Increased Technician registrations with external professional bodies. • Technician attendance at external and internal training opportunities. 	2027

2028

Theme	Initiative	Actions	Success Measures	Date
Sustainability	Technical knowledge transfer and knowledge retention	<ul style="list-style-type: none"> • Encourage and support cross training of Technicians. • Document and record skills matrix where cross training has occurred. 	<ul style="list-style-type: none"> • Measurable reduction in single-person dependency roles. • Increased opportunities for Technicians to up-skill and cross train. 	2028
Sustainability	Future skills and emerging technology awareness	<ul style="list-style-type: none"> • Establish regular emerging technology awareness sessions at CCI. • Identify what are the skills of the future and support CCI technicians to develop these. 	<ul style="list-style-type: none"> • Reduced delay between technology acquisition and technical competency. • Uptake of additional training for CCI Technicians. 	2028
Career Development	Equitable remuneration for Technicians	<ul style="list-style-type: none"> • Create a base line of current pay and identify pay gaps. • Fix inequities consistently and sustainably. • Reduce ambiguity by designing transparent pay bands(minimum, midpoint and maximum) and provide guidance for managers • Build guidance for manager • Publish internally with access available to all CCI employees. 	<ul style="list-style-type: none"> • Increased trust and transparency within CCI. • Decrease in voluntary turnover within the Technician Community. • A decline in 'salary/compensation' being an influencing factor when applicants choose to accept an offer during the recruitment process. 	2028
Visibility	Skills matrix, mentors and knowledge capture	<ul style="list-style-type: none"> • Create a Technician skills matrix. • Identify Technician skills mentors for key techniques/equipment's. 	<ul style="list-style-type: none"> • Skills matrix created and visible to CCI employees. • Skills matrix adopted and utilised. • Increased cross-team Technician engagement. • Creation of skill mentorship network within CCI. 	2028