

## Payment for Research (Postdoctoral) staff who teach

The following has been agreed with the Vice-Principal (Research) and the UCU and provides updated guidance on paying research staff who teach.

- The University has agreed that a member of research staff can undertake 24 contact hours of teaching/demonstrating in an academic year without incurring additional pay.

Furthermore, and in line with RCUK guidelines, research staff should do no more than 6 hours per week on average (pro rata for part-time) of teaching/demonstrating and this 6 hours also includes any associated training, preparation, marking and examination duties.

If research staff exceed this amount of contact hours, they should be remunerated at current casual rates which includes being paid appropriate time for preparation, marking etc.

<http://www.st-andrews.ac.uk/staff/policy/hr/hourlypaidcasualteachingstaff/>

RCUK guidance also states that the teaching should be related to the research project on which the researcher is engaged.

- It should be clear that the requirement to teach for this group of staff should be entirely voluntary but recognition given that some teaching is good for career development.
- The PIs of research staff who teach should recognise it as useful for the School and the career development of the individual and allow them to create a reasonable balance between their postdoctoral position and their teaching commitments.
- The teaching load of any researcher who teaches should be reviewed every semester (with PI or line manager) to ensure that the above limits are not exceeded.

Human Resources  
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