



International
Centre for
Radio
Astronomy
Research

ICRAR/UWA LONG LEAVE SUPPORT SCHEME

v.6 - 14/10/2019

ICRAR recognises that students and staff may be required to take extended leave from their positions (e.g. long-term Parental Leave and Carers Leave), and that this can have an impact on their career progression beyond the time lost on leave. Research has shown that, for example, women who are expecting to take a significant length of maternity leave are less likely to be invited onto upcoming grant applications; will be excluded from important decision-making for projects in which they are involved while they are on leave; and after returning to work may need a period of time to re-establish their networks and optimal productivity. This scheme is set to provide financial support to help offset this loss in research productivity.

ELIGIBILITY

Applicants must:

- Be staff or PhD students that have been working for at least one year at ICRAR/UWA at the time of funding,
- Be currently studying or employed full-time or part-time in academia,
- Have requested personal leave for a period longer than 1 month.
- Must not have received previous funding within the last 12 months.

SCHEME

ICRAR has made funding available to support staff and students the offset loss of productivity due to periods of long leave. For the purpose of this scheme, long carer leave is defined as any period longer than 1 month, with this scheme's funding commensurate with the length of leave. The available funding is up to \$1,000 per month of leave, with a maximum of \$6,000 per request. This is subject to funding availability.

The funding will be allocated to the primary carer as a discretionary grant, generally from the first day of their return from leave and can be spent up to six months after returning to work. Funding may be available – upon request and subject to approval - before the applicant returns to work. The successful applicant will have to follow UWA's policies and procedures and will be responsible for any Fringe Benefit Tax payable as part of this grant.

FUNDING ROUNDS AND CLOSING DATES

Available on a rolling basis subject to funding.

ICRAR – Fairway
The University of
Western Australia
7 Fairway, Crawley WA 6009
Australia

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Website: www.icrar.org
Email: info@icrar.org



ICRAR is a joint venture between Curtin University and The University of Western Australia, with strong support from the Western Australian and Australian governments.

APPLICATIONS

Applications can be made at any time by submitting a short justification and budget using the web form [at this link](#). Applicants are warmly invited to discuss their application with their supervisor/line manager before submission.

ALLOWABLE BUDGET ITEMS

Funds may be used for the following items:

- equipment and consumables to assist with research activities
- travel and accommodation for the applicant or their collaborators
- salaries for casual staff or contractors to aid the productivity of the applicant
- other items as negotiated with ICRAR

ASSESSMENT

Applications will be assessed by the ICRAR Diversity Equity and Inclusivity (DEI) Committee and funding recommendations be made to the ICRAR/UWA Executive on the basis of eligibility and availability of funding. The aim is to review applications during the DEI monthly meetings, so that applicants can be informed on the outcome of their application within ~1 month from submission.

SUCCESSFUL APPLICANTS

All applicants will be notified in writing of the outcome of their application. Successful applicants will be provided with details about arranging fund access. All grant funds must be expended within 6 months of their return from leave. Where relevant, within 6 months of the applicant's return from leave, the successful applicant must submit a one-page report.

REVIEW

The awards will be regularly reviewed with respect to take-up rate, gender balance, outcomes, and funding amounts.

FURTHER INFORMATION

All enquiries should be directed to the DEI Committee Chair