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Welcome to Oxford



UNIVERSITY OF
OXFORD



DEPARTMENT OF
MATERIALS

PGR Induction
Michaelmas Term 2025

Aims of Induction Days

- Welcome you to our community
- Introduce you to people, buildings, and facilities
- Establish shared values and aspirations
- Establish some shared expectations
- Outline degree programmes

Audience Participation Warning!

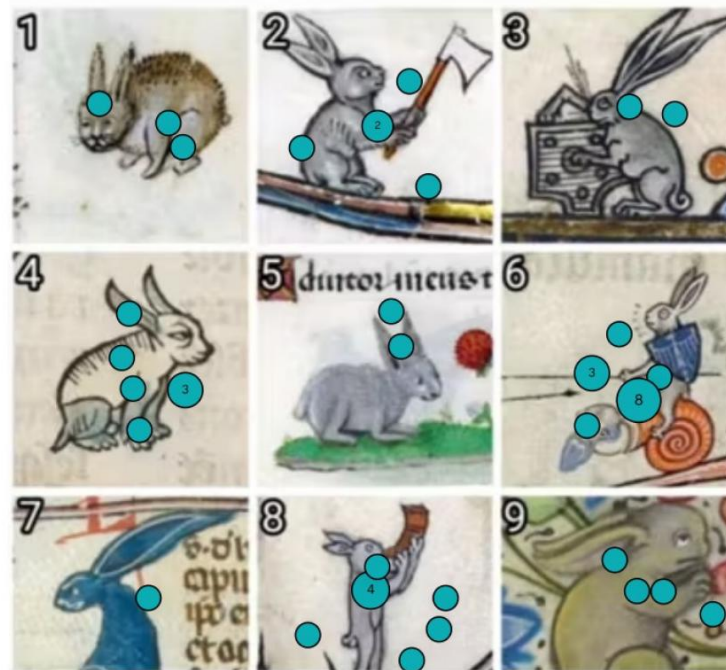


- Use your device to join our mentimeter session
- All responses are anonymous
- Please join in
- Share what you feel you can
- Keep it respectful

<https://www.menti.com/alyap4m9sepa>



On a scale of medieval rabbit how are you feeling about today's session?



1



47



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Michaelmas Term 2025

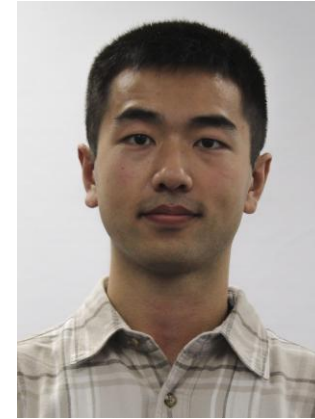
PGR Support Team +



Safa Najjar
Education Support



Dave Armstrong
DGS (admissions)



Yiming Xu
JCCG



Sharmaine Ijada
Education Support



Angus Wilkinson
DGS (on-course)



Ollie Thomas
JCCG



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Michaelmas Term 2025

Research Degrees in Materials

- DPhil (PhD) 3.5 years
- MSc by Research 2 years
- Four CDT programs that lead to DPhil
 - Fusion Power
 - Materials 4.0
 - Inorganic Materials Manufacturing - IMAT (led by chemistry)
 - Superconductivity (led by Physics)



What is Research?

(you're here for a research degree, surely you have some idea...)



What is research?

Messing about but you write it down

Figuring out new stuff & telling people about it

Moving forward and testing the domain of human knowledge

innovation

Problem solving

Searching again

The systematic discovery of new information

Generating new knowledge

What is Research?



What is research?

Literature.

Discovering stuff

try and fail and try again

Making Saiful happy

Discovering something new and recording it

Search of new knowledge

Looking to answer unanswered questions

Applying the scientific method to an area you think is cool (and they'll pay you for)



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What is Research?



What is research?

Advancing knowledge in your field

Play with some science.
Hopefully get results.
Bon appetit!

Using the scientific method to enhance understanding of nature

The documentation of novel information

Research

The act of seeking information

Spending money

Knowledge has inherent value



What is Research?



What is research?

More post nominal
letters








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What is Research?

Definition of **research** noun from the Oxford Advanced Learner's Dictionary



★  BrE /rɪ'sɜːtʃ/ , /'rɪːsɜːtʃ/ ; NAmE /'rɪːsɜːrtʃ/ , /rɪ'sɜːrtʃ/  [uncountable] (also **researches** [plural] *especially in British English*) a careful study of a subject, especially in order to discover new facts or information about it

UNESCO: "Any creative systematic activity undertaken in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this knowledge to devise new applications."

What is Research?



REF2021 Research
Excellence
Framework

Definition of research for the REF

1. For the purposes of the REF, research is defined as a process of investigation leading to new insights, effectively shared.
2. It **includes** work of direct relevance to the needs of commerce, industry, culture, society, and to the public and voluntary sectors; scholarship²⁰; the invention and generation of ideas, images, performances, artefacts including design, where these lead to new or substantially improved insights; and the use of existing knowledge in experimental development to produce new or substantially improved materials, devices, products and processes, including design and construction. It excludes routine testing and routine analysis of materials, components and processes such as for the maintenance of national standards, as distinct from the development of new analytical techniques. It also **excludes** the development of teaching materials that do not embody original research.
3. It **includes** research that is published, disseminated or made publicly available in the form of assessable research outputs, and confidential reports (as defined in paragraph 261).

Why is research important?

(you're prepared to spend years doing research – most be a reason...)



Why is research important?

It allows progress and innovation

Innovation to solve pressing global issues

To push limits further

Climate change

More fun than a normal job

Better payment

Changes the world

Advances the boundaries of human knowledge.
Probably helps that there's sometimes money ahead!

Why is research important?



Why is research important?

It improves lives

Progress

Change the world 🌍 ✨

to make a change and
contribute to a better
world

The opportunity to
enhance everybody's
lives

Personal development

Bragging

Constant variation and
changing



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Why is research important?



Why is research important?

Discovery of new knowledge and understanding and facilitating further discovery

Improves understanding of the world around you

Improve quality of life

Advance different aspects of life

It allows you to learn while doing meaningful stuff

Leading to informed decisions

Replying to my emails

Finding me money



Why is research important?

(you're prepared to spend years doing research – most be a reason...)



Why is research important?

Buy me a home.



What are your aspirations?

(short term, long term, career goal, personal goal...)



What are your aspirations?

Not to choke on them

Survival

Improve batteries

Idk

own a vineyard one day

Save the world :)

To retain my sanity

Create a Startup

What are your aspirations?

(short term, long term, career goal, personal goal...)



What are your aspirations?

Hopefully get a job

Figure out as we go along

I want to help create new material that can advance technology and improve people's lives

what is better there to do

Write something that looks like a thesis

Develop the "quantum transistor"

Get to the end

Not sure

What are your aspirations?

(short term, long term, career goal, personal goal...)



What are your aspirations?

contribute to more sustainable materials/chemistry

Contribute to advancing research

Submit my thesis before the day it is due

To play around with liquid nitrogen

Well rounded scientist

What are your aspirations?

(short term, long term, career goal, personal goal...)

Join at menti.com | use code 1114 2776

What are your aspirations?

Not to choke on them

Survival

Improve batteries

Idk

own a vineyard one day

Save the world :)

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Create a Startup

Hopefully get a job

Figure out as we go along

I want to help create new material that
can advance technology and improve
people's lives

what is better there to do

Write something that looks like a thesis

Get to the end



Menti

PGR Induction MT2025 ...



Choose a slide to present

On a scale of 1 (not at all) to 5 (very much) how are you feeling about today's session?



What is research?

Why is research important?

What are your aspirations?



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What should you get from a research degree?



What should you get from a research degree?

nice gown

As many skills as possible!

A network

become an actual scientist

Research skills and a degree

Recognition

Become more like my professor

network, knowledge, inspiration

What should you get from a research degree?



What should you get from a research degree?

Skills and the ability to self teach

Definitely the gown

Liquid nitrogen to play with

Ability to do independent research

Understand the process of research, better understand what interests me

Money

Learn some stuff maybe

knowledge

What should you get from a research degree?



What should you get from a research degree?

Ability to do independent scientific research

Become a better engineer

Transferable skills

Skills, training and knowledge for future employment

A DPhil from
✨ Oxford ✨

Prospects

synchrotron to play with!

honestly, I am not sure about that

What should you get from a research degree?



What should you get from a research degree?

Guidance

What roles/responsibilities do you think your supervisors have?



What roles/responsibilities do you think your supervisors have?

Bring me to synchrotron

To know what i don't know

Supervising

High level guidance

guidance

Provide a safe working environment

Guidance, networking, money!!!

Guidance

What roles/responsibilities do you think your supervisors have?



What roles/responsibilities do you think your supervisors have?

To support and not be mean

Offer guidance and keep you on the right track

To guide the learning process and set expectations

Guide the research

Guidance

Guidance and support

Make sure u hit PhD milestones

Point you in the right direction

What roles/responsibilities do you think your supervisors have?



What roles/responsibilities do you think your supervisors have?

To guide your progression

To guide me in my research

Replying to my emails

Turn up

Maintain a healthy work/life balance

Keep them informed

What roles/responsibilities do you think research students have?



What roles/responsibilities do you think research students have?

Research

To keep going despite the difficulties

Produce research. Don't die.

Try and get useful results

Turning up

Producing research

Communicate and ask questions. Do the work to meet the milestones

Turn up, do the work, (occasionally) be overworked and take the night shift

What roles/responsibilities do you think research students have?



What roles/responsibilities do you think research students have?

Dedication, research integrity

read, work in the lab, bring ideas, be an active member of the group

Overwork

Learn and do work

To effectively communicate and manage their own project

Seek guidance when needed

Flag if things don't go as planned

Maintain a healthy work/life balance

What roles/responsibilities do you think research students have?



What roles/responsibilities do you think research students have?

Don't drink liquid nitrogen

Do the thing

All nighter

To not drink the liquid nitrogen

Fulfilling my dream

Transfer, confirmation, thesis, viva, corrections!

A meaningful contribution to scientific knowledge

What do you need to do to be awarded your research degree?



What do you need to do to be awarded your research degree?

A viva

Survive viva

3 papers as first author

Write a thesis

Sleep

Publish papers

Meaningfully progress
research and complete
the milestones

Dissertation

What do you need to do to be awarded your research degree?



What do you need to do to be awarded your research degree?

Thesis

Thesis and viva

visa and thesis

Produce new knowledge

annual reports

Elope

Transfer of status,
confirmation of status and
viva voce and thesis

Sufficient results

What do you need to do to be awarded your research degree?

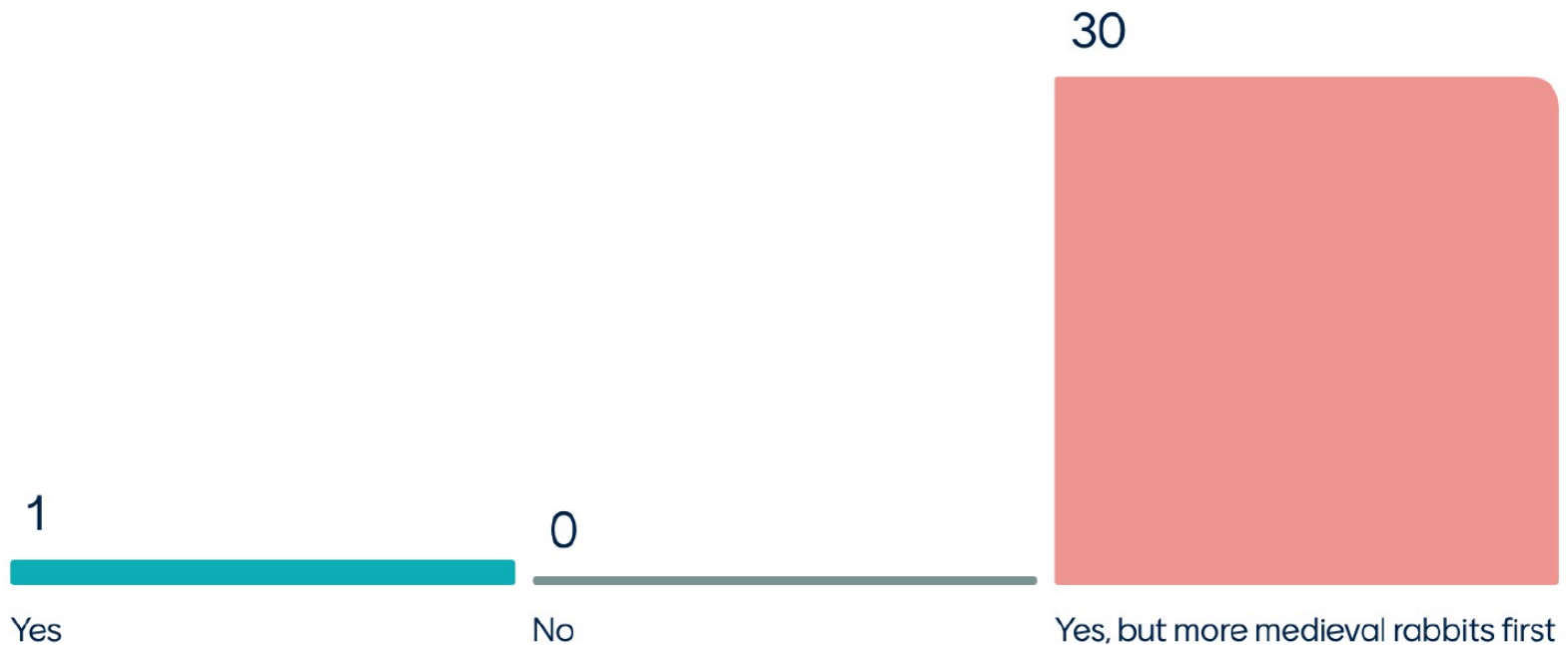


What do you need to do to be awarded your research degree?

Use a lab notebook

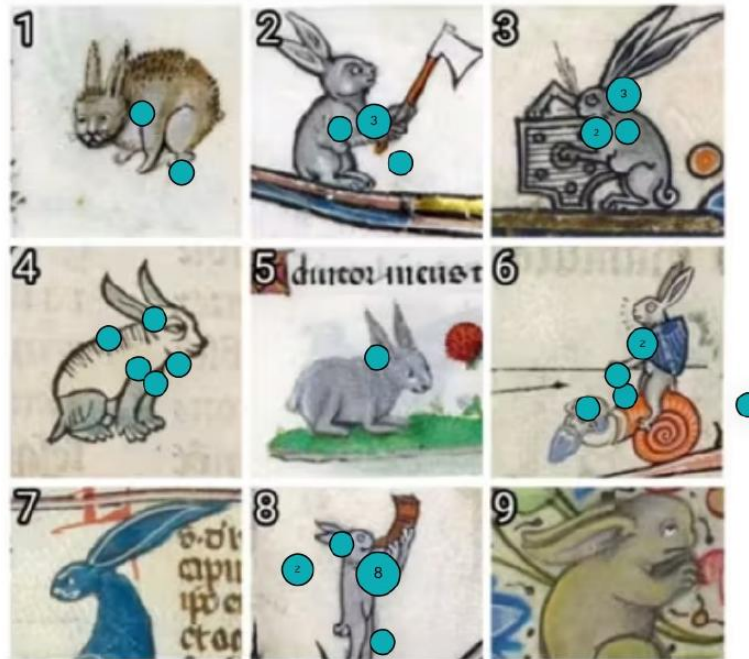
Gant Chart

Would it help to hear what Oxford, and the Department think?



Need to change medieval rabbit?

Need to change medieval rabbit now?



Criteria for awarding a DPhil

The examiners must be satisfied that:

- the candidate possesses a good knowledge of the particular field of learning within which the subject of the thesis falls
- the candidate has made a **significant and substantial contribution** in the particular field of learning within which the subject of the thesis falls
- the thesis is presented in a lucid and scholarly manner
- in their opinion, the thesis merits the degree of Doctor of Philosophy
- the candidate has presented a satisfactory abstract of the thesis

Criteria for awarding a MSc(Res)

The examiners must be satisfied that:

- the candidate possesses a good knowledge of the particular field of learning within which the subject of the thesis falls
- The candidate has shown **competence in investigating** the chosen topic
- the candidate has made a **worthwhile contribution** in the particular field of learning within which the subject of the thesis falls
- the thesis is presented in a lucid and scholarly manner
- in their opinion, the thesis merits the degree of Master of Science by Research

How do we keep you on track?

- Next session will look at progress checks to support you getting to and through the final exam

Join at menti.com | use code 1114 2776



Do you have any questions so far???

1/2

Asked on Do you have any questions so far???

Any more rabbits coming?

👍 2



Press **ENTER** to mark as answered

Menti

PGR Induction MT2025 ...

Choose a slide to present

On a scale of maddest rabbit how are you feeling about today's session?



What is research?

Why is research important?

3



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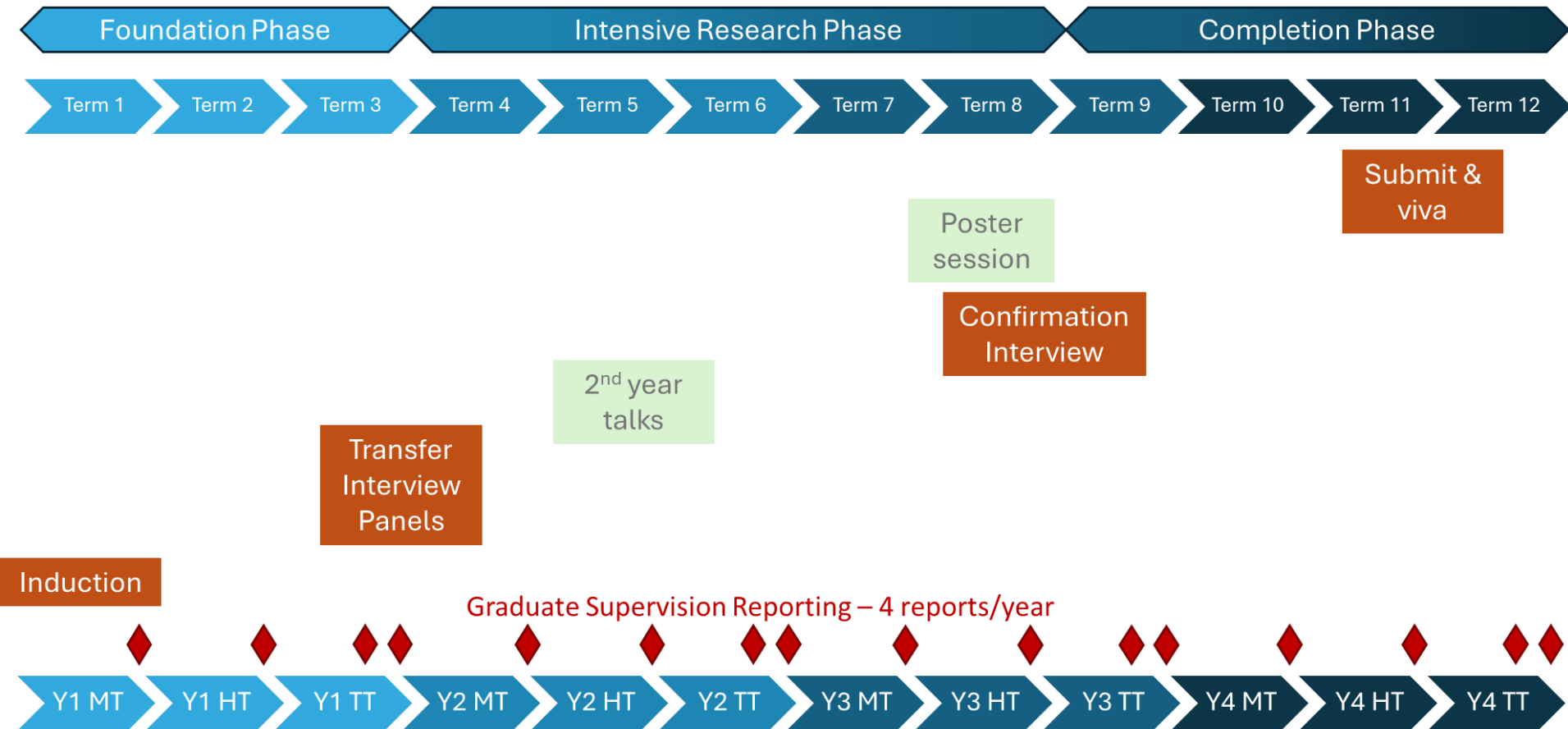


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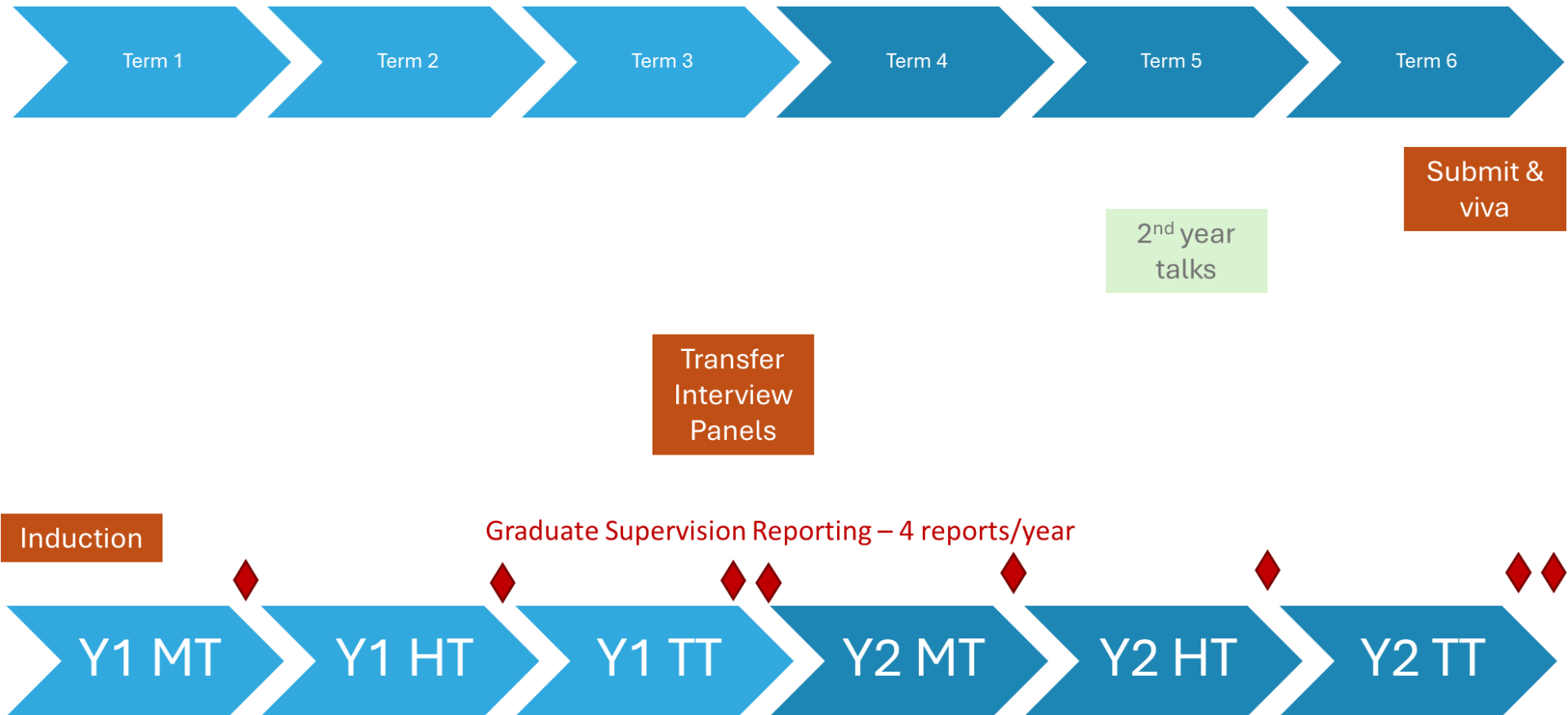


Milestones & Progression

Timeline for a DPhil



Timeline for Masters by Research



Timeline for Year 1

Assessing the literature → → → → written literature review

Training Courses – eg EM, Modelling, coding

Skills Training

Research Integrity on-line Training

Prepare Transfer Report

Oct

Nov

Dec

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sept

GSR

GSR

GSR

GSR

Induction

Lead
Assessor
Informal
Meeting

Preparing
for
Transfer
Form

Apply for
Transfer
GSO.2

Transfer
Interview
Panels

Transfer of Status

- All graduate research students are admitted to Oxford as a Probationer Research Student (PRS)
- Transfer of Status is a progress check after which your status changes to Postgraduate Researcher (PGR)
- Transfer of Status is best viewed as a chance for independent constructive feedback on your project and progress with it

We have just changed our process for Transfer of Status (advice for other year groups might not be correct)



Purpose of Transfer

Transfer is designed to check:

- the scope and significance of your project
 - your knowledge of the existing literature
 - the new science and research questions
 - identified training and engagement with it
 - your ability to express the key scientific concepts
 - any research progress you have made to date
-
- training in transferable skills for researchers

Components of Assessment

Research
Integrity
Training

Skills Training
Portfolio

Research
Project
Report

Interview

Research Integrity Training



Why do we insist on research integrity training?

Idk

Chatgpt

To keep the unis
reputation

To protect the uni and
the students

It's important

It is important that we
can trust new research
findings

To ensure integrity in
research

avoid plagiarism

Research Integrity Training



Why do we insist on research integrity training?

Research in good faith

Ensure research
produced is trustworthy

So you don't do smth
wrong accidentally

Maintain confidence in
science

We need to know the
mechanical/ fracture
properties of research

Research Integrity Training

- All researchers should consider how their work might affect others (collaborators, wider research community, society more generally)
 - Researchers have responsibilities
 - Must understand good practice vs misconduct
 - Legal responsibilities vs ethical imperatives
-
- **Research Integrity: Introductory Core Course 2.0**
Must complete and achieve a score of at least 80%

You could get on with this straight away...

Skills Training Portfolio



What general skills training do you think researchers should have?

Presentation skills

Public speaking

communication

Knowledge
dissemination

Communication,
teamwork, people
management

Science communication

popularisation

Communicating to
funding bodies

Skills Training Portfolio



What general skills training do you think researchers should have?

Writing, critical thinking,
teamwork, and problem
solving

Communication

Project planning

Critical thinking

Reading

Time management

Creativity, having ideas
no one has had before

Funding applications

Skills Training Portfolio

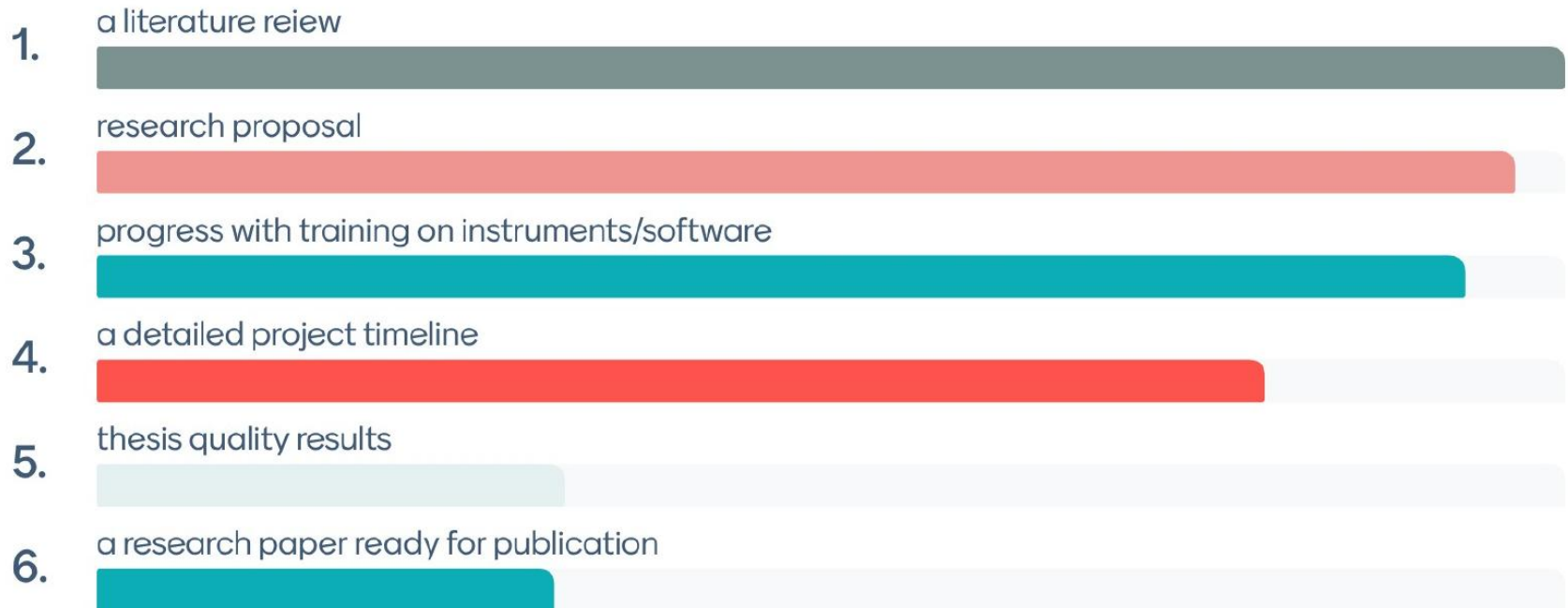
**More on this
after the break!**

Very helpful to hear what you think would be
useful and interesting – we will always listen
to good ideas

Research Project Report



What will be most important for you to show in your year 1 report?



Research Project Report

- Literature Review ($\leq 1,500$ words)
 - New Science – Research Questions ($\leq 1,000$ words)
 - Training & Progress ($\leq 1,000$ words)
 - Project Management & Planning (1 page + Gantt chart)
-
- *Convince us (and yourself) that you have a project that is impactful and achievable, and that you are engaging with it*

Reports due in before 31st August 2026

Interview



Why do we interview each you as part of Transfer?

To test our ownership of the project

Scare

So you know not everything is ChatGPT

To check first hand if things go right

Viva practice

People are easier to understand than paper

To ensure we can communicate science

To see if we can present our ideas logically and truly understand what we are proposing

Interview



Why do we interview each you as part of Transfer?

To make sure your work isn't ai generated

Hear you communicate your understanding in person

Practice communication skills

To provoke thought and assess understanding in the moment

to train us in interview process

Make sure the project is on track and you can achieve your goals

To practice for the viva and test that we did the research ourselves

Deeper understanding of why concerns exist and help us mitigate them

Interview

- Two independent assessors (assigned by DGS)
 - Panel chair and DGS also present
 - 5 minutes presentation from you
 - 15-25 minutes discussion
-
- *Convince us (and yourself) that you have a project that is impactful and achievable, and that you are engaging with it*

Interviews 22nd-24th, 29th-30th September 2026

Transfer of Status - outcomes

- Assessor write a report → feedback
- Transfer achieved
 - No follow-up or conditions
 - After written response to clarify some points (~2 weeks)
 - After some other follow-up action (≤ 2 months)
- Second attempt at transfer required
 - Typically, 1 term later
 - Update report & second interview
 - Can elected to swap from DPhil to MSc(Res) degree

Transfer of Status



Are you worried about any aspects of Transfer of Status?



Prediction for last question...



- You're not alone
- You have a year to get ready - practice
- You smashed it in admissions interview

Confirmation of Status

- 2nd formal check on progress (DPhil only)
- 8th / 9th term of study (HT/TT 2027/28)
- Short progress report (500-1000 words)
- Thesis outline
(indicating completed/remaining work)
- Timeline – Gantt chart
- Interview with two independent assessors

Thesis and Viva Voce

- Thesis: 40,000 word DPhil, or, 25,000 word MSc(Res)
- Viva with two independent examiners (at least one external to Oxford)
- DPhil: “...a **significant and substantial contribution** in the particular field of learning... which might reasonably be expected of a capable and diligent student after **3 or at most 4 years** of full-time study.”
- MSc(Res): “...a **worthwhile contribution** to knowledge or understanding in the field of learning... which might reasonably be expected of a capable and diligent student after **2 years** of full-time study”

Time for a break...

Join at menti.com | use code 1114 2776

before we break - are there any questions?

1/2

Asked on Do you have any questions so far???

Any more rabbits coming?

👍 2



Press **ENTER** to mark as answered



Menti

PGR Induction MT2025 ...

Choose a slide to present

On a scale of maddest rabbit how are you feeling about today's session?



What is research?

Why is research important?

What are your aspirations?



Skills Training Portfolio

Transferable Skills

- There will be many specific techniques that you will need for your particular projects
- Additionally, there are many more general skills and knowledge that all researchers benefit from
 - Writing
 - Presenting
 - Teaching
 - Project Management
 - People skills
 - Keeping a lab book – or diary
 - Peer review
 - Chairing, contributing to committees

Skills Training Portfolio

- At least 20 hours of activities that improve your general researcher/transferable skills
- At least 5 departmental research colloquia
- Need to record for each:
 - Title of course/workshop/seminar
 - Date and time (including duration)
 - The organiser/facilitator
 - Three bullet points reflecting on skill/knowledge gained

Pro-forma for recording portfolio will be shared with you

What Can/Cannot be included?

Can be included in Skills Training Portfolio	Outside scope of Skills Training Portfolio
Courses from the Graduate Training Framework (esp Your Successful DPhil)	Research Group Meetings
MPLS courses on Public Engagement with Research	Undergraduate Lectures
MPLS courses on Inclusive Practices	EM Training on microscopes
Information Skills (see dept lecture list)	Induction Day Sessions
Teaching Skills (see dept lecture list)	Research Integrity: Introductory Core Course 2.0
Departmental Research Colloquia	Paid Teaching Assistant roles
Other research colloquia	Other paid departmental roles

These list are NOT exhaustive – check with PGR Support Team

Be creative!

- Research Data Oxford



- Bodleian Libraries iSkills workshops



- Volunteer for Discover Materials



- Become a Beyond Boundaries scientist



- Want to run your own workshop – talk to us...

Any Questions?



Menti

PGR Induction MT2025 ...



Choose a slide to present

On a scale of medieval rabbit how are you feeling about today's session?



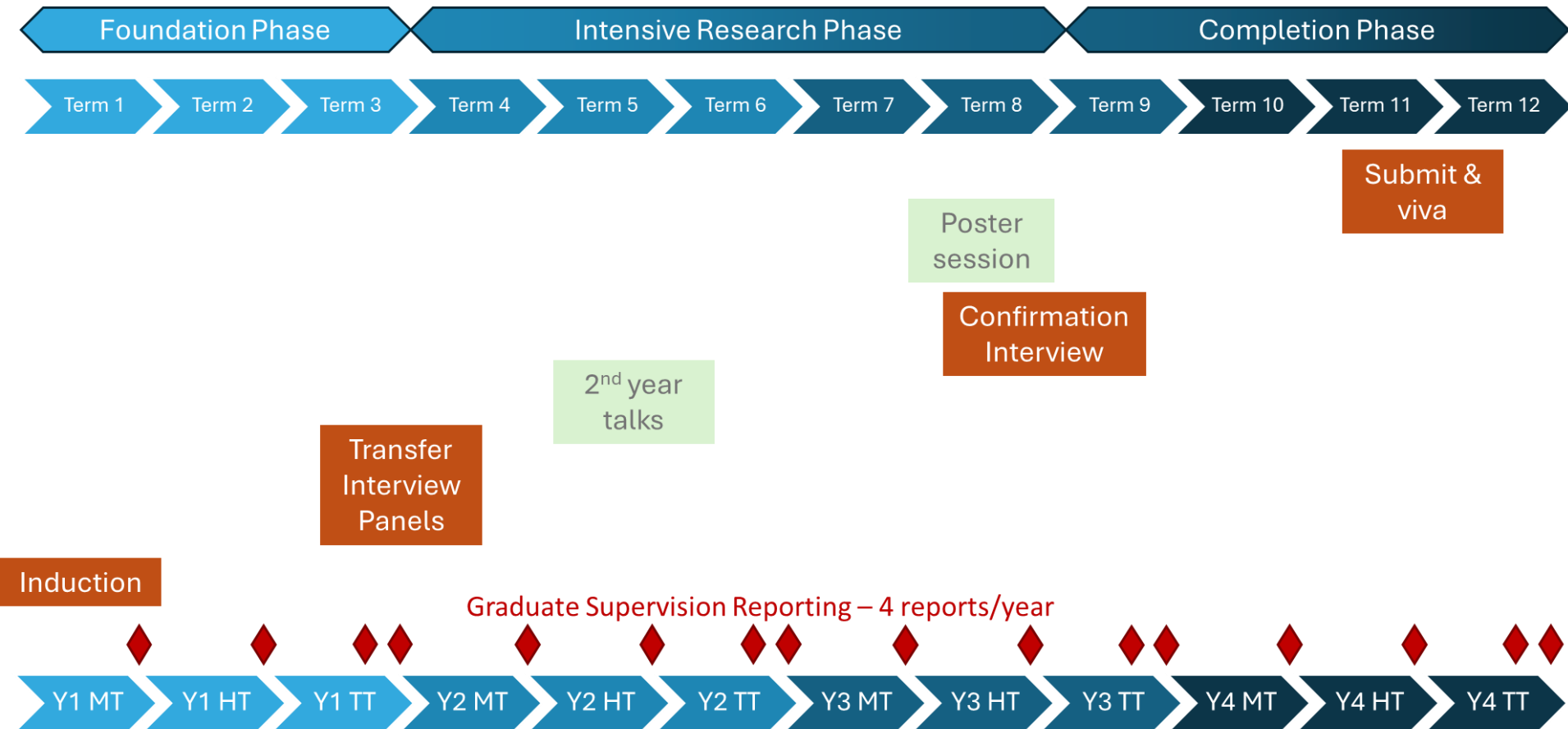
What is research?

Why is research important?

What are your aspirations?

Recap

Timeline for a DPhil



How are we all doing today?

(wrong answers only)



on a scale of gargoyles how do you think today will go?



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Supporting your research journey

Academic Structure

- Supervisory Team
- Departmental Advisor
- Director of Graduate Studies
- Education Support Team
- Joint Consultative Committee for Graduates (JCCG)
- Materials Graduate Studies Committee (MGSC)
- College Advisor and College Tutor for Graduates
- MPLS Grad School team & Grad School Committee
- University Education Committee & Pro-VC(Education)
- The Proctors

Supervisors

- Primary or Lead Supervisor
 - Guide you in determining research proposal and carrying it out
 - Arrange appropriate safe laboratory space and/or computational access
 - Regular meetings – sounding board for your ideas
 - Signs off all eVision (and other) forms
- Co-supervisors
 - More support with the science!
- Deputy Supervisor
 - Will step in as primary supervisor if primary supervisor is away/incapacitated (can be co-supervisor)
 - Primary supervisor will organise

Advisors

- Department Advisor
 - An academic in the department you can go to for advice if you feel you need to speak to someone outside your daily supervisory team
 - Assigned by DGS
 - Unlikely to have specific/detailed technical knowledge
- College Advisor
 - An academic in your college – a source of advice from outside the department
 - Assigned by college
 - Unlikely to have specific/detailed technical knowledge
 - Should check-in with you from time to time
- PGR Support Team

Disability Advisory Service

- advice on disability issues (mental & physical)
- facilitates support
- Student Support Plan
- Can support/advise on issues including:
 - sensory or mobility impairments
 - long-term health conditions
 - specific learning difficulties
 - autistic spectrum conditions
 - mental health difficulties

Adjustments to Assessment Arrangements

- Application for Adjustments to Assessment Arrangements (GSO.19) form on eVision
- Not seen/signed-off by supervisor or college – just DGS

Graduate Reporting System

- Four times per year – emails will prompt you
- Reports from You, supervisors, possibly DGS
- Seen by You, supervisors, college advisor, DGS
- Suggestions of what to include on GSR
 - General sense of progress
 - Attendance at scientific meetings and conferences
 - Visits to/from collaborators
 - worries about resources (e.g. computing or in the lab; inability to attend conferences, etc.)
 - Progress with training (or concerns about slow response to training requests)
 - Concerns about wellbeing – but speak in confidence to DGS or someone

Graduate Reporting System

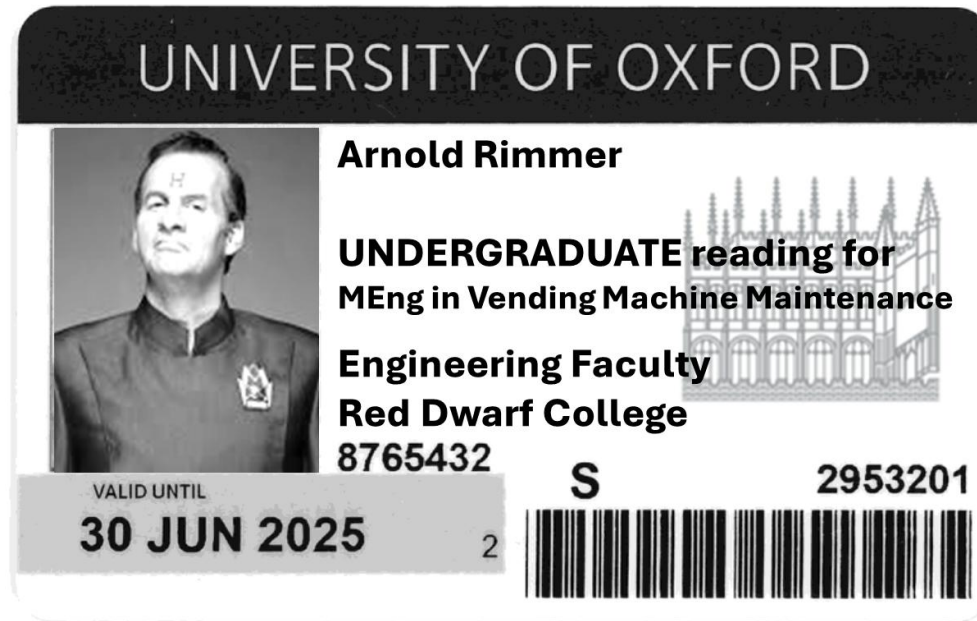
- Concern flags – use them
- Not unusual to have minor concerns at some point
- Minor/major concerns are **not** indicative of ability to complete a degree – but indicates issues requiring attention

Minor concerns – Satisfactory progress is being made, but minor issues have been identified where further action may be required to keep progress on track

Major concerns – One or more factors are significantly affecting progress, and further action is required now to keep progress on track

Severe concerns – Progress is being seriously affected by one or more factors, and a meeting with the Director of Graduate Studies should be held as soon as possible to discuss further action to get progress back on track

Your University Card



- University Card – AKA ‘swipe card’ or ‘Bod Card’
- You need it for access to buildings & individual rooms
- Also acts as an ID card around the University
- Do not loan your card to others

IT Facilities & Rules

- Wired connections need MAC address to be registered with our IT Team
- eduroam wifi
- Talk to your supervisor about PC provision
- Back-up you stuff!!!!!!!!!!
- Keep anti-virus software up to date
- Be aware of Oxford's IT rules and do not break them

Second-year talks

- Hilary Term Week 7
 - 15 minute presentations (often PowerPoint)
 - 5 minute Q&A
- Hetherington Prize awarded by Department for best talk in terms of communication of science.

Third-year posters

- Hillary Term
 - Scientific conference poster, or
 - Public understanding of science poster
- Prizes from Rolls Royce plc and Ironmongers' Company

Conference/Study Travel

- The Department expects that every student should have the opportunity to attend at least one conference
- Students are not expected to cover the cost of this (or other work-related travel themselves)
- Make funding arrangements **in plenty of time**
 - consult your supervisor
 - try College, conference, University and other sources
- Department has some funding available (up to £1,200)
 - Talk to your supervisor about how to use it
 - Apply well ahead of time
 - make attempts to leverage dept funds
- Routine travel (e.g. to sponsor) should be funded from grants

David Cockayne Centre for Electron Microscopy

- We have very strong electron microscopy facilities
- The staff supporting them are great too!
- Talk to your supervisor about what training you need
- Complete the DCCEM Access Request form

Health & Wellbeing

- We have (physical) First Aiders in each building
- Security Services can also be called (out of hours)
- Mental Health First Aiders too
- Quite/private spaces in 21BR & Hirsch Building
- FAs and MHFAs are trained volunteers

- Bodleian Libraries – wellbeing spaces
- College Welfare Teams
- University Counselling Service



University Counselling Service

DPhil Workshops

- DPhil Overview: Thurs 23 Oct (Wk 2), 11:15-12:45
 - emotional well-being, and mental health support and resources in Oxford – aimed at new DPhil students
- Workshop 1: Thurs 30 Oct (Wk 3), 13:00-14:00
 - Getting started – work-life balance & emotional wellbeing
- Workshop 2: Thurs 13 Nov (Wk 5), 13:00-14:00
 - Getting on – professional relationships & dealing with crises
- Workshop 3: Thurs 27 Nov (Wk 7), 13:00-14:00
 - Getting finished – preparing emotionally for submission, viva and life beyond your degree

All work and no play...

- Working all the time is NOT productive
- Overwork crushes creativeness, removes any sense of fulfilment, and degrades your mental health
- Have an interest/hobby outside your work

For me wildlife photography is one...



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Baking, sports, gaming, music??



Away from coding, outside the lab, what's your thing?

Sleep

Hiking

Literature.

Theatre, rowing and
rocks

4

Painting

Ballroom dancing

Running



Baking, sports, gaming, music??



Away from coding, outside the lab, what's your thing?

Hiking!

Cooking, reading,
knitting, hiking

Rock climbing

Travel!

Archery

Running

Dancing

Sports



Baking, sports, gaming, music??



Away from coding, outside the lab, what's your thing?

Running

music

football and spin classes
:)

Trading

Broadcasting / video
work

Movies

Reading

Darts

Baking, sports, gaming, music??



Away from coding, outside the lab, what's your thing?

Rowing, going to talks

sleeping

sewing

Choir singing

Camping

Graphic Design 

Jewellery making

badminton & musical



Baking, sports, gaming, music??



Away from coding, outside the lab, what's your thing?

sleep

Literature

Travelling

Trading

Reformer Pilates

Cycling 100k and sleep
for the rest of the day

Padel Desperate to
find mate!





Equality Diversity & Inclusion

Why we care & why you should too

[ishtar.ro/shutterstock](https://www.shutterstock.com/ishtar.ro)

- The underlying concept of fairness should be motivation enough... but also
 - Solving complex multifaceted problems needs creativity
 - We learn more by discussing with folk with different backgrounds and viewpoints
 - Good ideas are easier to voice if we feel we belong
 - Bring your whole self (if you can) – your ideas will enrich others experience
 - Be considerate & respectful – you will learn more if others feel able to contribute



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Enjoy your time in Oxford!

ox.ac.uk

- Science is a team sport – look after the players
- Make time for yourself, for fun, and for rest (let your mind refresh & reset)
- Make time for those around you too



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Working hours

- MPLS guidance is an average of 40 hours/week
- Maximum is 48 hours averaged over 17 weeks (UK Gov working time directive)
- Religious/cultural, caring responsibilities considered too

Leave

- MPLS guidance is that DPhil are entitled to (at least) 30 personal days a year in addition to Bank Holidays