

## EDUCATION, SCIENCE AND TRAINING

### SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2003–2004 ADDITIONAL ESTIMATES HEARING

**Outcome:** 1

**Output Group:** 1

#### **DEST Question No. E814\_04**

Senator Carr provided in writing.

#### **Question:**

Aside from the Federation Fellowships, there are four categories of Fellowships under Discovery-Projects:

- Australian Research Fellowships
- Queen Elizabeth II Fellowships
- Australian Professorial Fellowships
- Australian Postdoctoral Fellowships.

- What is the annual funding for each of these schemes?
- What are the conditions attaching to each, from the point of view of the researchers?
- What are they paid?
- Can you explain the differences between these four types of Fellowships?
- What are the four distinct categories of researchers that these different schemes are aimed at?
- Is there an overlap of any of these types of fellowships with Federation Fellowships, in terms of purpose?

#### **Answer:**

##### *Discovery Projects Fellowships*

The ARC has provided the following response:

- In 2004 the ARC will allocate approximately \$36 million to Discovery-Projects fellowships. The funding allocated to each of the four categories of fellowship is provided in the table below.

<b>Fellowship type</b>	<b>Funding (annual)</b>
Australian Postdoctoral Fellowships (APDs)	\$21.0 million
Australian Research Fellowships (ARFs)	\$4.4 million
Queen Elizabeth II Fellowships (QEIs)	\$4.1 million
Australian Professorial Fellowships (APFs)	\$6.4 million

(b) The conditions attached to the award of a Discovery Projects fellowship are described in the Funding Agreement between the Commonwealth of Australia (as represented by the ARC) and the administering institution. Conditions in the Funding Agreement for the Discovery Projects scheme include the following:

- “The Institution must ensure that, for the duration of the Funding under Discovery Projects, if requested by the ARC, Chief Investigators and/or Fellows agree to assess up to twenty new applications for ARC funding” (Paragraph 19.1).
- “The Institution shall ensure that all Chief Investigators and Fellows provide an annual Progress Report in respect of each ongoing Project by 31 January of each year, except in the first year of funding, on a pro forma available on the ARC’s website” (Paragraph 28.3 (a)).
- “The Institution shall ensure that Final Reports are provided for each Project within six months of the final payment for the Project (including any approved carry forward)” (Paragraph 28.4 (a)).
- “Fellows, other than those awarded the 50:50 salary option, may not hold another position either at the Institution or at another Institution. The Institution must confirm that successful applicants have formally resigned from their positions before taking up Fellowships at the Institution” (Paragraph D7.1).

Schedule D of the Funding Agreement provides details of special conditions relating to fellowship awards. A copy of Schedule D is provided at Attachment A. A copy of the entire Funding Agreement document can be found on the ARC website at [www.arc.gov.au](http://www.arc.gov.au).

(c) The ARC 2004 notional fellowships salaries are provided in the table below.

	Step	Salary	26% Oncosts	Total
Australian Postdoctoral Fellowship (APD)		\$53,567	\$13,927	\$67,494
Australian Research Fellowship (ARF)		\$66,867	\$17,385	\$84,252
Queen Elizabeth II Fellowship (QEII)		\$79,465	\$20,661	\$100,126
Australian Professorial Fellowship (APF)	Step 1	\$91,790	\$23,866	\$115,656
Australian Professorial Fellowship (APF)	Step 2	\$107,795	\$28,027	\$135,822

Under the terms of the Funding Agreement, administering institutions/organisations agree to provide to each fellowship holder at least the ARC notional salary and on-costs. They also agree to “make up the shortfall between the ARC notional salary and on-costs and the prevailing salary levels for other academic staff at a similar level, from sources other than these Funds, so that Fellows are no worse off financially than their peers”.

(d) The features of each category of fellowship are described fully in the Funding Rules for the Discovery-Projects scheme which can be found on the ARC website at [www.arc.gov.au](http://www.arc.gov.au). The main differences between the four categories of fellowship are outlined below.

- **Eligibility:** APDs are open to researchers with up to three years research experience since the award of their PhD or equivalent research doctorate;

ARFs/QEIIIs are open to applicants who have more than three, but no more than eight, years of professional experience since the award of their PhD; APFs are open to applicants who have greater than eight years experience since the award of their PhD and are either (i) Australian-based researchers who have an internationally competitive research record, or (ii) high-profile non-Australian, or expatriate Australian, researchers who wish to pursue their research in Australia.

- **Host Institution:** All ARC Research Fellowships are tenable at eligible institutions, that is, Australian higher education institutions, and museums and herbaria which are Australian publicly funded organisations not directly funded to carry out research but with research-related purposes and objectives. APD and QEII Fellowships are also tenable at research organisations outside the higher education sector that are funded primarily for research from Government sources, for example, the Commonwealth Scientific and Industrial Research Organisation (CSIRO).
  - **Tenure:** The standard tenure for an APD is three years. For ARFs, QEIIIs and APFs the standard tenure is five years.
  - **Salary Options:** In 2001 the ARC introduced new 'ARC-university partnership' options under Discovery-Projects to promote greater flexibility in the funding of Fellowships. The partnership options are as follows:
    - APDs: a four-year 'teaching and research' option, in which the ARC and the university contribute 75% and 25% respectively of salary costs over four years; and
    - ARF/QEIIIs and APFs: a 50:50 partnership for fellows on continuing appointments, with the ARC and the university each contributing 50% salary costs over the standard duration of five years.
  - **Selection:** The competition for APDs and QEIIIs is open. For ARFs and APFs preference may be given to Australian citizens and permanent residents. Non-resident, non-Australian citizen applicants will need to demonstrate a higher level of performance than their competitors or be able to offer special expertise, extensive skills or exceptionally high performance levels not available locally and of benefit to Australian research.
- (e) As indicated by the eligibility rules outlined under (d) above, the different categories of Discovery Projects fellowships are aimed at outstanding researchers at different stages of their career. APDs provide support for early career researchers, ARFs and QEIIIs for mid-career researchers, and APFs for more senior researchers with proven international reputations. The ARC treats Australian Research Fellowships and Queen Elizabeth II Fellowships as a single category, with the top 15 applicants in the category being awarded QEII Fellowships.
- (f) At a broad level, the aims of all of the ARC's fellowships are consistent with the following objectives of the Federation Fellowships scheme:
- building and strengthening world-class research capacity in Australia;
  - expanding Australia's knowledge base by supporting ground-breaking, internationally competitive research;
  - forging strong links between researchers, industry and the international research community; and
  - supporting research that will result in economic, environmental, social and cultural benefits for Australia.

A specific aim of the Federation Fellowships scheme, as articulated in the Government's Innovation Action Plan *Backing Australia's Ability*, is to attract and retain leading researchers in key positions in Australia.

Extract from Funding Agreement regarding funding  
for Discovery Projects to commence in 2004

SCHEDULE D

**Special Conditions**

**D1 Australian Postdoctoral Fellowship**

- D1.1 The Institution must provide from the Funding to each Australian Postdoctoral Fellowship holder named on the Project at least the ARC notional APD salary and on-costs as listed in Schedule B.*
- D1.2 Subject to clause 5.3, the tenure of an Australian Postdoctoral Fellowship is three years and is subject to the receipt of satisfactory Annual Progress Reports. The Fellowship will not be extended beyond three years except under clause D1.3 below.*
- D1.3 If the Institution agrees to a Fellow undertaking a four-year Australian Postdoctoral Fellowship teaching/research option, the Institution must pay from Funds only three-quarters of the ARC notional APD salary and on-costs. The Institution is responsible for the remaining one-quarter of the salary and on-costs.*
- D1.4 The Institution shall make up any shortfall between the ARC notional APD salary and on-costs, and the prevailing salary levels for other academic staff at a similar level, from sources other than these Funds, so that the Fellows are no worse off financially than their peers.*
- D1.5 Australian Postdoctoral Fellows may compete for an Australian Research Fellowship or Queen Elizabeth II Fellowships in the last year of their current Fellowship.*

**D2 Australian Research Fellowship/Queen Elizabeth II Fellowship**

- D2.1 The Institution must provide from the Funding to each Australian Research Fellowship holder and each Queen Elizabeth II Fellowship holder the ARC notional ARF/QEII salary. Subject to clause 5.3, the tenure of an Australian Research Fellowship or a Queen Elizabeth II Fellowship is five years and is subject to the receipt of satisfactory Annual Progress Reports. The Fellowship will not be extended beyond five years.*
- D2.2 The Institution shall make up any shortfall between the ARC notional ARF/QEII salary and on-costs, and the prevailing salary levels for other academic staff at a similar level, from sources other than these Funds, so that the Fellows are no worse off financially than their peers.*
- D2.3 Australian Research Fellows and Queens Elizabeth II Fellows may compete for an Australian Professorial Fellowship in the last year of their current Fellowship.*

**D3 Australian Professorial Fellowship**

- D3.1 The Institution must provide from the Funding to each Australian Professorial Fellowship holder the ARC notional APF salary. Subject to clause 5.3, the tenure of an Australian Professorial Fellowship is five years and is subject to the receipt of satisfactory Annual Progress Reports. The Fellowship will not be extended beyond five years.*

- D3.2 *The Institution shall make up any shortfall between the ARC notional APF salary and on-costs, and the prevailing salary levels for other academic staff at a similar level, from sources other than these Funds, so that the Fellows are no worse off financially than their peers.*
- D3.3 *Australian Professorial Fellows may compete for a new Fellowship during the last year of their current Fellowship.*

#### **D4 50:50 Salary option**

- D4.1 *In some instances the ARC has approved a proposal to pay 50% salary and 50% on-costs for APF's and ARF/QEII Fellowships. In this instance, the Institution must provide from the Funding to each Fellowship holder 50% of the appropriate Institution salary. The Institution must also provide each Fellowship with 50% salary from sources other than the Funding.*

#### **D5 Use of the Funding – Relocation expenses**

- D5.1 *The Institution must make reimbursement payments from the Funding to Fellows for relocation costs (travel expenses (see clause D5.2 below) and removal of household items only) on provision of full particulars of mode and time of travel and the receipts for all other payments e.g. removal expenses of household items. The Institution should make such claims within 12 months.*
- D5.2 *The Institution shall ensure that the total amount of travel expenses (excluding the cost of removal of household items) claimed does not exceed the cost of the cheapest direct airfare for the Fellow and their dependants. Where a Fellow elects to travel by car, the ARC will provide a mileage allowance up to the maximum equivalent of the cheapest direct airfare. On completion of the Fellowship, the Fellow will be entitled to the same return travel provisions provided that the Fellow has not obtained subsequent employment in Australia for a period exceeding twelve months.*
- D5.3 *Reimbursement of relocation costs will be provided to the Institution by the ARC on the basis of a claim submitted, on condition that:*
- (a) *all relevant receipts are provided to the ARC;*
  - (b) *the claim is processed by the institution within 12 months of the relocation;*
  - (c) *the Institution submits the reimbursement request to the ARC within 12 months of receipt of the claim; and*
  - (d) *all claims are made in Australian dollars.*
- D5.4 *The Institution may reimburse Fellows and claim from the ARC up to the following amounts for travel expenses and removal of household items expenses to be paid from the Funding:*
- (a) *a maximum of \$15,000 for a Fellow who relocates from the USA;*
  - (b) *a maximum of \$12,000 for a Fellow who relocates from UK / Europe / Asia (Northern Hemisphere);*
  - (c) *a maximum of \$9,000 for a Fellow who relocates from NZ / Asia (Southern Hemisphere); and*
  - (d) *a maximum of \$6,000 for a Fellow who relocates within Australia.*
- D5.5 *For the purposes of relocation entitlements, a dependant is defined as a person who moves residence with the Fellow. A spouse who transfers employment to the city of the*

*Institution can be regarded as a dependant. A child continuing to study at the former city and not intending to live with the Fellow cannot be regarded as a dependant.*

## **D6 Promotion**

- D6.1 Australian Professorial Fellows must have the same access to promotion as other academic staff of the same grade. If promoted to new levels within the Australian Professorial Fellowship range, the Institution shall seek ARC endorsement of the Fellow's new level from the Program Coordinator.*
- D6.2 Where an APF has been promoted, the Institution may seek the Minister's approval for an increase in salary to the next step on the ARC notional APF salary scale. If approved the date for payment of the increase will be taken from the date of ARC endorsement of the Fellow's new level.*

## **D7 Conditions of Employment and Recognition of Fellows**

- D7.1 Fellows, other than those awarded the 50:50 salary option, may not hold another position either at the Institution or at another Institution. The Institution must confirm that successful applicants have formally resigned from their positions before taking up Fellowships at the Institution.*
- D7.2 The Institution shall recognise ARC Research Fellows as academic staff and incorporate them fully into the activities and academic life of the Institution, but should note that limits do apply (see clause D7.3). Unless the Minister otherwise determines, the provision of salaries, recreation leave, sick leave and other conditions of employment for Fellows shall be those of the Institution.*
- D7.3 Additional academic duties, including research supervision, are not discouraged but should enhance, rather than detract from, the Fellows' research. Fellows, other than those awarded the 50:50 salary option, may not accept additional appointments or remuneration without the prior agreement of the Institution and the Minister.*
- D7.4 The Institution shall ensure that, during the tenure of the Fellowship, a Fellow shall be entitled to leave of absence for recreation at the rate of four weeks per annum, to be taken at any time by arrangement between the Fellow and the Institution. However, the ARC will not provide additional funds to cover accrued leave proposed to be taken after the Fellowship period has expired. Fellows should therefore take their recreation leave during the period of Fellowship tenure.*
- D7.5 The Institution shall ensure that eligible Fellows are entitled to up to twelve weeks' paid maternity leave, in addition to the duration of their Fellowship. The ARC will provide up to twelve weeks' additional funding, where necessary, for this purpose. The mechanism for claiming the additional funding for this purpose is the End of Year Report.*
- D7.6 The Fellow may take a total of twelve months' leave through the duration of the Fellowship where it is in accordance with the Institution's practice, using accrued leave or leave without pay.*

## **D8 Infrastructure**

- D8.1 The Institution shall provide Fellows with the same access to infrastructure funds as applies to academic staff at the same level within the Institution and afford them equal status with similar staff for the provision of accommodation, access to necessary laboratory and workshop facilities, adequate time on the Institution's computer and*

*other equipment, stationery, photocopying and typing services. Institutions are also required to provide reasonable time on major equipment necessary for the conduct of the Fellow's research program.*

**D9 Suspension of Fellowship**

- D9.1 A Fellow may apply for a suspension of the Fellowship for a period of up to twelve (12) months in total during the tenure of the Fellowship. This may occur if, for example, a Fellow is offered a short-term teaching or research position. In such a case, the work to be carried out would need to be closely related to the research being undertaken under the Fellowship.*
- D9.2 Applications for suspension for up to six (6) months may be approved by the Vice-Chancellor or his/her nominee unless they occur in the first year of the Fellowship.*
- D9.3 A Fellow wishing to suspend for more than six (6) months, or during the first year, must apply through the Research Office to the Program Coordinator seeking the Minister's approval to suspend the Fellowship. Unless there are extenuating circumstances, a suspension will not normally be granted in the first year of the Fellowship.*
- D9.4 A suspension for more than six (6) months that commences without the written permission of the Minister may result in the immediate termination of the relevant Fellowship.*

**D10 Relinquishment of Fellowship**

- D10.1 The Institution shall require Fellows to give one month's notice to the Institution if they intend to relinquish the Fellowship. The Institution shall advise the Program Coordinator of the relinquishment of the Fellowship immediately.*
- D10.2 Relinquished Fellowships must be reported to the ARC.*