

Changes to the Change of Circumstances Policy for Postgraduate Research Students - May 2021

Removed of any reference to Shared Parental Leave following an update to UKRI T&Cs:

UKRI has amended the training grant terms and conditions in respect of parental leave.

In 2015 Research Councils UK amended the training grant terms and conditions to introduce a Shared Parental Leave (SPL) policy for doctoral students funded by the research councils. The policy sought to emulate the statutory entitlement of employees.

Both SPL and Statutory Shared Parental Pay (ShPP) are defined in law and operated by HMRC. For a parent to benefit from either SPL or ShPP they must meet the legal eligibility criteria. This includes a requirement that they are an employee. Doctoral students funded by UKRI are not employees and so are not able to give HMRC the information required to process an application.

Research organisations have therefore not been able to operate SPL or ShPP for UKRI students