

<b>Frequently asked questions</b>	
<b>Question</b>	<b>Answer</b>
<i>Who can apply for a grant?</i>	Applications can be made by any work area of the University that employs professional ANU staff including: a) Academic Colleges or other Academic Units; b) Schools, Institutes or Centres within an Academic College or other Academic Unit; c) Service Divisions or other Business Units.
<i>What information needs to be included in the application?</i>	Applications must be submitted on the Indigenous Professional Staff Grants Program Application Form available on the <a href="#">website</a> . Instructions for completing the application are provided on the Form. You can also contact your local Human Resources team or Staff Diversity.
<i>What type of initiatives can be funded?</i>	Initiatives that may be funded include: <ul style="list-style-type: none"> <li>○ salary subsidy for an ongoing identified position;</li> <li>○ subsidy for engaging an Indigenous Trainee under the ANU Indigenous Trainee Program;</li> <li>○ salary subsidy for a temporary secondment for an existing ANU Indigenous staff member;</li> <li>○ specialist Indigenous recruitment services through external firms.</li> </ul>
<i>Can areas apply for more than one of these initiatives?</i>	Yes. For example, specialist Indigenous recruitment services may be combined with salary subsidy for an ongoing identified position. Or, the grant may be used towards salary subsidy for two trainee positions. Contact Staff Diversity if you are unsure.
<i>What initiatives are not able to be funded?</i>	The Grant Program objective is to support indigenous employment outcomes. As such the following cannot be funded: <ul style="list-style-type: none"> <li>○ Salary subsidy for existing positions (professional or trainee) except where temporary secondment;</li> <li>○ Salary subsidy for fixed term positions, where there is no demonstrated contribution to sustainable employment. Funding for a fixed term position may be considered where there is demonstrated benefit to the employee in terms of their career pathway beyond the fixed term;</li> <li>○ Training and development of staff, except as part of supporting development of staff under an approved employment initiative (ie. ongoing identified position, trainee etc.);</li> <li>○ Cultural awareness activities.</li> </ul>
<i>When does the funding need to be spent?</i>	Funding awarded needs to be expended within 2 years.
<i>How are activities and expenditure reported?</i>	The recipient work areas are required to report on outcomes at the end of the first year (and at completion of the traineeship, where relevant) to the Grants Committee, via Staff Diversity.
<i>What if circumstances change after the grant has been awarded?</i>	Grants are made for the purpose specified in the original application. A change of circumstances following the award of the grant may prevent the grant from being spent on the original purpose. For example, the position is not filled, classification level changes, appointee departs within 6 months. Such changes must be notified to the Grants Committee via Staff Diversity for consideration and approval.