



Australian Government

**Department of Infrastructure, Transport,
Regional Development, Communications, Sport and the Arts**

Additional Frequently Asked Questions – Arts and Screen Employment Pathways Pilot Program

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We have included some additional Frequently Asked Questions to make it quicker and easier to find answers to some of the most common questions.

Funding allocations

Are the funding allocations for wages, grantee overheads and accessibility adjustments fixed?

Yes, the funding allocations for each of these components are fixed.

What is the \$0.3 million in grantee overheads expected to cover?

The \$0.3 million is for all grantee overheads to deliver the Arts and Screen Employment Pathways Pilot Program (the Program), including any accessibility and cultural safety provisions for host organisations. It is expected that the initial stages of establishing the placements will require a higher level of involvement by the grantee(s), with less intensive demands once the placements are underway.

While funding is available over 3 financial years, the majority of activities to deliver the placements are expected to be around 18 months.

Further information about eligible activities and expenditure is in sections 5.1 and 5.3 of the grant guidelines.

Are access costs for the initial stages of establishing the placements included within the \$0.2 million pool of funding?

The access costs for the initial stages of establishing the placements are not included within the pool of \$0.2 million for accessibility adjustments. The \$0.2 million is only for any required accessibility adjustments for d/Deaf and disabled artists and arts workers who do temporary job placements through the Program, and which are not available through existing Government programs such as the [Employment Assistance Fund](#).

Costs for activities such as recruiting participants, managing enquiries and delivering training are expected to be covered with the \$0.3 million for grantee overheads to deliver the Program.

Further information about eligible activities and expenditure is in sections 3.1, 5.1 and 5.3 of the grant guidelines.

Will host organisations be expected to fund any parts of the Program?

The main components of the Program need to be delivered through the \$2.2 million available through the grant opportunity. However, host organisations will be required to provide appropriate levels of support, supervision and opportunities for participants.

Are organisations obligated to accept reduced or partial scopes of funding?

If multiple organisations are successful in being offered grants to deliver different components of the Program, they are not obligated to accept a reduced or partial scope of funding if it is not operationally viable for them.

What if the available funding is insufficient to deliver all the requirements of the Program?

This is a pilot program and an opportunity for the government to find out if the settings are right and obtain data to inform future policy decisions. Applicants are expected to put forward proposals that identify what can be done with the available funding, noting that the Program is scalable.

Applicants can be creative with designing the delivery options for the placements. If every aspect of the Program cannot be delivered with the available funding, strong proposals will identify the key components which can be delivered to meet the overall objectives and outcomes of the Program.

Employment arrangements

Will the grantee(s) or host organisations be the employers of participants?

Host organisations are expected to be the employers and participants will be employed under the relevant award or agreement wages and conditions that each host organisation has in place.

Further information is in sections 3.1 and 5.1 of the grant guidelines.

Is the grantee(s) responsible for the payroll of participants?

No. The grantee(s) will be responsible for providing funding for wages, superannuation and on-costs for participants to each host organisation, and for oversight to ensure these are appropriately distributed to participants.

Further information is in section 5.1 of the grant guidelines.

Can participants be paid above award wages?

Participants must be fairly remunerated for their work and in accordance with legal requirements for pay and entitlements. At a minimum, this must be the award or agreement wages that are applicable for each host organisation. However, paying above these rates may be considered to ensure fair remuneration.

Placements

How many placements will be funded?

There are a number of variables that will determine the total number of placements, such as the length of each placement, full-time/part-time arrangements, and award or agreement wages and conditions in host organisations.

Are all placements expected to start at the same time?

No, placements don't have to start on the same date.

Further information is in section 3.1 of the grant guidelines.

Do placements have to be full-time or part-time?

It is important that placements offer flexible work arrangements, such as options for part-time hours and the ability to work from home for at least some of the time, although this will depend on the nature of each role and needs of each participant.

Does the Program need to have national coverage?

Yes, the Program aims to have a national reach. It will be important to encourage placement applications from potential host organisations and participants from across Australia and to ensure there is a diverse representation of geographical locations, including regional and remote locations. However, applicants may put forward proposals that scale-up towards national coverage over the duration of the Program.

How will host organisations be selected?

The selection of host organisations will consider a variety of factors such as:

- diversity in geographical location, art form, organisation size and type
- types of available roles and projects (including in arts administration and management)
- a commitment to equitable access and cultural safety
- existing employment of workers with disability within the organisations, as a measure of disability confidence and to support the cultural safety of participants.

Further information is in section 5.1 of the grant guidelines.

Can host organisations apply if they receive funding from Creative Australia?

Yes, as long as Creative Australia funding is not being used for wages for participants or any other components that will be funded through the Program. This Program is administered by the Office for the Arts.

Promotion

Will the Office for the Arts assist with promoting the opportunity to apply for placements?

Yes, the Office for the Arts will help with promoting the opportunity for host organisations and participants to apply for placements.