

From: Funding Policy - UKRI <FundingPolicy@ukri.org>
Sent: 17 December 2020 13:26
To: Jellyman, Erik <e.jellyman@lancaster.ac.uk>
Cc: UKRI Communications <Communications@ukri.org>
Subject: [External] FW: Guidelines on teaching hours for PDRAs on UKRI grants

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Dear Erik,

Many thanks for your email.

The UKRI [Terms and Conditions](#) grant guidance states:

RGC 8.0 Staff

Providing that it is related to the research project on which they are currently working, Research staff and Research Fellows may, during normal working hours, undertake teaching and demonstration work, including associated training, preparatory, marking and examination duties, and NHS clinical sessions for up to an average of 6 hours a week (pro rata for part-time staff) calculated over the period that they are supported on the grant.

You will notice that the above does specify that this is “providing that it is related to the research project”. I don’t know if this query has been raised in regards to a specific council or across a number of UKRI grants, but it may also be worth noting that the MRC for example, has also [widened the activities that can be undertaken](#) as part of RGC8 beyond teaching. The aim is that activities can be used to build relevant expertise and opportunities for the individual for their future career, which does not need to directly relate to the project they are working on. The MRC provides some flexibility in terms of how this can be used, mainly in regards to increasing the number of hours towards the end of the fellowship/grant as this may be related to preparing for their next funding application/career stage. Overall, we would always encourage the individual to choose how they spend the six hours a week depending on their own circumstances and career direction.

Please let me know if you have any additional queries regarding this.

Best wishes,
Dannielle

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From: UKRI Communications <Communications@ukri.org>
Sent: 14 December 2020 08:51
To: Jellyman, Erik <e.jellyman@lancaster.ac.uk>; UKRI Communications <Communications@ukri.org>
Cc: Funding Policy - UKRI <FundingPolicy@ukri.org>
Subject: RE: Guidelines on teaching hours for PDRAs on UKRI grants

Thank you for your email.

I have copied in the funding policy team to respond.

Best Wishes

Debbie Edginton
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From: Jellyman, Erik <e.jellyman@lancaster.ac.uk>
Sent: 08 December 2020 14:01
To: UKRI Communications <Communications@ukri.org>
Subject: Guidelines on teaching hours for PDRAs on UKRI grants

Dear Sir/Madam,

I am writing to you to get some guidance on the amount and type of teaching work a Head of Department (HoD) can reasonably require of a PDRA on a UKRI research grant. Recently a HoD at Lancaster University initiated a draft of PDRAs into extensive teaching duties with no opt-out. The explanation given for the lack of opt out was twofold: Firstly, the contracts typically contained something along the lines of *"You will be required to initially undertake duties under the directions of (your line manager) consistent with the requirements of the project grant and in accordance with any further particulars issued to you plus any other duties the Senate of Head of Department may direct. Such duties may occur at any time of the calendar year, may be in other departments or sections and carry no right to any additional payment."* Secondly, the HoD referred to the UKRI allowance of an average for 6 hours per week of teaching for anyone contracted via UKRI research grant funding.

A number of PDRAs and fellow researchers were considerably concerned by this very generous interpretation of contractual clauses and UKRI guidelines. A number of more senior colleagues have suggested that the spirit of the '6 hours per week' should not be used to average out over the whole year – i.e. One should not say that 16% of a working week should be applied where several weeks are

nothing but teaching and no research, then the rest of the year there is none. This latter scenario would clearly impact research. We also note that even then, 6 hours in a week is nearly a full working day and would, if applied consistently, seriously detract from research activities.

We were also wondering if the teaching allowed for within these guidelines should be connected with the research in some way? There are a number of colleagues that take the contractual interpretation that the HoD requests should at least be related to research or helping a fellow research group.

We were hoping that UKRI itself could give some insight in good practice in following existing guidelines, and the spirit in which these should be followed.

Yours sincerely,

Erik Jellyman

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