

ARIES Policy Document

Teaching and Demonstration Work

Reference: [Policy Statement: Review of the UKRI Standard Terms and Conditions of Training Grant*](#); TGC 2.20 and 4.6

Date Created: December 2025

Date Approved: 3 June 2026

Last Updated: 3 June 2026

***Reference Text:**

Employment law:

2.21 Particular care should be taken where someone who is a student is also engaged to undertake some paid work for the provider, including small amounts of teaching or demonstration. The British University Finance Directors Group (BUFDG) has previously issued guidance to its members on maintaining clear records distinguishing between what may be regarded by tax authorities as studentship income for the student's maintenance, and remuneration in return for work an individual does in service to the provider. [...]

2.22 UKRI already requires that where such paid work takes place, it is not funded by the training grant (TGC 4.6). We have clarified in the TGCs that, in addition to being a breach of the UKRI TGCs, failure to comply with this condition could result in an HMRC tax liability on the provider and/or the student.

[...]

2.24 Though not expressly stated, the new TGC 2.20 and TGC 4.6 will seek to ensure that delivery of the training grant is conducted in a way that is lawful and compliant with relevant legislation. We accept that small amounts of paid work such as teaching and demonstrating may, in some cases, be beneficial to the student, and the Training Grant Guidance already has advice on the issue. However, the purpose of the training grant is to support student training. Provision of paid work for the RO should not override our expectation, set out in the [Statement of Expectations for Doctoral Training \(UKRI, 2024\)](#), that the RO supports students to complete their doctoral training within their funded period.

ARIES Policy Statement:

Postgraduate researchers in their Period of Study are normally expected to spend at least 37.5 hours per week on research or research-related activities if registered on a full-time basis (pro rata for those registered on a part-time basis). This may include teaching, demonstrating or research assistantship activities including preparation and marking, approved by the supervisory team, up to a level that does not normally exceed six hours per week and must not exceed 180 hours in total per year. Costs for demonstrating or teaching may not be taken from the DTP Training Grant.

If the Host Institution/University of Registration permits it, then postgraduate researchers **may** undertake other work outside of the expected research hours, or at any time during a Period of Registration-Only after the end of the Period of Study, provided that the work does not delay submission of the thesis or other assessed work beyond the expected deadline. Any additional funder, legal or immigration restrictions must also be complied with, for example, international Students whose study in the UK is sponsored via a Student Visa will have restrictions on the number of hours of paid work they may undertake. ARIES strongly recommends that postgraduate researchers do not work more than 48 hours per week overall (on their research and any paid work) and may refer individuals to their Host Institution/University of Registration for advice if concerns are raised with ARIES about overworking.

General Notices

Variations. This policy may be subject to amendment in the future, for example to reflect developments in relevant legislation or related policy/operational changes within ARIES. Any changes or updates which have a material impact on ARIES students and/or supervisors will be notified to students and/or supervisors (as applicable) in advance and may be subject to appropriate consultation. It is expected that this policy will be reviewed not less than every 5 years.

In this document, the following verbal forms are used:

- “shall” and “must” indicate a requirement;
- “should” indicates a recommendation;
- “may” indicates a permission;
- “can” indicates a possibility or a capability

Version Control

Version	Date	Note
1.0	03.06.2026	