

VC Staff Excellence Awards

Recognising Excellence

Excellence in Aboriginal and Torres Strait Islander Advancement

The Vice-Chancellor's Excellence in Aboriginal and Torres Strait Islander Advancement recognises individuals or teams who have made a significant commitment to Aboriginal and Torres Strait Islander students, staff, people, families, and communities.

The Award Guidelines outline the eligibility criteria and the nomination, assessment, and selection process for each award.

- Outstanding Commitment to Aboriginal and Torres Strait Islander Advancement

Information and Guidelines

The Aboriginal and/or Torres Strait Islander Vice-Chancellor's Award for Outstanding Commitment to Aboriginal and Torres Strait Islander Advancement recognises individuals or teams who have made a significant commitment to Aboriginal and Torres Strait Islander students, staff, people, families, and communities in line with ECU's Aboriginal and Torres Strait Islander strategic plan.

The award recipient will receive \$5,000, inclusive of tax and superannuation, and a certificate presented by the Vice-Chancellor at a formal ceremony. Team recipients will receive an equal share of \$5,000.

Eligibility Criteria

This award is open to full-time, part-time, and casual/sessional ECU staff and teams. Applicants must be a current ECU staff member at the time of application and receipt of the Vice-Chancellor's Staff Award.

Staff who have received this award in the previous three years are ineligible to be considered in the same Award category.

Nominations

- People and Culture (P&C) will call for nominations on an annual basis.
- Nominations can only be made by another current ECU staff member.
- Nominees cannot self-nominate.
- Nominations must be submitted via the online nomination form at www.ecu.edu.au/staff-awards, by the due date.
- Nominees may be contacted for more information.
- Any queries should be directed to the P&C Coordinator on 6304 2480 or to vcstaffawards@ecu.edu.au.

Management for Performance (MPS)

During performance review discussions, Supervisors are encouraged to consider staff who exemplify ECU values and/or or exemplary performance in one of the Award domains and submit a nomination as a formal reward and recognition.

Nomination Requirements

The nomination form is available at www.ecu.edu.au/staff-awards

Nominations to include via the online form:

1. Nominator details (the online nomination form will capture your details automatically)
2. Nominee's name
3. Statement of how the nominee(s) meet the award selection criteria (no more than 300 words).
4. Email address of two referees excluding their Executive Dean or Director (external or internal to ECU)

Award Selection Criteria

Significant and/or sustained contribution to further progress ECU's commitment to Aboriginal and Torres Strait Islander students, staff, people, families, and communities aligned to the [Aboriginal and Torres Strait Islander supporting plan](#).

Example Criteria

- Individuals or teams who have trialled or adopted innovative and effective techniques or methods for embedding Aboriginal and Torres Strait Islander perspectives in university curriculum.
- Outreach or engagement activities or initiatives that have created linkages with schools and industry to raise aspirations for education and or employment.
- Individuals or teams who have innovated methods to improve retention and completions by Aboriginal and/ or Torres Strait Islander students.
- Individuals or teams attracting funding for /and or initiating and conducting research which has the potential to have high impact on Aboriginal and/ or Torres Strait Islander issues and actively involves Aboriginal and/or Torres Strait Islander people in its conduct.
- Individuals or teams who have innovated methods to attract, retain and support Aboriginal and Torres Strait Islander HDR students.
- Individuals or teams that develop and implement competitive scholarships and industry-supported fellowships, employment, and cadetship models for Aboriginal and Torres Strait Islander HDR candidates.
- Particularly focussed on individuals who provided an opportunity or support that has changed the life circumstances of an Aboriginal and/or Torres Strait Islander person.
- Community engagement initiatives that have resulted in public recognition of ECU as a role model or exemplar of reconciliation.
- Individuals or teams that develop, implement, or support professional learning opportunities with industry partners to foster positive social and economic impact for Aboriginal and Torres Strait Islander peoples.

Awards Selection Committee

The Chair of the Kudjukat Wow-r-ing Committee or their nominee will form a subgroup of committee members and/or co-opted members to act as the Award Selection Committee, to consider nominations and make recommendation to the Vice-Chancellor.

The Sub-Committee:

- a) Will assess all nominations;
- b) May request further information from whomever it deems necessary to evaluate the nominations;
- c) Reserves the right not to recommend an award if, in its assessment, there is no nomination of sufficient merit; and
- d) Will forward its recommendations to the Vice-Chancellor for approval.

Decision Making

The Vice-Chancellor will review the recommendations from the Kudjukat Wow-r-ing Committee and decide upon the winner. The Vice-Chancellor's decision will be final. The winners will be formally advised of the outcome at the celebratory event.

Celebration

The Vice-Chancellor will host an event that provides formal and public recognition of the respective achievements and excellence of our staff, at which the Awards will be presented. Winners may be asked to present at various public events. Event photography may be utilised to promote the Vice-Chancellor's Staff Awards.

Method of Payment

Nominated staff must choose a preferred option for payment as part of their nomination prior to the event. An email will be sent prior to the event in November to request the preferred option for payment:

- Cash lump sum payment (paid through the payroll system and subject to income tax at the employee's marginal tax rate); or
- Payment credited directly to your UniSuper Superannuation Account as a pre-tax contribution. ; If nominees select this option they may wish to seek personal financial advice as there are caps on the amount you can contribute to your super each financial year that, if exceeded, may result in additional tax implication; or
- Nominated ECU project /research/school account to be paid into an ECU account of choice. The prize monies must be used for work related expenditure and cannot be redistributed among team members for personal use.

Nominees are advised to consult their respective Finance Manager or Business Manager before electing to nominate an ECU account as there are limitations for time period in which prize monies are to be spent and this will vary from area to area. These funds will be allocated to your school/centre in January of the following year and must be used within one year.

Work related expenditure does not normally attract Fringe Benefits Tax (FBT). However, if FBT does apply to the expenditure, it will form part of the award amount so the team members would only be

eligible to spend the net-of-FBT amount. Nominees are advised to consult their respective Business Manager or School Finance Team if unsure.

People and Culture (P&C)

On an annual basis, P&C will:

- Advertise and promote the award;
- Organise for all nominations to be provided the Kudjukat Wow-r-ing Committee in a timely manner for assessment;
- Report on the outcomes of the award to the People and Culture Director and Vice-Chancellor to seek approval for the recommendations; and
- Organise the public event and other associated requirements with Corporate Events, including inviting the nominees and nominators.