



Grant Opportunity Guidelines

Women in STEM and Entrepreneurship: Round 4

Opening date:	20 January 2022
Closing date and time:	17:00 Australian Eastern Standard Time on 2 March 2022 Please take account of time zone differences when submitting your application.
Commonwealth policy entity:	Department of Industry, Science, Energy and Resources
Administering entity:	Department of Industry, Science, Energy and Resources
Enquiries:	If you have any questions, contact us on 13 28 46.
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1. Women in STEM and Entrepreneurship: Round 4 processes

The Inspiring Australia Science Engagement Program is designed to achieve Australian Government objectives

The Women in STEM and Entrepreneurship program is an investment by the Australian Government to provide funding to support women in STEM, to eliminate barriers for women's participation in STEM education and careers and entrepreneurship. The Department of Industry Science, Energy and Resources works with stakeholders to plan and design the grant program according to the [Commonwealth Grants Rules and Guidelines](#).



The grant opportunity opens

We publish the grant guidelines on business.gov.au and [GrantConnect](#).



You complete and submit a grant application

You complete the application form, addressing all the eligibility and assessment criteria in order for your application to be considered.



We assess all grant applications

We review the applications against eligibility criteria and notify you if you are not eligible. We assess eligible applications against the assessment criteria including an overall consideration of value with relevant money and compare it to other eligible applications.



We make grant recommendations

We provide advice to the decision maker on the merits of each application.



Grant decisions are made

The decision maker decides which applications are successful.



We notify you of the outcome

We advise you of the outcome of your application. We may not notify unsuccessful applicants until grant agreements have been executed with successful applicants.



We enter into a grant agreement

We will enter into a grant agreement with successful applicants. The type of grant agreement is based on the nature of the grant and proportional to the risks involved.



Delivery of grant

You undertake the grant activity as set out in your grant agreement. We manage the grant by working with you, monitoring your progress and making payments.



Evaluation of the Women in STEM and Entrepreneurship Round 4 Program

We evaluate the specific grant activity and grant opportunity as a whole. We base this on information you provide to us and that we collect from various sources.

2. About the grant program

The Women in STEM (science, technology, engineering, and mathematics) and Entrepreneurship program (the program) was announced under the [National Innovation and Science Agenda](#)¹, and is part of the Australian Government's commitment to [Advancing Women in STEM](#)². In 2017, the National Science Statement articulated the Government's commitment to science including the importance of STEM skills as vital building blocks for Australia's future prosperity and wellbeing. With rapid technological change driving new workforce needs, STEM skills play an important role in innovation and the creation of new businesses and technologies.

Australia must have a deeper STEM and entrepreneurship talent pool. Women are underrepresented in entrepreneurship and STEM education and careers, and participation of women from intersectional cohorts is particularly low. The persistent challenge of attracting and retaining girls and women in STEM studies and careers remains across the pathway from school and into careers and this program aims to address these challenges.

Addressing these challenges will help fulfil Australia's international obligations under the [Convention on the Elimination of All Forms of Discrimination Against Women](#)³ to take all appropriate measures to ensure the full development and advancement of women and to firmly establish equality between men and women in relation to STEM and entrepreneurship participation.

The program supports investment in gender equity initiatives that aim for lasting systemic change and eliminating barriers for women's participation in STEM education and careers, and entrepreneurship, building on the Australian Government's *Advancing Women in STEM* strategy and the *Women in STEM Decadal Plan*, which was developed by the Australian Academy of Science and Australian Academy of Technology and Engineering.

The objectives of the program are to:

- increase awareness and participation of girls and women in STEM education and careers
- increase awareness and participation of girls and women in other parts of the innovation ecosystem including innovative businesses, start-ups and entrepreneurial activities and careers
- increase in the number of women in senior leadership and decision making positions in government, research organisations, industry and businesses

The program's intended outcomes are:

- increased awareness of the range of opportunities in STEM for girls and women arising from STEM education
- increased number of girls and women participating in STEM education and careers, through primary and secondary school, higher education, and the workforce
- increased awareness and participation by girls and women in other parts of the innovation ecosystem such as innovative businesses, start-ups and other entrepreneurial activities and careers
- increased number of women role models in the STEM and entrepreneurial sectors
- increased evidence base for future policies by providing data on girls' and women's participation in STEM education and careers and entrepreneurship

¹ <https://www.industry.gov.au/strategies-for-the-future/boosting-innovation-and-science>

² <https://www.industry.gov.au/sites/default/files/2019-04/advancing-women-in-stem.pdf>

³ <http://www.austlii.edu.au/au/other/dfat/treaties/1983/9.html>

- increased strategies for improving gender equity in STEM-based organisations.

Given the complex nature of the challenges this program is intended to address, it is likely that significant and measurable outcomes can only be delivered over the medium to long term. However, projects should be designed to contribute to these sustained outcomes.

2.1. **About the Women in STEM and Entrepreneurship Round 4 Grant Opportunity**

This grant opportunity provides funding to grow and expand existing projects that support women and girls, regardless of their background, to build STEM skills and succeed in high growth employment areas.

To be competitive, you must provide evidence that your project and/or organisation has been successful in driving lasting and systemic change by removing barriers to STEM for women and girls.

The objectives of the grant opportunity are to:

- reduce and/or mitigate systemic and cultural barriers to participation in STEM education, careers, innovation and entrepreneurship by girls and women
- reduce the multiplier effect of intersectional barriers to participation, development and leadership of girls and women in STEM education, careers, innovation and entrepreneurship
- increase the participation, development and leadership of girls and women in STEM education, careers, innovation and entrepreneurship
- grow and strengthen the networks and support for girls and women in STEM education, careers, innovation and entrepreneurship
- increase and improve the knowledge and understanding of systemic and cultural barriers to participation in STEM education, careers, innovation and entrepreneurship by girls and women
- grow and strengthen the effect of projects and organisations support for girls and women in STEM education, careers, innovation and entrepreneurship.

The intended outcomes of the grant opportunity are:

- grow and strengthen the projects and organisations that have a track record of :
 - reducing and/or mitigating systemic and cultural barriers to participation in STEM education, careers, innovation and entrepreneurship by girls and women
 - reducing the multiplier effect of intersectional barriers to participation, development and leadership of girls and women in STEM education, careers, innovation and entrepreneurship
 - increasing the participation, development and leadership of girls and women in STEM education, careers, innovation and entrepreneurship

This document sets out:

- the eligibility and assessment criteria
- how we consider and assess grant applications
- how we notify applicants and enter into grant agreements with grantees
- how we monitor and evaluate grantees' performance
- responsibilities and expectations in relation to the opportunity.

There may be further WISE grant rounds that are targeted to different themes, groups or sectors. We will publish the [opening and closing dates](#) and any other relevant information on business.gov.au and GrantConnect.

We administer the program according to the [Commonwealth Grants Rules and Guidelines \(CGRGs\)](#)⁴.

This document sets out:

- the eligibility and assessment criteria
- how we consider and assess grant applications
- how we notify applicants and enter into grant agreements with grantees
- how we monitor and evaluate grantees' performance
- responsibilities and expectations in relation to the opportunity.

We have defined key terms used in these guidelines in the glossary at section 14.

You should read this document carefully before you fill out an application.

3. Grant amount and grant period

The Australian Government announced an additional \$10 million over two years to expand the WISE program as part of the Second Women's Economic Security Statement. This supplements ongoing program funding.

3.1. Grants available

The grant amount will be up to 100 per cent of eligible project expenditure (grant percentage).

- The minimum grant amount is \$500,000.
- The maximum grant amount is \$1,000,000.

You are responsible for the remaining eligible and ineligible project costs.

Contributions to your project must be cash.

We cannot fund your round 4 project if it receives funding from another Commonwealth government grant. You can apply for a grant for your project under more than one Commonwealth program, but if your application is successful, you must choose either the Women in STEM and Entrepreneurship grant or the other Commonwealth grant.

3.2. Project period

The maximum project period is 3 years.

You must complete your project by 30 April 2025.

4. Eligibility criteria

We cannot consider your application if you do not satisfy all eligibility criteria.

4.1. Who is eligible?

To be eligible you must have an Australian Business Number (ABN) and be one of the following entities:

- an entity, incorporated in Australia

⁴ <https://www.finance.gov.au/sites/default/files/commonwealth-grants-rules-and-guidelines.pdf>

- a publicly funded research organisation (PFRO) or publicly funded research agency (PFRA) as defined in section 14
- a government or non-government vocational education and training (VET) provider as defined in section 14, or technical and further education (TAFE) institution
- an incorporated not for profit organisation.

Joint applications are acceptable, provided you have a lead organisation who is the main driver of the project and is eligible to apply. For further information on joint applications, refer to section 7.2.

You are not eligible to apply as a lead applicant if you are:

- a primary or secondary school (however, primary and secondary schools may be part of a joint application if the lead applicant is eligible)
- an individual or trust (however, an incorporated trustee may apply on behalf of a trust)
- a Commonwealth, state and local government agency or body (including government business enterprises other than eligible PFROs, PFRAs, VET providers and TAFE institutions).

4.2. Additional eligibility requirements

We can accept applications:

- from multiple applications from one organisation (i.e. one ABN)
- where project partners are included in multiple applications
- from previously funded projects under Commonwealth programs such as the WISE program.

You do not have to be a former WISE participant to be eligible but you must demonstrate that your project is a scaling up or extension of an existing project that is delivering WISE program objectives and has an ongoing or completed evaluation.

We can only accept applications where you provide evidence from your board (or chief executive officer or equivalent if there is no board) that the project is supported, and that you can complete the project and meet the costs of the project not covered by grant funding.

We cannot waive the eligibility criteria under any circumstances.

4.3. Who is not eligible?

You are not eligible to apply if you are:

- an individual
- partnership
- a primary or secondary school (however, primary and secondary schools may be part of a joint application if the lead applicant is eligible)
- an unincorporated association
- a Commonwealth, state and local government agency or body (including government business enterprises other than eligible PFROs, PFRAs, VET providers and TAFE institutions)
- a trust (however, an incorporated trustee may apply on behalf of a trust).
- an organisation, or you have a project partner, included on the National Redress Scheme's list of [Institutions that have not joined or signified their intent to join the Scheme](https://www.nationalredress.gov.au/institutions/institutions-have-not-yet-joined)⁵

⁵ <https://www.nationalredress.gov.au/institutions/institutions-have-not-yet-joined>

- an employer of 100 or more employees that has [not complied](#) with the *Workplace Gender Equality Act 2012*⁶.

5. What the grant money can be used for

5.1. Eligible activities

To be eligible your project must:

- scale up or extend an existing project
- reduce and/or mitigate systemic and cultural barriers to participation in STEM education, careers, innovation and entrepreneurship by girls and women
- reduce the multiplier effect of intersectional barriers to participation, development and leadership of girls and women in STEM education, careers, innovation and entrepreneurship
- address inequality or discrimination against girls and women in STEM education, careers, innovation and/or entrepreneurship, by either:
 - increasing awareness and understanding of the barriers to participation of girls and women in STEM education, careers, innovation and/or entrepreneurship
 - increasing participation, development and leadership of girls and women in STEM education, careers, innovation and entrepreneurship, including senior leadership and decision making positions in government, research organisations, industry and businesses
 - broadening and strengthening networks and support for girls and women in STEM education, careers, innovation and entrepreneurship
- include project evaluation that will track the progress of your round 4 project including against grant objectives and outcomes, and your ability to effect lasting systemic and cultural change (Use of the National Evaluation Guide for STEM Gender Equity Programs is recommended, however other frameworks may be used)
- have at least \$500,000 (excl. GST) in eligible expenditure
- have a COVID-19 contingency plan that does not involve an increase in grant amount requested.

Eligible activities may include:

- developing and delivering change management programs and industry transformation activities
- developing and delivering education and professional development to reduce cognitive biases and reduce barriers (e.g. gender, race, class and sexual orientation) in investment decision-making
- developing and delivering STEM and entrepreneurship education and professional development to help employers retain women in STEM careers
- research, evaluation and business related activities directly in support of the sustainable provision of activities above.

We may also approve other activities.

⁶ <https://www.wgea.gov.au/what-we-do/reporting>

5.2. Eligible expenditure

You can only spend grant funds on eligible expenditure you have incurred on an agreed project as defined in your grant agreement.

- For guidance on eligible expenditure, see appendix A.
- For guidance on ineligible expenditure, see appendix B.

We may update the guidance on eligible and ineligible expenditure from time to time. If your application is successful, the version in place when you submitted your application applies to your project.

If your application is successful, we may ask you to verify project costs that you provided in your application. You may need to provide evidence such as quotes for major costs.

Not all expenditure on your project may be eligible for grant funding. The Program Delegate (who is an AusIndustry manager within the department with responsibility for the program) makes the final decision on what is eligible expenditure and may give additional guidance on eligible expenditure if required.

To be eligible, expenditure must:

- be a direct cost of the project
- be incurred by you for required project audit activities.

You must incur the project expenditure between the project start and end date for it to be eligible unless stated otherwise.

You may elect to commence your project from the date we notify you that your application is successful. We are not responsible for any expenditure you incur until a grant agreement is executed. The Commonwealth will not be liable, and should not be held out as being liable, for any activities undertaken before the grant agreement is executed.

6. The assessment criteria

You must address all assessment criteria in your application. We will assess your application based on the weighting given to each criterion.

The application form asks questions that relate to the assessment criteria below. The amount of detail and supporting evidence you provide in your application should be relative to the project size, complexity and grant amount requested. You should provide evidence to support your answers. The application form displays size limits for answers.

We will only consider funding applications that score at least 50 per cent against each assessment criterion, as these represent best value for relevant money.

6.1. Assessment criterion 1

Benefits to girls' and women's participation in STEM and/or entrepreneurship (40 points).

Describe the problem, gap or opportunity your project will address and what activities will be undertaken by identifying:

- a. the specific problem, gap, intersectionality or opportunity that you aim to address through your project. Your project must relate to Australian girls and/or women's participation in STEM and/or entrepreneurship education and careers
- b. how your project will address your identified problem, gap or opportunity including how you will incorporate an intersectional approach to planning and implementation and

- c. how your project will deliver one or more of the following:
 - increased awareness and understanding of the barriers to participation of girls and women in STEM education, careers, innovation and/or entrepreneurship
 - increased participation, development and leadership of girls and women in STEM education, careers, innovation and entrepreneurship, including senior leadership and decision making positions in government, research organisations, industry and businesses
 - broader and stronger networks and support for girls and women in STEM education, careers, innovation and entrepreneurship
- d. how your project will stimulate, support and deliver long term systemic and cultural change beyond the project period.

6.2. Assessment criterion 2

Capacity and capability to deliver the project (30 points).

Demonstrate your skills, network and experience in successful current projects and/or recent achievements in assisting girls and women to develop STEM and/or entrepreneurship capabilities and capacity including:

- a. your track record and/or current experience with managing and delivering projects that support girls and women to participate and succeed in STEM education, careers, innovation and entrepreneurship
- b. your access to resources, personnel and networks with relevant expertise and/or qualifications to deliver and evaluate your project
- c. your capacity to build and maintain relationships and networks in STEM and/or educational sectors to deliver your project. Provide evidence of current linkages, agreements and/or other support from other organisations relevant to the scale of your intended project.

Later in the application (Section 7.1), you will be asked to provide evidence (e.g. evaluation reporting) of your previous project activities that have resulted in an increase in the awareness or participation of women in STEM education, careers, innovation and/or entrepreneurship.

6.3. Assessment criterion 3

Impact of the grant funding on your project (30 points).

You should demonstrate this by identifying:

- a. the likelihood your project would not continue, succeed, grow or expand without the grant
- b. the impact the grant will have on the size, scale, timing, effectiveness and/or long term impact of your project, including long term financial sustainability of your project
- c. how you will measure, evaluate and promote your progress and achievements during and after the project period including progress against grant objectives and outcomes, and measurable targets and key performance indicators of success
- d. the total additional investment the grant will leverage and explain how this benefits your project.

7. How to apply

Before applying you should read and understand these guidelines, the sample [application form](#) and the sample [grant agreement](#) published on business.gov.au and GrantConnect.

To apply, you must:

- complete the online [application form](#) via business.gov.au
- provide all the information requested
- address all eligibility and assessment criteria
- include all necessary attachments

You should retain a copy of your application for your own records. You can view and print a copy of your submitted application on the portal for your own records.

You are responsible for making sure your application is complete and accurate. Giving false or misleading information is a serious offence under the *Criminal Code Act 1995* (Cth). If we consider that you have provided false or misleading information we may not progress your application. If you find an error in your application after submitting it, you should call us immediately on 13 28 46.

If we find an error or information that is missing, we may ask for clarification or additional information from you that will not change the nature of your application. However, we can refuse to accept any additional information from you that would change your submission after the application closing time.

If you need further guidance around the application process, or if you are unable to submit an application online, [contact us](#) at business.gov.au or by calling 13 28 46.

7.1. Attachments to the application

You must provide the following documents with your application:

- project plan including:
 - preliminary evaluation plan that will track and demonstrate the progress of your round 4 project and your ability to effect lasting systemic and cultural change (2 page maximum). Use of the National Evaluation Guide for STEM Gender Equity Programs is recommended, however other frameworks may be used
 - project risk management plan including COVID-19 contingency plan
- project budget
- evidence (e.g. evaluation reporting) of your previous project activities that have resulted in an increase in the awareness or participation of women in STEM education, careers, innovation and/or entrepreneurship
- evidence of support from the board, CEO or equivalent (template provided on [business.gov.au](#) and [GrantConnect](#)). Where the CEO or equivalent submits the application, we will accept this as evidence of support
- evidence of support from project partner organisations (where applicable)
- trust deed (where applicable).

You must attach supporting documentation to the application form in line with the instructions provided within the form. You should only attach requested documents. We will not consider information in attachments that we do not request.

Notwithstanding the information you provide in you attachments, your responses to the assessment criteria (Section 6) are the primary method for assessing your application.

7.2. Joint applications

We recognise that some organisations may want to join together as a group to deliver a project. In these circumstances, you must appoint a lead organisation. Only an eligible lead organisation can

submit the application form and enter into the grant agreement with the Commonwealth (see Section 4.1). The application must identify all other members of the proposed group and include a letter of support from each of the project partners including:

- details of the project partner
- an overview of how the project partner will work with the lead organisation and any other project partners in the group to successfully complete the project
- an outline of the relevant experience and/or expertise the project partner will bring to the group
- the roles/responsibilities the project partner will undertake, and the resources it will contribute (if any)

You must have a formal arrangement in place with all parties prior to execution of the grant agreement.

7.3. Timing of grant opportunity

You can only submit an application between the published opening and closing dates. We cannot accept late applications.

If you are successful we expect you will be able to commence your project around July 2022

Table 1: Expected timing for this grant opportunity

Activity	Timeframe
Assessment of applications	4 weeks
Approval of outcomes of selection process	4 weeks
Negotiations and award of grant agreements	1-3 weeks
Notification to unsuccessful applicants	2 weeks
Earliest start date of project	07/2022
End date of grant commitment	30/04/2025

8. The grant selection process

We review your application against the eligibility criteria. If eligible, we will then assess it against the assessment criteria. Only eligible applications will proceed to the assessment stage.

We consider your application on its merits, based on:

- how well it meets the criteria
- how it compares to other applications
- whether it provides value with relevant money.

When assessing whether the application represents value with relevant money, we will have regard to:

- the overall objectives of the grant opportunity
- the evidence provided to demonstrate how your project contributes to meeting those objectives
- the relative value of the grant sought
- any national interest, financial, legal/regulatory, governance or other issue or risk that we identify during any due diligence process that we conduct in respect of the applicant. This

includes its directors, officers, senior managers, key personnel, its related bodies corporate (as defined in the *Corporations Act*) or its application that could bring the Australian Government into disrepute if it were to fund the applicant. Such issues and risks include where we consider that funding the application under this grant opportunity is likely to directly conflict with Australian Government policy. Where possible⁷, we will provide you with an opportunity to comment on any material risks identified during this due diligence process prior to our determining the extent (if any) to which those issues or risks affect our assessment of the application and, if so, whether they are sufficient to warrant the exclusion of your application from the assessment process.

We will establish a committee comprised of experts to assess applications. The committee may also seek additional advice from independent technical experts.

The committee will assess your application against the assessment criteria and compare it to other eligible applications in a funding round before recommending which projects to fund. The committee will be required to perform their duties in accordance with the CGRGs.

In order to support a spread of projects across Australia and increase accessibility of STEM-related and entrepreneurship activities and events, the Committee will also take into account the organisational distribution, geographic location of the projects, proposed target audiences, barriers addressed and their intersectionality, when recommending projects for funding.

If the selection process identifies unintentional errors in your application, we may contact you to correct or clarify the errors, but you cannot make any material alteration or addition.

The Committee may seek additional information about you or your application. They may do this from within the Commonwealth, even if you do not nominate the sources as referees. The Committee may also consider information about you or your application that is available as a result of the Due Diligence process or through the normal course of business.

If the selection process identifies unintentional errors in your application, we may contact you to correct or clarify the errors, but you cannot make any material alteration or addition.

8.1. Who will approve grants?

The program delegate (who is an AusIndustry manager within the department with responsibility for the program) decides which grants to approve taking into account the recommendations of the committee and the availability of grant funds.

The program delegate's decision is final in all matters, including:

- the grant approval
- the grant funding to be awarded
- any conditions attached to the offer of grant funding.

We cannot review decisions about the merits of your application.

The program delegate will not approve funding if there is insufficient program funds available across relevant financial years for the program.

⁷ Subject to national security and other considerations.

9. Notification of application outcomes

We will advise you of the outcome of your application in writing. If you are successful, we advise you of any specific conditions attached to the grant.

If you are unsuccessful, we will give you an opportunity to discuss the outcome with us. You can submit a new application for the same (or similar) project in any future funding rounds. You should include new or more information to address the weaknesses that prevented your previous application from being successful. If a new application is substantially the same as a previous ineligible or unsuccessful application, we may refuse to consider it for assessment.

10. Successful grant applications

10.1. Grant agreement

You must enter into a legally binding grant agreement with the Commonwealth. We use two types of grant agreements in this program. Our selection will depend on the size and complexity of your project. Each grant agreement has general terms and conditions that cannot be changed. Sample [grant agreements](#) are available on [business.gov.au](#) and GrantConnect.

We must execute a grant agreement with you before we can make any payments. Execute means both you and the Commonwealth have signed the agreement. We are not responsible for any expenditure you incur until a grant agreement is executed.

The approval of your grant may have specific conditions determined by the assessment process or other considerations made by the Program Delegate. We will identify these in the offer of grant funding.

If you enter an agreement under the Women in STEM and Entrepreneurship program, you cannot receive other grants for the same activities from other Commonwealth, State or Territory granting programs.

The Commonwealth may recover grant funds if there is a breach of the grant agreement.

10.2. Simple grant agreement

We will use a simple grant agreement for medium or larger sized projects where we consider your project to be relatively simple.

You will have 30 days from the date of a written offer to execute this grant agreement with the Commonwealth. During this time, we will work with you to finalise details.

The offer may lapse if both parties do not sign the grant agreement within this time. Under certain circumstances, we may extend this period. We base the approval of your grant on the information you provide in your application. We will review any required changes to these details to ensure they do not impact the project as approved by the Program Delegate.

10.3. Activity specific legislation, policies and industry standards

You must comply with all relevant laws and regulations in undertaking your project. You must also comply with the specific legislation/policies/industry standards that follow. It is a condition of the grant funding that you meet these requirements. We will include these requirements in your grant agreement.

In particular, you will be required to comply with:

- State/Territory legislation in relation to working with children
- COVID-19 social distancing measures and restrictions that are in place when delivering your project activities.

10.3.1. Child safety requirements

You must comply with all relevant legislation relating to the employment or engagement of anyone working on the project that may interact with children, including all necessary working with children checks.

You must implement the [National Principles for Child Safe Organisations](#)⁸ endorsed by the Commonwealth.

You will need to complete a risk assessment to identify the level of responsibility for children and the level of risk of harm or abuse, and put appropriate strategies in place to manage those risks. You must update this risk assessment at least annually.

You will also need to establish a training and compliance regime to ensure personnel are aware of, and comply with, the risk assessment requirements, relevant legislation including mandatory reporting requirements and the National Principles for Child Safe Organisations.

You will be required to provide an annual statement of compliance with these requirements in relation to working with children.

10.4. How we pay the grant

The grant agreement will state the:

- maximum grant amount we will pay
- proportion of eligible expenditure covered by the grant (grant percentage)
- any financial contribution provided by you or a third party.

We will make payments according to an agreed schedule set out in the grant agreement. Payments are subject to satisfactory progress on the project.

We set aside 5 per cent of the total grant funding for the final payment. We will pay this when you submit a satisfactory end of project report demonstrating you have completed outstanding obligations for the project. We may need to adjust your progress payments to align with available program funds across financial years and/or to ensure we retain a minimum 5 per cent of grant funding for the final payment.

10.5. Tax obligations

If you are registered for the Goods and Services Tax (GST), where applicable we will add GST to your grant payment and provide you with a recipient created tax invoice. You are required to notify us if your GST registration status changes during the project period. GST does not apply to grant payments to government related entities⁹.

Grants are assessable income for taxation purposes, unless exempted by a taxation law. We recommend you seek independent professional advice on your taxation obligations or seek assistance from the [Australian Taxation Office](#). We do not provide advice on tax.

⁸ <https://www.humanrights.gov.au/our-work/childrens-rights/national-principles-child-safe-organisations>

⁹ See Australian Taxation Office ruling GSTR 2012/2 available at ato.gov.au

11. Announcement of grants

We will publish non-sensitive details of successful projects on GrantConnect. We are required to do this by the [Commonwealth Grants Rules and Guidelines](#) unless otherwise prohibited by law. We may also publish this information on business.gov.au. This information may include:

- name of your organisation
- title of the project
- description of the project and its aims
- amount of grant funding awarded
- Australian Business Number
- business location
- your organisation's industry sector.

12. How we monitor your grant activity

12.1. Keeping us informed

You should let us know if anything is likely to affect your project or organisation.

We need to know of any key changes to your organisation or its business activities, particularly if they affect your ability to complete your project, carry on business and pay debts due.

You must also inform us of any changes to your:

- name
- addresses
- nominated contact details
- bank account details.

If you become aware of a breach of terms and conditions under the grant agreement you must contact us immediately.

You must notify us of events relating to your project and provide an opportunity for the Minister or their representative to attend.

12.2. Reporting

You must submit reports in line with the grant agreement. We will provide the requirements for these reports as appendices in the grant agreement. We will remind you of your reporting obligations before a report is due. We will expect you to report on:

- progress against agreed project milestones
- project expenditure, including expenditure of grant funds
- contributions of participants directly related to the project.

The amount of detail you provide in your reports should be relative to the project size, complexity and grant amount.

We will monitor the progress of your project by assessing reports you submit and may conduct site visits to confirm details of your reports if necessary. Occasionally we may need to re-examine claims, seek further information or request an independent audit of claims and payments.

12.2.1. Progress reports

Progress reports must:

- include details of your progress towards completion of agreed project activities
- include evaluation outcomes to date (use of the National Evaluation Guide for STEM Gender Equity Programs is recommended, however other frameworks may be used)
- show the total eligible expenditure incurred to date
- be submitted by the report due date (you can submit reports ahead of time if you have completed relevant project activities).

We will only make grant payments when we receive satisfactory progress reports.

You must discuss any project or milestone reporting delays with us as soon as you become aware of them.

12.2.2. End of project report

When you complete the project, you must submit an end of project report.

End of project reports must:

- include the agreed evidence as specified in the grant agreement
- identify the total eligible expenditure incurred for the project
- include a declaration that the grant money was spent in accordance with the grant agreement and to report on any underspends of the grant money
- include completed project evaluation (eg. in line with the [National Evaluation Guide for STEM Gender Equity Programs](#)). This may include detailed evaluation of their success including:
 - project outcomes
 - financial sustainability
 - legacy services, skills or capabilities.
- be submitted by the report due date.

12.2.3. Ad-hoc reports

We may ask you for ad-hoc reports on your project. This may be to provide an update on progress, or any significant delays or difficulties in completing the project.

12.3. Independent audits

We may ask you to provide an independent audit report. An audit report will verify that you spent the grant in accordance with the grant agreement. The audit report requires you to prepare a statement of grant income and expenditure. The report template is within the sample grant agreement available on business.gov.au and GrantConnect.

12.4. Compliance visits

We may visit you during the project period, or at the completion of your project to review your compliance with the grant agreement. We may also inspect the records you are required to keep under the grant agreement. We will provide you with reasonable notice of any compliance visit.

12.5. Grant agreement variations

We recognise that unexpected events may affect project progress. In these circumstances, you can request a variation to your grant agreement, including:

- changing project milestones
- extending the timeframe for completing the project but within the maximum time period allowed in program guidelines
- changing project activities

The program does not allow for:

- an increase of grant funds.

If you want to propose changes to the grant agreement, you must put them in writing before the grant agreement end date. We can provide you with a variation request template.

If a delay in the project causes milestone achievement and payment dates to move to a different financial year, you will need a variation to the grant agreement. We can only move funds between financial years if there is enough program funding in the relevant year to allow for the revised payment schedule. If we cannot move the funds, you may lose some grant funding.

You should not assume that a variation request will be successful. We will consider your request based on factors such as:

- how it affects the project outcome
- consistency with the program policy objective, grant opportunity guidelines and any relevant policies of the department
- changes to the timing of grant payments
- availability of program funds.

12.6. Evaluation

We will evaluate the grant opportunity (WISE program) to measure how well the outcomes and objectives have been achieved. We may use information from your application and project reports for this purpose. We may also interview you, or ask you for more information to help us understand how the grant impacted you and to evaluate how effective the program was in achieving its outcomes.

We may contact you up to two years after you finish your project for more information to assist with this evaluation.

12.7. Grant acknowledgement

If you make a public statement about a project funded under the program, including in a brochure or publication, you must acknowledge the grant by using the following:

‘This project received grant funding from the Australian Government.’

If you erect signage in relation to the project, the signage must contain an acknowledgement of the grant.

13. Probity

We will make sure that the grant opportunity process is fair, according to the published guidelines, incorporates appropriate safeguards against fraud, unlawful activities and other inappropriate conduct and is consistent with the CGRGs.

13.1. Conflicts of interest

Any conflicts of interest could affect the performance of the grant opportunity or program. There may be a conflict of interest, or perceived conflict of interest, if our staff, any member of a committee or advisor and/or you or any of your personnel:

- has a professional, commercial or personal relationship with a party who is able to influence the application selection process, such as an Australian Government officer or member of an external panel
- has a relationship with or interest in, an organisation, which is likely to interfere with or restrict the applicants from carrying out the proposed activities fairly and independently or
- has a relationship with, or interest in, an organisation from which they will receive personal gain because the organisation receives a grant under the grant program/ grant opportunity.

As part of your application, we will ask you to declare any perceived or existing conflicts of interests or confirm that, to the best of your knowledge, there is no conflict of interest.

If you later identify an actual, apparent, or perceived conflict of interest, you must inform us in writing immediately.

Conflicts of interest for Australian Government staff are handled as set out in the Australian [Public Service Code of Conduct \(Section 13\(7\)\)](#)¹⁰ of the *Public Service Act 1999* (Cth). Committee members and other officials including the decision maker must also declare any conflicts of interest.

We publish our [conflict of interest policy](#)¹¹ on the department's website. The Commonwealth policy entity also publishes a conflict of interest policy on its website.

13.2. How we use your information

Unless the information you provide to us is:

- confidential information as per 13.2.1, or
- personal information as per 13.2.3,

we may share the information with other government agencies for a relevant Commonwealth purpose such as:

- to improve the effective administration, monitoring and evaluation of Australian Government programs
- for research
- to announce the awarding of grants.

13.2.1. How we handle your confidential information

We will treat the information you give us as sensitive and therefore confidential if it meets all of the following conditions:

- you clearly identify the information as confidential and explain why we should treat it as confidential
- the information is commercially sensitive

¹⁰ <https://www.legislation.gov.au/Details/C2019C00057>

¹¹ https://www.industry.gov.au/sites/default/files/July%202018/document/pdf/conflict-of-interest-and-insider-trading-policy.pdf?acsf_files_redirect

- disclosing the information would cause unreasonable harm to you or someone else
- you provide the information with an understanding that it will stay confidential.

13.2.2. When we may disclose confidential information

We may disclose confidential information:

- to [the committee and] our Commonwealth employees and contractors, to help us manage the program effectively
- to the Auditor-General, Ombudsman or Privacy Commissioner
- to the responsible Minister or Assistant Minister
- to a House or a Committee of the Australian Parliament.

We may also disclose confidential information if

- we are required or authorised by law to disclose it
- you agree to the information being disclosed, or
- someone other than us has made the confidential information public.

13.2.3. How we use your personal information

We must treat your personal information according to the Australian Privacy Principles (APPs) and the *Privacy Act 1988* (Cth). This includes letting you know:

- what personal information we collect
- why we collect your personal information
- to whom we give your personal information.

We may give the personal information we collect from you to our employees and contractors, the committee, and other Commonwealth employees and contractors, so we can:

- manage the program
- research, assess, monitor and analyse our programs and activities.

We, or the Minister, may:

- announce the names of successful applicants to the public
- publish personal information on the department's websites.

You may read our [Privacy Policy](#)¹² on the department's website for more information on:

- what is personal information
- how we collect, use, disclose and store your personal information
- how you can access and correct your personal information.

13.2.4. Freedom of information

All documents in the possession of the Australian Government, including those about the program, are subject to the *Freedom of Information Act 1982* (Cth) (FOI Act).

The purpose of the FOI Act is to give members of the public rights of access to information held by the Australian Government and its entities. Under the FOI Act, members of the public can seek access to documents held by the Australian Government. This right of access is limited only by the

¹² <https://www.industry.gov.au/data-and-publications/privacy-policy>

exceptions and exemptions necessary to protect essential public interests and private and business affairs of persons in respect of whom the information relates.

If someone requests a document under the FOI Act, we will release it (though we may need to consult with you and/or other parties first) unless it meets one of the exemptions set out in the FOI Act.

13.3. National security

Collaboration with foreign entities must be transparent, undertaken with full knowledge and consent, and in a manner, that avoids harm to Australia's national interests. It is your responsibility to consider the national security implications of the proposed project and identify and manage any risks, including risks relating to the unwanted transfer of sensitive knowledge technology.

You should ensure that you are informed about who you are collaborating with by undertaking appropriate due diligence, proportionate to the risk and subject to available information, of your global partners and their personnel participating in the project. This should take into account any potential security, ethical, legal and reputational risks, and, where necessary, you should be prepared to demonstrate how you will manage and mitigate any identified risks.

You and any entities participating in the project must disclose all foreign ownership (including foreign government ownership), affiliations with foreign governments, organisations, institutions or companies, or membership of foreign government talent programs. You must report any material changes in the nature of the activity or key personnel involved, including affiliations/links with foreign governments or companies.

13.4. Disclosure of Commonwealth financial penalties

You must disclose whether any of your board members, management or persons of authority have been subject to any pecuniary penalty, whether civil, criminal or administrative, imposed by a Commonwealth, State, or Territory court or a Commonwealth, State, or Territory entity. If this is the case, you must provide advice to the department regarding the matter for consideration.

13.5. Enquiries and feedback

For further information or clarification, you can contact us on 13 28 46 or by [web chat](#) or through our [online enquiry form](#) on business.gov.au.

We may publish answers to your questions on our website as Frequently Asked Questions.

Our [Customer Service Charter](#) is available at business.gov.au. We use customer satisfaction surveys to improve our business operations and service.

If you have a complaint, call us on 13 28 46. We will refer your complaint to the appropriate manager.

If you are not satisfied with the way we handle your complaint, you can contact:

Head of Division

AusIndustry

Department of Industry, Science, Energy and Resources

GPO Box 2013

CANBERRA ACT 2601

You can also contact the [Commonwealth Ombudsman¹³](#) with your complaint (call 1300 362 072). There is no fee for making a complaint, and the Ombudsman may conduct an independent investigation.

14. Glossary

Term	Definition
Application form	The document issued by the Program Delegate that applicants use to apply for funding under the program.
AusIndustry	The division of the same name within the department.
Department	The Department of Industry, Science, Energy and Resources.
Eligible activities	The activities undertaken by a grantee in relation to a project that are eligible for funding support as set out in 5.1.
Eligible application	An application or proposal for grant funding under the program that the Program Delegate has determined is eligible for assessment in accordance with these guidelines.
Eligible expenditure	The expenditure incurred by a grantee on a project and which is eligible for funding support as set out in 5.2.
Eligible expenditure guidance	The guidance that is provided at Appendix A.
Grant agreement	A legally binding contract between the Commonwealth and a grantee for the grant funding.
Grant funding or grant funds	The funding made available by the Commonwealth to grantees under the program.
GrantConnect	The Australian Government's whole-of-government grants information system, which centralises the publication and reporting of Commonwealth grants in accordance with the CGRGs.
Grantee	The recipient of grant funding under a grant agreement.
Guidelines	Guidelines that the Minister gives to the department to provide the framework for the administration of the program, as in force from time to time.
Industry, Innovation and Science Australia	The statutory board established by the <i>Industry Research and Development Act 1986</i> (Cth) and named in that Act as Industry, Innovation and Science Australia.

¹³ <http://www.ombudsman.gov.au/>

Term	Definition
Intersectionality	Gender inequity cannot be seen as separate from other forms of discrimination and disadvantage, as identities and experiences are shaped by a range of social categories of difference, such as culture, race, ethnicity, faith, sexuality, gender identity, education, age etc. The consideration of how people experience multiple and intersecting forms of discrimination and disadvantage is referred to as 'intersectionality'.
Minister	The Commonwealth Minister for Science and Technology.
Non-income-tax-exempt	Not exempt from income tax under Division 50 of the <i>Income Tax Assessment Act 1997</i> (Cth) or under Division 1AB of Part III of the <i>Income Tax Assessment Act 1936</i> (Cth).
Personal information	Has the same meaning as in the <i>Privacy Act 1988</i> (Cth) which is: Information or an opinion about an identified individual, or an individual who is reasonably identifiable: a. whether the information or opinion is true or not; and b. whether the information or opinion is recorded in a material form or not.
Program Delegate	An AusIndustry manager within the department with responsibility for the program.
Program funding or Program funds	The funding made available by the Commonwealth for the program.
Project	A project described in an application for grant funding under the program.
Project Partner	A project partner is an entity that is an external organisation that will be participating in the funded project. An organisational partner, or business partner, for purposes outside the activities funded by the grant is not an external organisation, or project partner for the purposes of the grant application
Publicly funded research organisation (PFRO)	All higher education providers listed at Table A and Table B of the <i>Higher Education Support Act 2003</i> (Cth) and corporate Commonwealth entities, and State and Territory business enterprises that undertake publicly funded research.
Publicly funded research agencies (PFRAs)	Commonwealth research agencies including DST, Geoscience Australia, CSIRO and ANSTO.

Term	Definition
Selection committee	The body established to consider and assess eligible applications and make recommendations to the program delegate for funding under the program.
STEM	STEM (science, technology, engineering, and mathematics) - encompasses a wide range of study, research and work. It includes physics, astronomy, chemistry, geology, biology, agriculture, environmental studies, information and communications technologies, engineering, mathematics and their many related fields.
Systemic and cultural change	Lasting change to policies and procedures, leadership and attitudes, behaviour and personal responsibility that would remove barriers to women entering, working in or progressing to senior roles in STEM careers.
Vocational education and training (VET) provider	Training providers registered by the Australian Skills Quality Authority or a state regulator to deliver vocational education and training services.
Women	<i>(including girls for minors) encompasses cisgender, transgender, non-binary and intersex persons who identify as women (girls)</i>

Appendix A. Eligible expenditure

This section provides guidance on the eligibility of expenditure. [We may update this guidance from time to time, so you should make sure you have the current version from the business.gov.au website before preparing your application.]

The Program Delegate makes the final decision on what is eligible expenditure and may give additional guidance on eligible expenditure if required.

To be eligible, expenditure must:

- be incurred by you within the project period
- be a direct cost of the project
- be incurred by you to undertake required project audit activities
- meet the eligible expenditure guidelines.

How we verify eligible expenditure

If your application is successful, we will ask you to verify the project budget that you provided in your application when we negotiate your grant agreement. You may need to provide evidence such as quotes for major costs.

The grant agreement will include details of the evidence you may need to provide when you achieve certain milestones in your project. This may include evidence related to eligible expenditure.

If requested, you will need to provide the agreed evidence along with your progress reports.

You must keep payment records of all eligible expenditure, and be able to explain how the costs relate to the agreed project activities. At any time, we may ask you to provide records of the expenditure you have paid. If you do not provide these records when requested, the expense may not qualify as eligible expenditure.

At the end of the project, you will be required to provide an independent financial audit of all eligible expenditure from the project.

Labour expenditure

Eligible labour expenditure for the grant covers the direct labour costs of employees you directly employ on the core elements of the project. We consider a person an employee when you pay them a regular salary or wage, out of which you make regular tax instalment deductions.

We consider costs for technical, but not administrative, project management activities eligible labour expenditure. However, we limit these costs to 10 per cent of the total amount of eligible labour expenditure claimed.

We do not consider labour expenditure for leadership or administrative staff (such as CEOs, CFOs, accountants and lawyers) as eligible expenditure, even if they are doing project management tasks.

Eligible salary expenditure includes an employee's total remuneration package as stated on their Pay As You Go (PAYG) Annual Payment Summary submitted to the ATO. We consider salary-sacrificed superannuation contributions as part of an employee's salary package if the amount is more than what the Superannuation Guarantee requires.

The maximum salary for an employee, director or shareholder, including packaged components that you can claim through the grant is \$175,000 per financial year.

For periods of the project that do not make a full financial year, you must reduce the maximum salary amount you claim proportionally.

You can only claim eligible salary costs when an employee is working directly on agreed project activities during the agreed project period.

Labour on-costs and administrative overhead

You may increase eligible salary costs by an additional 30% allowance to cover on-costs such as employer paid superannuation, payroll tax, workers compensation insurance, and overheads such as office rent and the provision of computers.

You should calculate eligible salary costs using the formula below:

$$\text{Eligible salary costs} = \text{Annual salary package} \times \frac{\text{Weeks spent on project}}{52 \text{ weeks}} \times \text{percentage of time spent on project}$$

You cannot calculate labour costs by estimating the employee's worth. If you have not exchanged money (either by cash or bank transactions) we will not consider the cost eligible.

Evidence you will need to provide can include:

- details of all personnel working on the project, including name, title, function, time spent on the project and salary
- ATO payment summaries, pay slips and employment contracts.

Contract expenditure

Eligible contract expenditure is the cost of any agreed project activities that you contract others to do. These can include contracting:

- another organisation
- an individual who is not an employee, but engaged under a separate contract.

All contractors must have a written contract prior to starting any project work—for example, a formal agreement, letter or purchase order which specifies:

- the nature of the work they perform
- the applicable fees, charges and other costs payable.

Invoices from contractors must contain:

- a detailed description of the nature of the work
- the hours and hourly rates involved
- any specific plant expenses paid.

Invoices must directly relate to the agreed project, and the work must qualify as an eligible expense. The costs must also be reasonable and appropriate for the activities performed.

We will require evidence of contractor expenditure that may include:

- an exchange of letters (including email) setting out the terms and conditions of the proposed contract work
- purchase orders
- supply agreements

- invoices and payment documents.

You must ensure all project contractors keep a record of the costs of their work on the project. We may require you to provide a contractor's records of their costs of doing project work. If you cannot provide these records, the relevant contract expense may not qualify as eligible expenditure.

Travel and overseas expenditure

Eligible travel and overseas expenditure may include

- domestic travel limited to the reasonable cost of accommodation and transportation required to conduct agreed project and collaboration activities in Australia
- overseas travel limited to the reasonable cost of accommodation and transportation required in cases where the overseas travel is material to the conduct of the project in Australia.

Eligible air transportation is limited to the economy class fare for each sector travelled; where non-economy class air transport is used only the equivalent of an economy fare for that sector is eligible expenditure. Where non-economy class air transport is used, the grantee will require evidence showing what an economy air fare costs at the time of travel.

We will consider value for money when determining whether the cost of overseas expenditure is eligible. This may depend on

- the proportion of total grant funding that you will spend on overseas expenditure
- the proportion of the service providers total fee that will be spent on overseas expenditure
- how the overseas expenditure is likely to aid the project in meeting the program objectives

Overseas travel must be at an economy rate and you must demonstrate you cannot access the service, or an equivalent service in Australia.

Eligible overseas activities expenditure is generally limited to 10 per cent of total eligible expenditure.

Other eligible expenditure

Other eligible expenditures for the project may include:

- staff training that directly supports the achievement of project outcomes
- financial auditing of project expenditure
- costs you incur in order to obtain planning, environmental or other regulatory approvals during the project period. However, associated fees paid to the Commonwealth, state, territory and local governments are not eligible
- costs of developing and delivering in workshops, conferences, networking events and other forums (including travel costs for key participants)
- costs of developing and delivering education and professional development activities including courses and training
- costs of developing and distributing educational materials, curriculum content, toolkits or similar
- costs associated with industry transformation activities for a particular sector
- research costs to help support the project outcomes
- communication and promotional costs directly related to the project
- costs incurred in conducting the evaluation of your project.

Other specific expenditures may be eligible as determined by the Program Delegate.

Evidence you need to supply can include supplier contracts, purchase orders, invoices and supplier confirmation of payments.

Appendix B. Ineligible expenditure

This section provides guidance on what we consider ineligible expenditure. [We may update this guidance from time to time, so you should make sure you have the current version from the business.gov.au website before preparing your application.]

The Program Delegate may impose limitations or exclude expenditure, or further include some ineligible expenditure listed in these guidelines in a grant agreement or otherwise by notice to you.

Examples of ineligible expenditure include:

- research not directly supporting eligible activities
- activities, equipment or supplies that are already being supported through other sources
- costs incurred prior to us notifying you that the application is eligible and complete
- any in-kind contributions
- financing costs, including interest
- capital expenditure for the purchase of assets such as office furniture and equipment, motor vehicles, computers, printers or photocopiers and the construction, renovation or extension of facilities such as buildings and laboratories
- costs involved in the purchase or upgrade/hire of software (including user licences) and ICT hardware (unless it directly relates to the project)
- costs such as rental, renovations and utilities
- non-project-related staff training and development costs
- insurance costs (the participants must effect and maintain adequate insurance or similar coverage for any liability arising as a result of its participation in funded activities)
- debt financing
- costs related to obtaining resources used on the project, including interest on loans, job advertising and recruiting, and contract negotiations
- depreciation of plant and equipment beyond the life of the project
- maintenance costs
- costs of purchasing, leasing, depreciation of, or development of land
- infrastructure development costs, including development of road, rail, port or fuel delivery networks beyond the manufacturing site
- site preparation activities which are not directly related to, or for, the main purpose of transitioning to higher value and/or niche manufacturing
- opportunity costs relating to any production losses due to allocating resources to the agreed grant project
- costs of manufacturing production inputs
- routine operational expenses, including communications, accommodation, office computing facilities, printing and stationery, postage, legal and accounting fees and bank charges
- costs related to preparing the grant application, preparing any project reports (except costs of independent audit reports we require) and preparing any project variation requests
- travel or overseas costs that exceed 10% of total project costs except where otherwise approved by the Program Delegate.

This list is not exhaustive and applies only to the expenditure of the grant funds. Other costs may be ineligible where we decide that they do not directly support the achievement of the planned outcomes for the project or that they are contrary to the objective of the program.

You must ensure you have adequate funds to meet the costs of any ineligible expenditure associated with the project.