

Guidance for UKRI funded PGRs on maternity, paternity, parental and adoption leave

ANNEX I – showing repayment requirements if the award holder withdraws from study.

If the award holder withdraws from study after the 26 or 39 weeks of paid maternity/adoption leave OR withdraws from study after 39 weeks paid and 13 weeks unpaid maternity/shared parental/adoption leave, then they will repay in full the total amount of funding received. A sliding scale applies if the award holder withdraws after this period:

Repayment	Weeks paid Maternity	Plus 13 weeks statutory maternity	Plus 13 week unpaid
Repayment in full	If a Postgraduate Researcher withdraws from study after the first 26 weeks of paid maternity, paternity or adoption leave	OR withdraws from study after 26 weeks of full maternity and 13 weeks paid statutory maternity pay	OR withdraws from study after 26 weeks of full maternity and 13 weeks paid statutory maternity pay and 13 weeks unpaid
Sliding Scale			
Repays 5 months full maternity and 11 week at statutory maternity pay	If a Postgraduate Researcher withdraws from study within 1 month from returning after first 26 weeks of paid maternity, paternity or adoption leave	OR withdraws from study within 1 month from returning after 26 weeks and 13 weeks paid statutory maternity pay	OR withdraws from study within 1 month from returning after 26 weeks of full maternity and 13 weeks paid statutory maternity and 13 weeks unpaid
Repays 4 months full maternity and 9 weeks at statutory maternity pay	If a Postgraduate Researcher withdraws from study within 2 months from returning after first 26 weeks of paid maternity, paternity or adoption leave	OR withdraws from study within 2 months from returning after 26 weeks and 13 weeks paid statutory maternity pay	OR withdraws from study within 2 months from returning after 26 weeks of full maternity and 13 weeks paid statutory maternity pay and 13 weeks unpaid
Repays 3 months full maternity and 7 weeks at statutory maternity pay	If a Postgraduate Researcher withdraws from study within 3 months from returning after first 26 weeks of paid maternity, paternity or adoption leave	OR withdraws from study within 3 months from returning after 26 weeks and 13 weeks paid statutory maternity pay	OR withdraws from study within 3 months from returning after 26 weeks of full maternity and 13 weeks paid statutory maternity pay and 13 weeks unpaid
Repays 2 months full maternity and 5 weeks at statutory maternity pay	If a Postgraduate Researcher withdraws from study within 4 months from returning after first 26 weeks of paid maternity, paternity or adoption leave	OR withdraws from study within 4 months from returning after 26 weeks and 13 weeks paid statutory maternity pay	OR withdraws from study within 4 months from returning after 26 weeks of full maternity and 13 weeks paid statutory maternity pay and 13 weeks unpaid
Repays 1 months full maternity and 3 weeks at statutory maternity pay	If a Postgraduate Researcher withdraws from study within 5 months from returning after first 26 weeks of paid maternity, paternity or adoption leave	OR withdraws from study within 5 months from returning after 26 weeks and 13 weeks paid at statutory maternity pay	OR withdraws from study within 5 months from returning after 26 weeks of full maternity and 13 weeks paid at statutory maternity pay and 13 weeks unpaid
No repayment.	If a Postgraduate Researcher withdraws from study after 6 months from returning after first 26 weeks of paid maternity, paternity or adoption leave	OR withdraws from study after 6 months from returning after 26 weeks and 13 weeks paid statutory maternity pay	OR withdraws from study after 6 months from returning after 26 weeks of full maternity and 13 weeks paid statutory maternity pay and 13 weeks unpaid