



STAFF RECOGNITION AWARDS

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| Responsible Officer | Chief Operating Officer |
| Contact Officer | Organisation & Staff Development Consultant, HR Consultant |
| Approving Authority | VCAC, Director Human Resources |
| Date Approved | August 2007 |
| Date Effective | August 2007 |
| History | New |
| Policy Review Date | August 2008 |
| File Number | 2007/xxxx |

PREAMBLE

The University of New South Wales (UNSW) Strategic Intent sets out its aspiration to be a leading research-intensive university in the Asia-Pacific region. In pursuit of that goal, the University is committed to recognising staff who demonstrate sustained and outstanding achievement in performance that is aligned to the University's values and strategic priorities.

PURPOSE

In support of the organisation's strategic aspiration, this document sets out the University's policy on recognising excellent staff performance. The objectives of the Recognition Policy are to:

- recognise high performing employees for their positive achievements and sustained contributions to the University
- align demonstrated performance of employees with the achievement of the University's strategic priorities including student experience, teaching, research, and community engagement.

SCOPE

This policy applies to all staff who work at UNSW regardless of whether they are continuing, fixed term, probationary, casual, temporary, honorary, visiting or adjunct staff. Note that each recognition award scheme has its own criteria which may exclude certain categories of staff.

PROVIDERS

The Recognition Awards for staff at UNSW are administered by:

- Human Resources
- Division of Deputy Vice-Chancellor (Research)
- Division of Deputy Vice-Chancellor (Academic)

Each provider is responsible for the guidelines, implementation, administration and review of its recognition award scheme and for ensuring that the selection process is competitive and based on merit and equal opportunity principles.

CATEGORIES

Recognition Awards for Teaching Excellence

Learning and teaching awards, grants and fellowships are important in recognising the contributions of a wide range of staff, and in promoting and supporting the development of learning and teaching in higher education. There are a variety of internal and external awards, grants and fellowships available to UNSW staff on an individual basis or as a member of a disciplinary or cross-disciplinary team.

Awards

- UNSW Vice-Chancellor's Awards for Teaching and Supervision Excellence
- Carrick Institute Awards
- Australian College of Educators (ACE) Quality Teaching Awards
- UNSW Faculty Awards

Grants

- UNSW Learning and Teaching Awards
- UNSW Vice-Chancellor's Teaching and Research Awards
- Carrick Institute Grants

Fellowships

- UNSW Innovative Teaching and Educational Technology (ITET) Fellowships
- Carrick Institute Fellowship Scheme
- Universitas 21 Fellowship Program
- Higher Education Research and Development Society of Australasia (HERDSA) Fellowship Scheme

Details of this award scheme are located at the following web address:

http://www.ltu.unsw.edu.au/content/learn_teach_awards/awards_grants_fellowships_intro.cfm?ss=0

Recognition Awards for Research Excellence

Awards for Research Excellence acknowledges outstanding contributions to research by academic staff (individuals and teams). The Prizes and Awards Officer is responsible for the identification and co-ordination of nominations for academies, and prestigious prizes, awards and fellowships for UNSW staff and students at the state, national and international level, for example:

- ARC Federation Fellowships
- ARC and NHMRC Professorial Fellowships
- Fulbright Fellowships
- Australian Museum Eureka Prizes
- Fresh Innovators and Fresh Science Awards
- NSW Young Tall Poppies Science Awards.

There are also internal awards and fellowships which are administered through other areas in the University, such as the:

- Anthony Mason Fellowships (UNSW Research Services)
- Emeritus Professors (Human Resources)

- Gordon J Samuels Fellowship (UNSW Research Services)
- John Yu Fellowship Program to Europe (UNSW Research Services)
- NewSouth Global Pty Ltd Cross-Faculty Professorships (Division of the Deputy Vice-Chancellor (Academic))
- Scientia Professors (Human Resources)
- Universitas 21 Fellowships (Human Resources)
- Vice-Chancellor's Postdoctoral Fellowships (UNSW Research Services)
- Vice-Chancellors' Award for Teaching Excellence (Human Resources)

Further details of Awards for Research Excellence are located at: <http://www.dvcresearch.unsw.edu.au/prizes.html>

Recognition Awards for Professional & Technical Excellence

Professional and Technical Staff members play a valuable role in the University's success and achievement of the UNSW Strategic Intent. This recognition award scheme allows for the recognition of exceptional individual or team performance that has contributed to the achievement of UNSW strategic priorities. The contribution may be as a result of sustained high level performance or a significant stand-alone achievement.

Award Categories

- Excellence in Innovation and Leadership
- Excellence in Support for Research Outcomes
- Excellence in Support for Teaching Outcomes
- Excellence in Enhancing the Student Experience
- Excellence in Customer Service
- Excellence in Occupational Health and Safety

Eligibility for Nomination

- Nominations will be accepted for levels 1-10 professional & technical staff
- The Recognition Awards Scheme will apply to professional & technical staff on continuing or fixed term contracts or casual staff members working continuously at the University for 6 months or more.
- Nominations may be individual or team based. It is acknowledged that teams may consist of ineligible individuals such as academic staff or general staff levels 11 and over. Such teams will not be excluded from the Recognition Awards Scheme, however ineligible team members will not be able to receive any prize money.
- Self nomination is not permitted.
- Staff who receive an Award under this scheme are eligible for future award rounds as long as the evidence relied on in subsequent nominations is distinct from previous submissions.

The Award

Each award winner will receive a certificate of recognition acknowledging their achievement and category of their Award and a permanent citation on the UNSW Reward and Recognition website and \$2000 one off payment (subject to income tax)

Note: in the case of team awards, the prize money is to be divided amongst all eligible team members. Where a team consists of ineligible individuals such as senior general staff or academic staff, only the eligible staff members will be entitled to the prize.