

Graduate Tutor/Demonstrator Contracts

Frequently Asked Questions

PhD students engaged in teaching and demonstrating are now entitled to proper contracts of employment. Here are answers to some of the frequently-asked questions we've had:

Who are they suitable for?

All PGRs who carry out teaching/demonstrating work – for example, teaching on a module or on fieldwork. Anyone engaged in work that isn't a single, one-off event like an open day should have access to the normal employment rights provided by a contract.

What are the benefits to Graduate Tutors/Demonstrators?

- Sick pay
- Eligibility to apply for a car parking permit
- Annual pay increments
- The ability to request re-grading
- Increased holiday pay
- Enrolment in pension schemes
- Increased stability and security of employment
- Line management and support

Does this mean that PGRs are locked into teaching for three years?

No, PGRs are still able to do as much or as little teaching as they want to, within the 180 hour a year cap, as long as there are no concerns about their academic progress. In other words, you are completely free to accept or decline whatever amount of teaching you feel comfortable with doing. If it turns out you are no longer able to carry out some teaching you agreed to do, you may inform your line manager of this. In a nutshell the contracts provide tutors/demonstrators with greater security and benefits but without tying them into anything new.

The annual guaranteed minimum hours cover mandatory training and any work taken on above this is the PGR's choice. You are also completely free to end the contract at any point with the notice period specified in your contract, as is the case with any employment contract.

I'm a PGR on a contract – do I have to accept all the work that is offered to me?

No, you do not have to apply for or sign up to modules, classes or other work that you do not want to do. Of course, once you have accepted work, it is expected that you will do it except if you are sick or in other unexpected circumstances! But having a contract does not mean that you are expected to work continuously for the duration of your studies.

Contractau Tiwtor/Arddangoswr Graddedig Cwestiynau Cyffredin

Mae gan fyfyrwyr Doethuriaeth sy'n addysgu ac arddangos hawl bellach i gcontractau cyflogaeth priodol. Dyma atebion i rai o'r cwestiynau cyffredin rydyn ni wedi'u cael:

Ar gyfer pw y maen nhw'n addas?

Pob ymchwilydd ôl-raddedig sy'n cyflawni gwaith addysgu/arddangos - er enghraifft, addysgu ar fodiwl neu ar waith maes. Dylai unrhyw un sy'n gwneud gwaith nad yw'n ddigwyddiad untro, fel diwrnod agored, gael mynediad at yr hawliau cyflogaeth arferol a ddarperir gan gcontract.

Beth yw'r manteision i Diwtoriaid/ Arddangoswyr Graddedig?

- Tâl salwch
- Cymhwysedd i wneud cais am drwydded maes parcio
- Cynyddiadau cyflog blynyddol
- Y gallu i ofyn am ailraddio
- Cynnydd mewn tâl gwyliau
- Cofrestru ar gyfer cynlluniau pensiwn
- Mwy o sefydlogrwydd a sicrwydd cyflogaeth
- Rheolaeth linell a chymorth

A yw hyn yn golygu bod ymchwilwyr ôl-raddedig yn cael eu cloi i mewn i addysgu am dair blynedd?

Na, mae Ymchwilwyr Ôl-raddedig yn dal i allu gwneud cymaint neu gyn lleied o addysgu ag y dymunant, o fewn y cap o 180 awr y flwyddyn, cyn belled nad oes unrhyw bryderon ynghylch eu cynnydd academaidd. Hynny yw, rydych chi'n gwbl rydd i dderbyn neu wrthod faint bynnag o addysgu rydych chi'n teimlo'n gyfforddus yn ei wneud. Os daw i'r amlwg nad ydych bellach yn gallu cyflawni rhywfaint o addysgu y gwnaethoch gytuno i'w wneud, gallwch roi gwybod i'ch rheolwr llinell am hyn. Yn gryno, mae'r cytundebau yn rhoi mwy o sicrwydd a buddion i diwtoriaid/arddangoswyr ond heb eu clymu i unrhyw beth newydd.

Mae'r isafswm oriau gwarantedig blynyddol yn cynnwys hyfforddiant gorfodol ac unrhyw waith a wneir uwchlaw hyn yw dewis yr Ymchwilydd Ôl-raddedig. Rydych hefyd yn gwbl rydd i derfynu'r contract ar unrhyw adeg gyda'r cyfnod rhybudd a nodir yn eich contract, fel sy'n wir am unrhyw gcontract cyflogaeth.

**Rwy'n ymchwilydd
ôl-raddedig ar gcontract –
a oes rhaid i mi dderbyn
yr holl waith sy'n cael ei
gynnig i mi?**

Na, nid oes yn rhaid i chi wneud cais am fodiwlau, dosbarthiadau neu waith arall nad ydych am ei wneud na chofrestru ar eu cyfer. Wrth gwrs, unwaith y byddwch wedi derbyn gwaith, disgwylir y byddwch yn ei wneud ac eithrio os ydych yn sâl neu mewn amgylchiadau annisgwyl eraill! Ond nid yw cael contract yn golygu bod disgwyl i chi weithio'n barhaus am gyfnod eich astudiaethau.