**CHANGES to MATERNITY, PATERNITY and ADOPTIVE LEAVE for NEW CENTRALLY FUNDED POSTGRADUATE SCHOLARSHIP AWARD HOLDERS from Session 2015/16**

1. Changes to Maternity/Paternity and Adoptive Leave

* **Repayment of Entitlement**

If a Postgraduate Researcher withdraws from study after the first 6 months of paid maternity, paternity or adoption leave OR withdraws from study after 6 months paid and 6 months unpaid maternity, paternity or adoptive leave, and then they will repay in full the total amount of funding received.

* **Sliding Scale**

If a Postgraduate Researcher:

* withdraws from study within 1 month of returning from 6 months of paid maternity, paternity or adoption leave – they repay 5 months maternity pay
* OR withdraws from study within 1 month after 6 months paid and 6 months unpaid maternity, paternity or adoptive leave – they repay 5 months maternity pay
* withdraws from study within 2 months of returning from 6 months of paid maternity, paternity or adoption leave – they repay 4 months maternity pay
* OR withdraws from study within 2 months of 6 months paid and 6 months unpaid maternity, paternity or adoptive leave - they repay 4 months maternity pay
* withdraws from study within 3 months of returning from 6 months of paid maternity, paternity or adoption leave – they repay 3 months maternity pay
* OR withdraws from study within 3 months of 6 months paid and 6 months unpaid maternity, paternity or adoptive leave - they repay 3 months maternity pay
* withdraws from study within 4 months of returning from 6 months of paid maternity, paternity or adoption leave – they repay 2 months maternity pay
* OR withdraws from study within 4 months of 6 months paid and 6 months unpaid maternity, paternity or adoptive leave - they repay 2 months maternity pay
* withdraws from study within 5 months of returning from 6 months of paid maternity, paternity or adoption leave – they repay 1 months maternity pay
* OR withdraws from study within 5 months of 6 months paid and 6 months unpaid maternity, paternity or adoptive leave - they repay 1 months maternity pay
* **No Repayment**

**Postgraduate Researcher:**

* withdraws from study after 6 months of paid maternity, paternity or adoption leave and 6 months of study
* OR withdraws from study after 6 months paid and 6 months unpaid maternity, paternity or adoptive leave and 6 months of study

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1. Additional Paternity Leave
2. That Postgraduate Researchers requesting Additional Paternity or Adoptive Leave provide a contract of employment/medical evidence from their partner (if in capacitated) to cover the duration of the period of requested leave.
3. That Postgraduate Researchers requesting Additional Paternity or Adoptive Leave can take up to 6 months consecutive leave.

Comm/Sess2015/Policy MatpatAdopt