

FOI – Maternity Provision for Fixed Term Post-doctoral researchers from J Iqbal

Received 6th January 2019

Response:

Please see our response as indicated in red below:

Dear Brasenose College, Oxford,

I am trying to find out more about maternity provision for post-doctoral researchers in Cambridge and Oxford, and hope you can answer the following questions for me:

1) Does your college employ Junior Research Fellows, or have an equivalent paid fixed-term post-doctoral research position?

Brasenose does not employ any post- doctoral researchers, or equivalent fixed term doctoral research position. However, Brasenose does provide fellowships for between 3 to 5 years, which offer dining rights (free meals) in College and some academic allowances to a number of post-doctoral researchers who remain employed by the University of Oxford. NB No salary is paid by the College and there is no requirement to do any work for College. There are usually around 15 fellowships at any one time.

2) If so, are such researchers eligible for maternity leave and pay? Please give details of any existing policy, and whether it has been applied in the last five years.

Brasenose does not employ such post doc researchers and is therefore not liable for maternity leave payments which would be paid by the University.

3) If maternity leave is taken by a JRF or post-doctoral researcher on a fixed-term contract, is the duration of the position extended by an amount of time equivalent to the time taken as leave, so that research time and funding is not lost as a result of taking leave? Please provide any details.

University employees who are offered the non- salaried fellowship arrangements referred to above have their period of fellowship extended to cover absence on maternity leave so benefits are not lost as a result of taking leave.

Thanks in advance for any information you can give me.

Yours faithfully,

J Iqbal