

**Westpac Social Change Fellowship
Salary Allowance Policy**

1. In order to be eligible for a Salary Allowance, a Fellow needs to demonstrate that they expect to lose at least 50% of their total household gross family income while undertaking their Fellowship activities;
2. The decision to approve a Fellow's request for a Salary Allowance rests with the Westpac Scholars Trust and will be subject to the Fellow submitting documentary evidence of Item 1.a above (such as a prior year ATO Notice of Assessment).
3. The Salary Allowance operates as a weekly living stipend and consists of a one-off grant paid directly to the Fellow's nominated bank account. It is intended that the Salary Allowance is utilised during the periods of travel for the Fellowship – not the whole duration of the Fellowship.
4. As a weekly living stipend, the Salary Allowance is not a salary payment and does not correspond to, or replace, a Fellow's current or existing salary. To the extent possible, a Fellow should continue to draw on his or her existing salary source(s) whilst undertaking the Fellowship.
5. The Salary Allowance for each eligible Fellow will be calculated by reference to the proposed duration of his or her Development Plan (as agreed in Schedule 1 of the Fellowship Agreement).
6. The Salary Allowance must comprise no more than 20% of the Final Amount awarded to an eligible Fellow. For example, if the Final Amount awarded to a Fellow is \$40,000, then:
 - a. that \$40,000 is inclusive of the Salary Allowance; and
 - b. the Salary Allowance can be no more than \$8,000 (i.e. 20% of \$40,000).
7. The Salary Allowance will be paid directly to the eligible Fellow and not to the Fellow's employer. Any funding required to backfill the Fellow's position must be borne by the Fellow's employer.
8. The weekly living stipend payable under a Salary Allowance reflects the Postgraduate Award allowance provided by the Australian Government to support postgraduate research training in the higher education sector. The current weekly amount is \$540 per week. The weekly living stipend amount will be reviewed by the Trust on an annual basis.