



Process for managing Research Maternity and Redundancy Costs.

A RII account is in place for each College in respect of maternity and redundancy costs which cannot be covered by external funding.

CoASSCS	RII641
CoBPPL	RII644
CoMNHS	RII643
CoSE	RII642

Redundancy – start at point 1, where not possible move onwards

1. Redundancy costs should be charged to the research account from which the researcher was employed.
2. If the researcher was employed by more than one research account, during their time with the University, the redundancy costs will be apportioned between PIs / Colleges.
3. Ask the PI (s) if they have other discretionary funds to cover these costs. Uncommitted RII funds must be considered.
4. As a last resort, charge the redundancy costs to the College's Maternity and Redundancy RII account above.

Maternity - start at point 1, where not possible move onwards

Externally Funded Research Accounts

1. Costs incurred while a researcher is on maternity leave should be charged to the research account from which the researcher was employed (in compliance with funder eligible expenditure rules). This may necessitate a funder approved budget extension or the set-up of a new research account linked to the main funder research account based on documented supplementary budget.
2. This will enable any maternity backfill costs to be charged to the original research account.

Internally Funded Research Accounts (RII)

3. Maternity backfill will be funded from the RII account from which the researcher was employed.
4. If insufficient budget is available, other discretionary funds available to the PI will be considered to cover the maternity costs e.g. uncommitted RII funds.
5. As a last resort, charge the maternity costs to the College's Maternity and Redundancy RII account above.

At the end of each Financial Year the Bursar's Office will allocate the available budget (€195,646) across the College RII accounts in proportion to the amounts charged to those accounts. Any shortfall in funding will be charged back to the College Overhead D account (D2005, D2603, D3024, & D3702 respectively).

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